



**phelps
dodge**
Philippines

2025

SUSTAINABILITY REPORT

Sustaining the Future: Building on Our Commitment

About the Cover

Rooftop solar installations at the Phelps Dodge Philippines manufacturing facility support the company's transition to cleaner energy and reflect its commitment to responsible industrial operations.

About the Report

GRI 2-3

This 2025 Sustainability Report (SR) presents the financial and non-financial performance of A. Soriano Corporation (ANSCOR or the Company). It includes two subsidiaries, Phelps Dodge Philippines Energy Products Corporation (PDP) and Seven Seas Resorts and Leisure, Inc. (SSRLI or Amanpulo or the Resort), along with the corporate social responsibility (CSR) initiatives of The Andres Soriano Foundation, Inc. (ASF). Collectively, these entities are referred to as the ANSCOR Group.

This report is prepared with reference to the frameworks of Global Reporting Initiative (GRI) and aligns with the United Nations Sustainable Development Goals (SDGs) relevant to ANSCOR's operations. The reporting period covers January 1, 2025 to December 31, 2025, and follows the Company's annual reporting cycle.

Amanpulo's pristine beach reflects the natural beauty of Pamalican Island and the ANSCOR Group's commitment to protecting fragile ecosystems for future generations.

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Company Profile and Memberships & Association

GRI 2-1, 2-2, 2-28

ANSCOR - A. Soriano Corporation

About the Company



ANSCOR is a publicly listed domestic corporation incorporated on February 13, 1930. As a diversified holding company, ANSCOR's core operating investments include cable and wire manufacturing through PDP and hospitality services through SSRLI, which owns Amanpulo Resort.

Beyond its core operations, ANSCOR maintains a broad investment portfolio across key sectors in the Philippines, including aviation, real estate, education, and asset and wealth management. The Company also holds investments in Philippine Stock Exchange-listed equities, private equity funds, foreign currency-denominated bonds, and offshore hedge funds. For more information, please visit <https://www.anscor.com.ph/>.

Membership Associations

- Philippine Business for Social Progress (PBSP) - Co-founding member
- Tax Management Association of the Philippines (TMAP)

Core Values



Trust



Integrity



Fairness



Transparency



Responsibility to Society

PDP - Phelps Dodge Philippines Energy Products Corporation



About the company

PDP is a 97%-owned subsidiary of ANSCOR and has been a leading domestic manufacturer of high-quality electrical wires and cables for more than 70 years. PDP manufactures a wide range of wire and cable products that serve industrial, commercial, infrastructure, power and telecommunications, and residential sectors.

PDP's diverse product portfolio and manufacturing expertise allow the company to address requirements ranging from large-scale industrial applications to residential wiring solutions. It operates a single, integrated manufacturing facility located at its Tarlac plant, which supports efficient and consistent production. More information about PDP is available at phelpsdodge.com.ph.

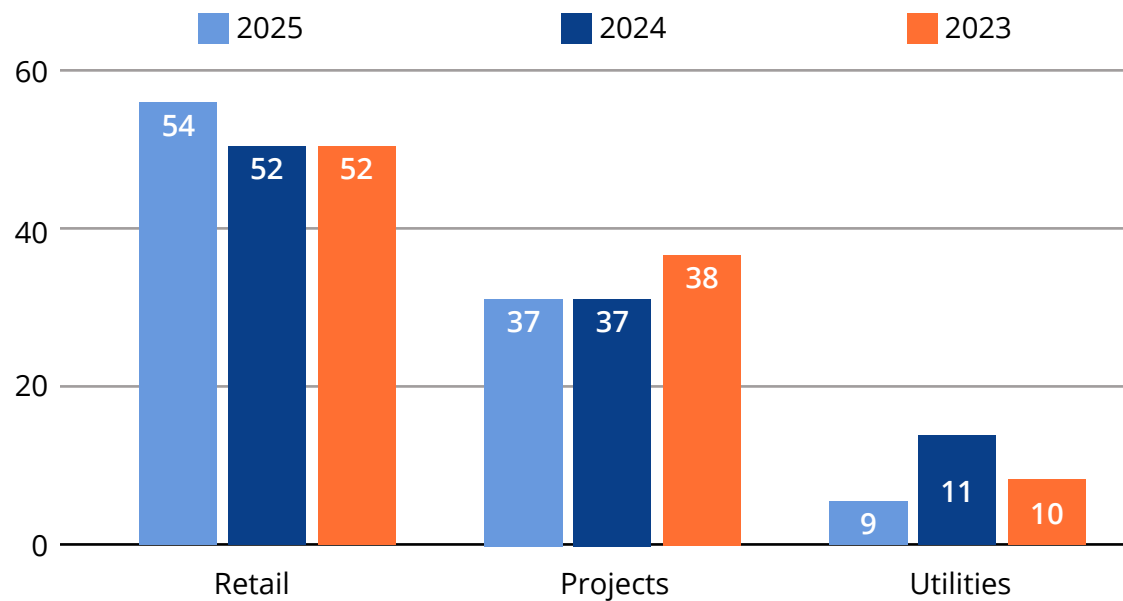
Membership Associations

- Electric Vehicle Association of the Philippines (EVAP)
- Semiconductor and Electronics Industries in the Phils. Foundation, Inc. (SEIPI)
- Australian-New Zealand Chamber of Commerce of the Phils., Inc. (ANZCHAM)
- People Management Association of the Philippines (PMAP)
- Data Center Association of the Philippines (DCAP)
- Employers Confederation of the Philippines (ECOP)
- PBSP
- Philippine Chamber of Commerce & Industry (PCCI)
- Chamber of Philippine Electric Wires and Cables Manufacturers, Inc. (PEWMA)

Market Demographics

PDP serves two primary customer segments: direct sales customers and distribution customers. This market profile reflects the company's strategic focus on meeting a broad range of customer requirements across multiple industries and applications.

PDP Market Distribution by Segment (%)



In 2025, PDP's retail network grew to approximately 12,800 outlets nationwide, a 3% increase from the previous year's 12,500 outlets. This expansion underscores PDP's extensive market reach across the Philippines.

SSRLI - Seven Seas Resorts and Leisure, Inc. (Amanpulo)

About the company



AMANPULO

SSRLI owns the world-renowned Amanpulo Resort, in which ANSCOR holds a 62% ownership stake. Amanpulo is a premier hospitality entity specializing in the luxury hotel, restaurant, and resort segment. The Resort provides high-end accommodations, exquisite dining experiences, and a variety of exclusive recreational activities, catering to guests seeking a serene and luxurious island retreat.

Managed by Aman Resorts, Amanpulo is located on Pamalican Island, Municipality of Cuyo, Palawan. The Resort has consistently earned international recognition as a premier beach destination.


Membership Associations

- Philippine Tourism Board
- Hotel and Restaurant Association of the Philippines (HRAP)
- Global Sustainable Tourism Council (GSTC)
- PBSP


Market Demographics

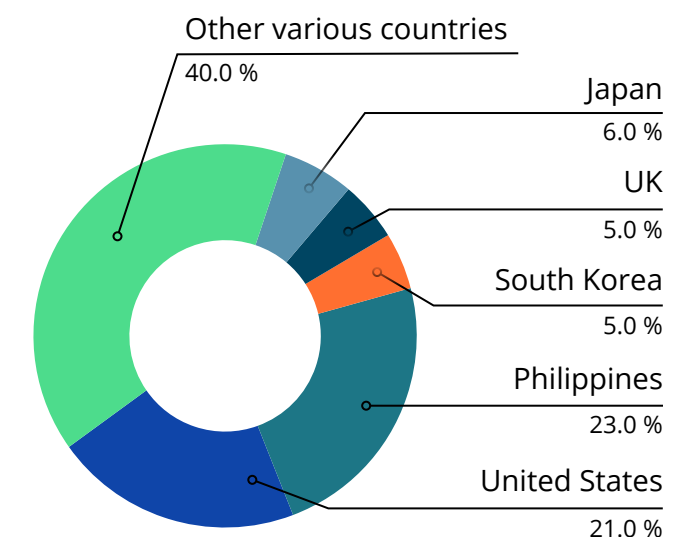
Amanpulo welcomes guests from around the world, reflecting its status as a premier luxury island destination. This diverse mix highlights Amanpulo's broad global appeal and its ability to attract travelers seeking exclusive, world-class, and personalized island experiences.

Vision
Establish a symbiotic relationship with the host community and the environment



Mission
Our Sustainability strategy encompasses the four pillars that have been part of our DNA since the origin of AMAN: Local Heritage, Local Culture, Environmental Protection, and Social Responsibility using the UN SDGs as a platform.





ASF - The Andres Soriano Foundation, Inc.

About the company

ASF is a registered and licensed Social Welfare and Development Agency (SWDA) with programs accredited by the Department of Social Welfare and Development (DSWD). As ANSCOR's corporate social responsibility arm, ASF is dedicated to providing the foundation and infrastructure necessary to support the sustainable development of local communities.

ASF is registered as a non-stock, non-profit, non-government organization (NGO) with the Securities and Exchange Commission (SEC). Its office is located at the 7th Floor, Pacific Star Building, Gil Puyat Avenue corner Makati Avenue, Makati City. The Foundation also operates three field offices in Palawan, specifically in Barangay Manamoc and Barangay Cabigsing in Cuyo, and Barangay Bancal in Agutaya.

ASF serves as Chair of the Committee on Policy Review – Palawan Cluster and Chair of the Committee on Membership in the MIMAROPA Region. It is also an active member of ABSNet, a DSWD-led area-based network of licensed SWDAs. For more information on ASF's programs and services, visit asorianofoundation.org.

Membership Associations

- Association of Foundations Philippines, Inc.
- League of Corporate Foundations, Inc.
- Philippine Council for NGO Certification, Inc.



Community-led mangrove planting in Northern Palawan, supported by ASF.



Eco-bricks created from plastic waste.

Awards and Recognition

ANSCOR Earns Spot on Forbes Asia's "Best Under a Billion" List



Forbes Asia, a leading business publication in the Asia-Pacific region, listed ANSCOR, with sales of \$226 million, as one of Asia's top mid-cap companies with revenues under US\$1 billion in its August 2025 issue.

The annual "Best Under a Billion" list highlights 200 publicly traded firms in the region that deliver consistent top- and bottom-line growth. Forbes evaluated more than 19,000 companies based on debt levels, sales and earnings growth, and five-year average return on equity, while excluding firms with governance, accounting, environmental, management, or legal issues.

ANSCOR joined four other Philippine companies on the list: Apex Mining (\$254 million), Converge ICT Solutions, Inc. (\$709 million), Figaro Culinary Group (\$97 million), and Philippine Bank of Communications (\$195 million).

The recognition underscores ANSCOR's commitment to disciplined governance, financial resilience, and sustainable long-term value creation.

AMANPULO

Amanpulo received the most number of awards in 2025:

- Michelin “One Key Hotel”
- Tatler Philippines - Tatler’s Best 2025, “Hotel of the Year”
- Tatler Asia – Tatler Best 100
- Conde Nast Traveller, Reader’s Choice Awards 2025, among the “Best Resorts in the Rest of Asia”
- T+L SEA Luxury Awards 2025, among “PH Best Beach, Island Upcountry Resorts”
- T+L SEA Luxury Awards 2025, counted among “Best Hotel Spas, Philippines”
- World Spa Awards 2025 “Philippines’ Best Resort Spa”
- Cathay Members’ Choice Awards 2025, finalist for the “Asia’s Ultimate Resort Getaway”
- Compare Retreats Wellness Luxury Awards 2025 “Private Island Spa of the Year”
- Robb Report Philippines “Best of the Best 2025 - Travel”
- Robb Report HK “Best of the Best 2025 - Best in the Philippines”
- Tatler Asia “Best 100 in Asia Pacific”
- Little Steps Travel Awards 2025 “Most Private Island for Families”



PDP

- Top Employer Recognition: PDP was recognized by PhilHealth as a Top Employer
- Safety Milestone: Achieved one year without a recordable incident
- Meralco Supplier Recognition: PDP was cited as a Key Supplier in Meralco’s Annual Vendor Performance Review



ASF

- Recognized by the DSWD as one of the Top Five Outstanding Auxiliary SWDAs



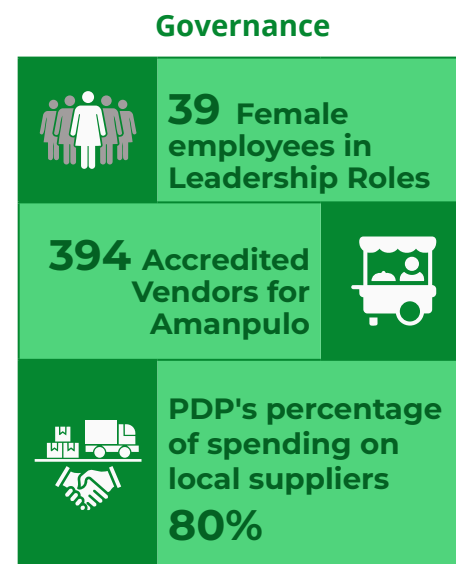
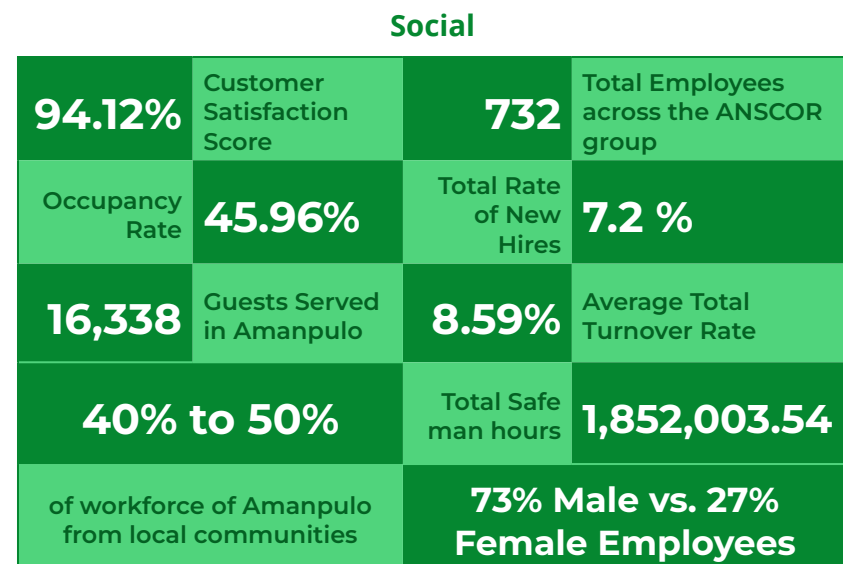
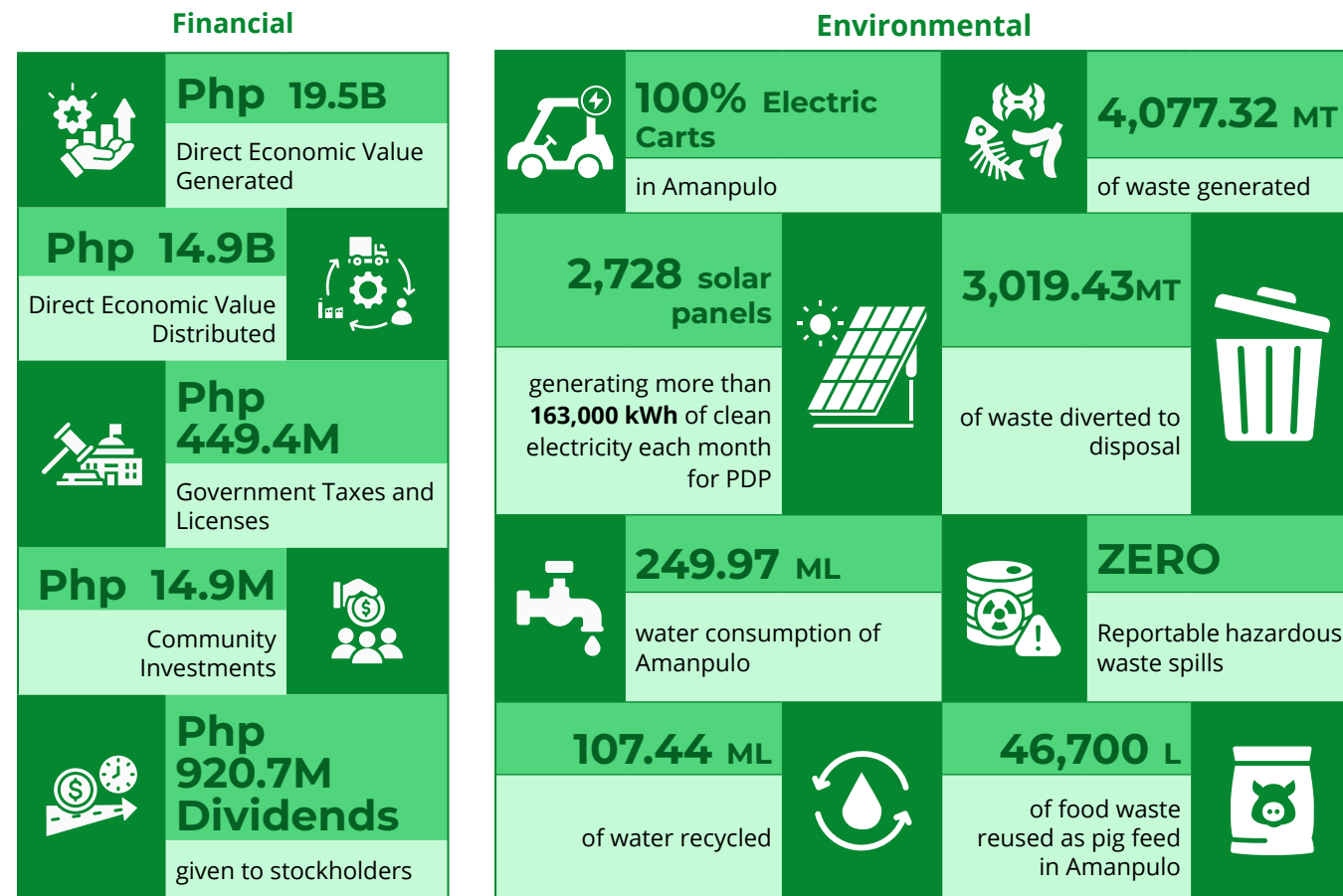
- Received a Certificate of Recognition from the Association of Foundations (AF) in acknowledgement of its 50 years of membership in the AF network



- Received a Plaque of Recognition from the Department of Education, Schools Division of Palawan for its sustained support and valuable contributions to public schools in the province



2025 Performance Highlights



Message from the Chairman

GRI 2-11, 2-14

Sustaining the Future: Building on Our Commitment

The year 2025 marks an important step forward in the ANSCOR Group's sustainability journey. Following the commissioning of our solar power projects in 2024, this year represents their first full year of operations, transforming commitment into measurable impact and reinforcing our dedication to environmentally responsible growth.

At Amanpulo, the solar power farm has become an integral part of resort operations, now supplying approximately 54% of the island's electricity requirements. The transition to electric golf carts, powered by this renewable energy infrastructure, has further reduced emissions and strengthened the Resort's stewardship of Palamalan Island's unique and fragile ecosystem. These initiatives demonstrate that responsible tourism and a world-class guest experience can advance together.

At Phelps Dodge, the 2,728-panel solar rooftop system continues to deliver meaningful results, providing around 12% of the Tarlac plant's energy needs while generating significant cost savings and reducing greenhouse gas emissions. Building on this progress, Phelps Dodge is preparing to transition its manufacturing operations to 100% renewable electricity by 2026, an important milestone in our commitment to a sustainable and resilient industry.

These achievements affirm the ANSCOR Group's alignment with the UN SDGs. Sustainability remains central to our business model, guiding how we invest, operate, and create long-term value for our stakeholders.

Through the Andres Soriano Foundation, we continue to collaborate with island communities to promote environmental

care, resilient livelihoods, and access to education and healthcare. By supporting locally driven priorities, we seek to contribute to development that is inclusive, respectful of culture, and responsive to community needs.

Our sustainability framework guides how we manage risks, invest for the long term, and create value responsibly. Through the integration of sound governance, inclusive growth, community partnership, and environmental stewardship, sustainability is an integral part of our business operations.

As we move forward, we remain mindful that meaningful progress is built through steady effort and partnership. We thank our employees, communities, and stakeholders for their trust and collaboration, and we reaffirm our commitment to advance responsible growth and resilience in the years ahead.



ANDRES SORIANO III
Chairman and CEO

Value Creation Framework

GRI 2-6

	Input	Business Activities and Processes	Outputs and Outcomes
Financial	<ul style="list-style-type: none"> Php 12.7B in Operating Costs Php 14.9M in Community Investments 	<ol style="list-style-type: none"> 1. Electrical Wire and Cable Manufacturing (PDP) <ul style="list-style-type: none"> Serves multiple sectors: industrial, commercial, infrastructure, power, telecommunications, and residential 2. Guest Experience & Hospitality Operations (Amanpulo) <ul style="list-style-type: none"> Management of lodging facilities and guest services Food and beverage operations across restaurants, bars, and in-room dining Wellness and recreational services, including spa and water sports Customer experience management and quality improvement 3. Social Impact & Community Engagement <ul style="list-style-type: none"> Scholarship programs supporting education and skill development Food security, childcare, and sanitary initiatives Relief and community investment programs Community engagement and outreach activities 4. Corporate Governance & Accountability <ul style="list-style-type: none"> Implementation and monitoring of anti-corruption, anti-bribery, and anti-harassment policies Promotion of ethical practices and responsible conduct Auditing, compliance checks, and risk management initiatives 	<ul style="list-style-type: none"> Php 4.55B in Economic Value Retained Php 449.4M in Government Taxes Php 676M value of products sold for Occupancy Php 334M value of products sold for Food and Beverage Php 152M value of products sold for Spa, Water Sports, and Amenities PDP achieved Php 12.3B sales in 2025 Approximately 12,800 PDP outlets nationwide Zero incidents of corruption
	<ul style="list-style-type: none"> One lodging facility 1.5MWp solar rooftop system at PDP's manufacturing facility 500kg food waste composting machine and wood mulching machine 		<ul style="list-style-type: none"> 6,663 total no. of room nights sold saves an estimate of Php 7M on electricity costs and reduces CO2 emission by 1,458 MT a year food scraps converted to compost, reducing the volume of organic waste transported
Manufactured	<ul style="list-style-type: none"> Awards and Recognition Anti-corruption and anti-bribery policy Anti-sexual harassment policy OHS Management System alignment to ISO 45001 principles and OSHS 		<ul style="list-style-type: none"> 94.12% Customer Satisfaction Score for Amanpulo 16,287 total number of guests served 492 days of zero recordable incident in PDP
Intellectual	<ul style="list-style-type: none"> 732 Total Employees 73% Male vs. 27% Female 8.59% Average Total Turnover Rate 17,882 Total Training hours 		<ul style="list-style-type: none"> 7.2% Total Rate of New Hires 1,852,003.54 Total Safe man hours 25.99 average training hours for employees 4,601 trainings conducted
Human	<ul style="list-style-type: none"> Relief Operations Scholarship programs Food security, Childcare, and sanitary programs Community Engagements 		<ul style="list-style-type: none"> ASF drives ANSCOR's sustainability in remote communities through health, education, livelihoods, disaster resilience, and environmental programs, partnering with local governments and institutions to ensure long-term social and environmental impact Amanpulo continues its Amanpulo Island Pathways Program (AIPP) with 36 trainees in 2025 PDP supported communities through tree-planting initiatives, donations of electrical materials to aid infrastructure safety in schools, and coordinated relief efforts in Cebu
Social and Capital	<ul style="list-style-type: none"> 249.97 ML water consumption 		<ul style="list-style-type: none"> 4,077.32 MT of waste generated 3,019.43 MT of waste diverted to disposal
Natural			

Sustainability at ANSCOR

GRI 2-22

Commitment to Sustainable Development

ANSCOR approaches sustainability as an integral part of how the Group operates and creates long-term value. Its Sustainability Framework guides responsible business practices and aligns strategic priorities with the UN SDGs 2030.

ANSCOR's approach is anchored on four interconnected pillars: transparency and accountability, balanced and inclusive growth, environmental stewardship, and responsive stakeholder relationships. These pillars guide decision-making and support responsible growth across the Group.

Sustainability commitments are implemented through ANSCOR's core operating investments, including PDP and SSRLI.

At PDP, sustainability is embedded in day-to-day operations across the value chain, from raw material procurement to manufacturing and distribution. The company continues to improve resource efficiency and reduce environmental impact through lean manufacturing practices and waste reduction initiatives, while fostering innovation in sustainable product development to meet evolving market and regulatory requirements.

PDP's sustainability priorities include

reducing its carbon footprint, enhancing employee well-being, and promoting responsible sourcing. Through these efforts, PDP delivers high-quality wire and cable products in a manner that supports sustainable economic growth, respects the environment, and contributes positively to the communities in which it operates.

At SSRLI, sustainability is integrated into the operations of Amanpulo Resort. As an island destination located within a fragile marine ecosystem, SSRLI recognizes its responsibility to preserve the natural environment while fostering positive outcomes for guests, employees, and the surrounding communities.

SSRLI advances this commitment through environmentally responsible procurement practices, sustainable tourism initiatives, and measures to minimize environmental impact. These principles are embedded in operational decision-making and support alignment with the Group's sustainability goals.

PDP Advances Toward 100% Renewable Energy



Rooftop solar panels to PDP's manufacturing plant in Tarlac support the company's transition to renewable energy.

PDP is taking a bold step toward a greener future. By 2026, the company plans to power its entire manufacturing operations with renewable electricity, eliminating reliance on coal and reinforcing its commitment to both sustainability and operational excellence.

The journey began in 2023 with the installation of a 1.5 MWp (1,500kWp) solar rooftop system at PDP's manufacturing facility. Featuring 2,728 solar panels, the system generates more than 163,000 kWh of clean electricity each month, enough to supply roughly 12% of the plant's energy consumption of 1.3 GWh. This strategic investment is already delivering results, saving an estimated Php 7M annually on electricity costs while reducing carbon dioxide emissions by about 1,458 metric tons per year, or more than 36,000 metric tons over the system's 25-year lifespan.

Building on this achievement, PDP

is now preparing to source the remaining 88% of its electricity from a fully renewable energy provider. After a careful evaluation of suppliers based on cost and environmental impact, PDP selected a partner offering competitive fixed rates and a portfolio entirely sourced from clean energy. Once implemented, this transition will effectively eliminate coal-based electricity from PDP's operations, stabilize energy costs, and significantly reduce the company's carbon footprint.

Together, the solar rooftop project and the 100% renewable electricity plan demonstrate PDP's commitment to lower-carbon manufacturing, cost resilience, and responsible industrial practices. By showing that sustainability and operational performance can advance hand in hand, PDP sets a clear example for businesses seeking to create a meaningful environmental impact.

Amanpulo Goes Fully Electric: Quiet Rides, Cleaner Island

In November 2024, Amanpulo achieved a major sustainability milestone by transitioning its entire internal combustion engine (ICE) golf cart fleet to fully electric vehicles. Thirty-six additional electric carts now traverse Pamalican Island, while the six remaining ICE carts were responsibly decommissioned, with reusable components salvaged for future maintenance needs.

The new fleet delivers quieter and smoother rides, enhancing the natural ambience that guests value. Charging stations, supported by the Resort's solar power infrastructure, have eliminated fuel handling and reduced maintenance requirements, contributing to more efficient and environmentally responsible island operations.

Beyond operational improvements, the shift to electric mobility reduces the Resort's carbon footprint and minimizes environmental risks such as fuel spills and emissions, reinforcing broader climate resilience efforts. Guests now enjoy a seamless and serene transport experience that reflects Amanpulo's commitment to responsible tourism.

This initiative complements other environmental programs at the Resort, including expert-led studies to address sand erosion and ongoing research on coral propagation.



Amanpulo's electric golf cart fleet.

Together, these efforts help ensure that Amanpulo safeguards its natural environment while continuing to deliver an exceptional guest experience.

Materiality Process

GRI 3-1, 3-2

In preparation for the 2025 SR, the Sustainability Management Team reviewed the Group’s operational context, performance, and stakeholder relationships to determine whether material topics identified in previous years remain relevant to the Group. A sustainability reporting workshop was conducted to review prior disclosures and assess emerging developments that may affect the Group’s impacts and priorities.

The assessment considered each business unit’s operating environment and stakeholder interactions to identify significant economic, environmental, and social impacts occurring during the reporting period. Identified topics were evaluated and prioritized based on their significance to the Group’s operations and their relevance to stakeholders.

The material topics are organized under ANSCOR’s four sustainability pillars, as presented below.

1	Transparency and Accountability
	Procurement Practices Governance Practices
2	Balanced and Inclusive Growth
	Economic Performance
3	Environmental Stewardship
	Water and Effluents Waste Management Environmental Compliance
4	Responsive Stakeholder Relationships
	Employee Welfare Employee Health and Safety Employee Training and Education Local Communities Customer Privacy

Governance: Transparency and Accountability



The ANSCOR Group is committed to upholding transparency and accountability in its business operations. Across the Group, companies are guided by their respective core values in promoting ethical conduct, responsible decision-making, and good governance.

At PDP, policy commitments are anchored in the core values of integrity and strong customer orientation. These values promote accountability and guide business practices and stakeholder relationships.

SSRLI, through Amanpulo, conducts its business fairly, honestly, and transparently. The Resort complies with applicable legal and regulatory requirements and upholds high standards of ethical conduct across its operations.

ASF grounds its works in respect for human rights and human dignity, as reflected in its Manual of Operations. Its programs emphasize holistic development, community participation, and empowerment, supporting vulnerable communities in strengthening self-reliance and building sustainable livelihoods.

This pillar outlines the governance structures and practices that support oversight, reinforce ethical conduct, and promote transparency and accountability across the ANSCOR Group.



Governance Structure

GRI 2-9, 2-11, 2-12, 2-18

The Board is primarily responsible for the governance of the Corporation, ensuring its long-term success and sustaining its competitiveness and profitability in a manner consistent with its corporate objectives and the best interests of its shareholders and stakeholders.

The Board is composed of seven (7) directors, elected annually during the Annual Stockholders' Meeting, in accordance with the Revised Corporation Code and the Company's By-laws.

To support continuous improvement in governance practices, the Company engages an independent third-party service provider to conduct an evaluation of the Board of Directors' performance.

Material matters and significant risks are communicated to the Board through established governance and reporting processes. For the reporting period covered, no critical concerns were escalated to the Board. Likewise, no critical concerns were raised through grievance mechanisms or other reporting channels.

Board Nomination

GRI 2-10, 2-18

Any shareholder may nominate candidates for election to the Board of Directors. Nominations must be submitted to the Chairman or the Corporate Secretary no later than March 1 of every year, or on such other date as the Board of Directors may determine.

Directors are elected during the annual meeting of shareholders. Every stockholder is entitled to vote for as many persons as there are directors to be elected, or may cumulate his shares and give one candidate as many votes as the number of directors to be elected multiplied by the number of his shares, or he may distribute them among as many candidates as he sees fit. The candidates receiving the highest number of affirmative votes are elected.

Board Structure

- 1 ANDRES SORIANO III**
 Chairman of the Board & Chief Executive Officer
Age: 74, Director since 1982
- 2 WILLIAM H. OTTIGER**
 President and Chief Operating Officer
Age 58, Director since 2022
- 3 ERNEST K. CUYEGKENG**
 Non-executive Director
Age 79, Director since 2009
- 4 JOHNSON ROBERT G. GO, JR.**
 Independent Director
Age 61, Independent Director since 2022
- 5 CAMILA MARIA H. SORIANO**
 Non-executive Director
Age 36, Director since 2024
- 6 EDUARDO JOSE M. SORIANO, JR.**
 Non-executive Director
Age 32, Director since 2025
- 7 JOSE MARIO C. BUÑAG***
 Independent Director
Age 82, Independent Director since October 2025



Board Committees

Audit Committee

- Johnson Robert G. Go, Jr. *Chairman*
- Ernest K. Cuyegkeng *Member*
- Camila Maria Soriano *Member*
- Jose Mario C. Buñag* *Member*

Compensation Committee

- Jose Mario C. Buñag* *Chairman*
- Andres Soriano III *Member*
- Ernest K. Cuyegkeng *Member*

Nomination Committee

- Andres J. Soriano III *Chairman*
- Ernest K. Cuyegkeng *Member*
- William H. Ottiger *Member*

*Elected to the Board on October 16, 2025 to serve for the unexpired term of Mr. Oscar J. Hilado, who passed away on September 17, 2025

Ethical and Transparent Practices

GRI 2-15, 2-16

To promote responsible business practices, the Group has issued the following general policies in line with ANSCOR's core values.

- 1. Whistleblowing Policy**
 For Directors, Senior Management, and Employees, it is ANSCOR's policy to investigate complaints fairly and protect the identity of the complainant.
- 2. Conflict of Interest Policy**
 For Directors: A Director should ensure that personal interests do not conflict with the interests of ANSCOR. They should avoid situations that may compromise impartiality. If an actual or potential conflict of interest arises, the Director should fully and immediately disclose it and not participate in the decision-making process. A conflict of interest shall be considered material if the Director's personal or business interest is antagonistic to that of ANSCOR, or if they stand to acquire or gain financial advantage at the expense of the Group.
- 3. Insider Trading Policy**
 All Directors, Officers, and Employees must comply with all laws, rules, and regulations relating to insider information.
- 4. Related Party Transactions Policy**
 Only inter-company receivables and payables are permissible. Related party transactions with substantial stockholders, officers and their families, and directors and their families may be allowed subject to the Board's approval.
- 5. Policy on Health, Safety, and Welfare of Employees, Including ANSCOR-Sponsored Training**
 ANSCOR places paramount importance on the safety, health, and welfare of its employees. It maintains a safe working environment and reasonable working hours for all employees. Above-average health and medical benefits are provided. Recreational activities to promote camaraderie and employee welfare are also conducted. ANSCOR's training and development programs are provided as needed.

For Senior Management and Employees: ANSCOR maintains a longstanding policy to uphold the highest standards of ethics and integrity. Employees have a duty of loyalty to ANSCOR and shall not have conflicting interests in any competitor or in any organization with which ANSCOR does business. Such interests create an unfavorable impression and raise the appearance of impropriety.

These policy commitments apply to all of the Group's activities and business relationships equally. All policies are publicly available and posted on ANSCOR's website: <https://www.anscor.com.ph/corporate-governance/company->

Economic:

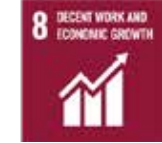
Balanced and Inclusive Growth



Direct economic value generated and distributed

Economic: Balanced and Inclusive Growth

GRI 3-3



Direct economic value generated and distributed

In 2025, the Philippines' Gross Domestic Product (GDP) grew by 4.4%, slower than the 5.7% expansion recorded in 2024. Growth moderated due to a decline in public construction, the waning effects of earlier export front-loading, and typhoons that disrupted agriculture, infrastructure, and household consumption. Concerns surrounding flood-control projects also weighed on business confidence, further weighing on investment activity.

ANSCOR Group's direct economic value generated (revenues) increased from Php 16.8B in 2024 to Php 19.5B in 2025. Major contributors are financial holdings gain, and higher sales of PDP.

The Company recorded a Php 4.4B gain from its public securities portfolio, including interest and dividend income and foreign-exchange gains. The principal contributor was a Php 3.6B in income from a 47% increase in the share price of International Container Terminal Services, Inc.

In 2025, ANSCOR reported non-recurring gains of Php 420.3M from the sale of ANSCOR's investment in The Bistro Group (TBG), a collection of international hospitality casual-dining brands and homegrown concepts, and gains from the partial divestment of its interest in iPeople, Inc., a Philippine education conglomerate operating several major schools and universities nationwide.

PDP achieved record sales of Php 12.3B in 2025, driven by strong volume growth in both domestic and export markets and supported by all-time-high copper prices. It reached a record profit of Php 1B, before non-recurring expenses, through strong operational discipline and effective cost management.

Amanpulo, 100% owned by SSRLI, generated total revenues of Php 1.4B, supported by a 5% increase in average room rates, despite softer occupancy resulting from weather disruptions and shifting source markets. SSRLI reported a consolidated net profit of Php 95.7M.

The ANSCOR Group registered a record profit of Php 5.4B in 2025, a 16% increase from the previous year's net income of Php 4.7B. Taxes paid to the government increased from Php 431.8M in 2024 to Php 449.4M in 2025. Dividends given to stockholders were maintained at Php 920.7 M. Donations totalled Php 14.9M in 2025.

PDP aims to sustain its growth momentum and reinforce its market leadership by broadening its portfolio of allied products and services, pursuing opportunities in high-growth infrastructure sectors, and selectively targeting niche export markets aligned with its core strengths.

To improve Amanpulo's occupancy rate in the coming years, sales strategy emphasizes extensive sales missions across Australia, Asia, and the Arab States, as well as participation in the International Luxury Travel Market Cannes to engage leading global luxury travel partners. The resort will further strengthen its international brand presence through targeted media trips, editorial features and enhanced digital marketing initiatives.

The Company will continue to focus on resilience and financial discipline while remaining agile in a shifting economic environment. The Company will actively evaluate opportunities and pursue initiatives that enhance the overall portfolio.

Economic Value Generated and Distributed

GRI 201-1

	In Millions Php		
	2025	2024	2023
Direct economic value generated	19,467.8	16,817.7	13,798.5
Direct economic value distributed	14,916.53	13,212.9	12,337.1
Operating costs and payments to suppliers	12,685.9	11,110.7	9,965.2
Employee wages and benefits	788.6	670.7	655.7
Payments to Providers of Capital			
Dividends given to stockholders	920.7	920.7	1,227.6
Interest payments to loan providers	57.1	66.3	58.6
Taxes given to government	449.4	431.8	417.9
Investment to community	14.9	12.8	12.2
Direct Economic Value Retained	4,551.3	3,604.8	1,461.4

Financial Assistance from the Government

In September 2024, ASF partnered with DTI-Region IV-B under the Shared Services Facility Project, resulting in the turnover of six handcraft machines valued at over Php 3M. In 2025, ASF continued to utilize the equipment through targeted capacity-building activities aimed at strengthening local skills and supporting product diversification. Three participants (two youths and one woman) completed a three-day training program on engraving machine operations, followed by advanced instruction on engraving cylindrical items using rotary tools. In addition, 38 Grade 12 students participated in an exposure session as part of their Empowering Technology and Contemporary Arts curriculum. Five participants also completed a three-day training on the basic operation and maintenance of the lathe and band saw machines. Efforts to identify qualified trainers for further product development are ongoing.



In September 2025, ASF was recognized by the DSWD as an Outstanding Auxiliary SWDA for its sustained commitment to delivering effective social development programs and upholding high standards of service, accountability, and impact. As part of the award, ASF received a cash prize of Php 50,000.



Aside from the assistance mentioned above, the ANSCOR Group did not receive any other government support, whether in cash or in kind, in 2025.

Financial implications and other risks and opportunities due to climate change

One of ANSCOR’s core businesses operates a premier island resort. Climate-related physical risks are becoming more pronounced. Historically, the island was seldom within the path of typhoons and tropical storms; however, shifting weather patterns have increased exposure to severe weather events. Unpredictable sea conditions and extended northeast monsoon periods affect marine activities, while rising sea levels contribute to beach erosion. Increasing sea temperatures also pose risks to surrounding coral reefs, including coral bleaching and ecosystem stress.

To manage these risks and strengthen resilience, the Resort has implemented adaptation measures, including:

- use of advanced weather monitoring systems to support flight planning and operational preparedness;
- Development of alternative guest experiences during periods of adverse sea conditions; and
- deployment of engineering and marine specialists to study shoreline dynamics and implement measures to mitigate erosion and protect coral ecosystems.

These climate-related risks have financial and operational implications, including:

- suspension or cancellation of sea sports and marine activities, affecting ancillary guest revenues;
- increased capital expenditures for shoreline protection and erosion control measures; and
- additional operating costs related to coral research, propagation, and marine ecosystem management.



Shoreline protection works at Amanpulo help mitigate coastal erosion and strengthen climate resilience.

Procurement



PDP maintains a structured procurement process designed to ensure compliance with applicable laws and regulations while safeguarding the quality and reliability of goods and services sourced from suppliers. This approach helps mitigate compliance risks and support operational performance. The procurement team conducts supplier evaluations and audits to verify adherence to legal, regulatory, and quality requirements. Findings from these reviews are used for continuous improvement in procurement practices.



To manage potential environmental and social impacts within the supply chain, PDP requires suppliers and subcontractors to provide relevant information on their operations, including the nature and location of activities and associated risks. This due diligence process enhances transparency and supports efforts to mitigate adverse impacts across procurement activities.

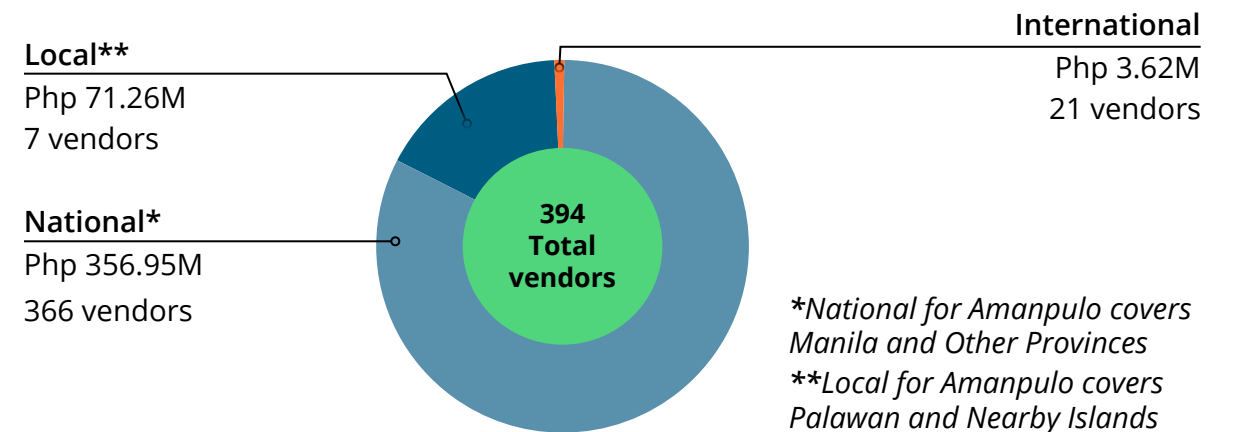
At Amanpulo, procurement practices also support environmental stewardship and community development. The Resort promotes responsible sourcing within its supply chain, including awareness initiatives on reducing single-use plastics and plastic packaging. Guidelines for local seafood suppliers establish standards on size and quality to help protect marine resources and support sustainable harvesting practices.

Amanpulo continues to prioritize local sourcing where practicable. In 2025, purchases from local suppliers accounted for 17% of total procurement spend, up from 16% in the previous year contributing to livelihood opportunities within surrounding communities.



Amanpulo Supplier GRI 204-1

Amanpulo Spending Distribution based on purchase orders



	2025	
	PDP***	AMANPULO
Percentage of Procurement Budget spent on products and services purchased locally	80%	17%
Monetary Value Paid	Php 10.16B	Php 71.26M

*** Local for PDP covers the Philippines

GRI 205-2

	PDP	AMANPULO
Percentage of suppliers who have been briefed of the anti-corruption policies and procedures	0%	100%
Number of contracts terminated with suppliers due to incidents of corruption	0%	0%
NEW SUPPLIERS THAT WERE SCREENED USING ENVIRONMENTAL AND SOCIAL CRITERIA		
Total new suppliers as of December 31	159	17
New suppliers that were screened using environmental and social criteria	0	17
% of new suppliers that were screened using environmental and social criteria	0%	100%

GRI 205-3

Corruption	PDP	AMANPULO
# of confirmed incidents of terminated contracts with business partners due to violations related to corruption	0	0
# of confirmed incidents with vendors related to corruption	0	0

There are **ZERO** confirmed incidents of corruption with vendors and business partners for both Phelps Dodge and Amanpulo.



GRI 408-1, 409-1, 414-1

Corruption	PDP	AMANPULO
Suppliers with significant actual/potential environmental impact	0	7
Suppliers with significant actual/potential social impact	0	7

Environment: Environmental Stewardship



Water

GRI 3-3, 303-1, 302-2



Amanpulo operates on a 92-hectare island, with no natural freshwater sources and meets all potable water needs through seawater desalination using reverse osmosis. While this process is energy-intensive, SSRLI is working to reduce its carbon footprint by 50 percent through renewable energy integration, including a solar farm that supplies power to Resort operations and the desalination facility.

The Resort implements a No Groundwater Extraction Policy, relying exclusively on desalinated water to protect the island's water table. Water management practices are regularly assessed to minimize potential impacts on marine and terrestrial ecosystems. To enhance efficiency, SSRLI utilizes energy recovery devices, optimized irrigation systems, reuse of treated effluent, and awareness programs for guests and employees to promote responsible water use.

Wastewater Management

The Resort operates a Sewage Treatment Plant (STP) with a multi-level treatment process, including comminution, aeration, settling, chlorination, and aerobic digestion, ensuring that no gray water is discharged into the sea or the ground. All treated wastewater is reused for fire hydrants, landscaping, and road watering, helping to reduce freshwater demand. Soil testing and optimized irrigation schedules further prevent soil degradation from the use of treated effluent.

To safeguard marine ecosystems, brine from desalination is carefully managed by mixing it with seawater before discharge, and deep-sea dilution and brine reuse are being researched to further reduce salinity impacts.



Wastewater treatment and effluent testing at Amanpulo help ensure compliance with environmental standards and protect surrounding ecosystems.



Pollution Control Officers (PCOs) regularly monitor and record the quality of effluent discharge, ensuring compliance with environmental standards and continuous improvement in impact management.

Impacts

- Marine salinity increases from brine disposal
- Energy-intensive desalination
- Soil degradation from irrigation with treated effluent
- Local freshwater depletion
- Water-intensive guest behavior
- Potential supplier water inefficiencies

Management of Impacts

- Reducing freshwater depletion prohibiting groundwater usage
- Mixing brine with seawater before discharge to reduce the risk of marine salinity increase
- Increasing water-use efficiency by employing optimized irrigation schedules
- Collaborating with suppliers to reduce their water footprint

Further Mitigating Procedures

- Deep-sea dilution and brine reuse research
- Solar energy integration and energy recovery systems
- Soil testing and optimized irrigation schedules
- A "No Groundwater Extraction Policy"
- Guest education and water conservation incentives
- Sustainability audits for suppliers

Wastewater samples are sent to certified laboratories to analyze the physical, chemical, and biological characteristics of wastewater, ensuring water discharges are not harmful to our immediate environment. The team conducts monthly meetings to review progress and assess targets as necessary based on the data available.

In 2025, total water withdrawn amounted to 766.5 megaliters (ML). Total water consumption for the year was 249.97 ML, covering resort operations, guest use, and essential services. Total discharge amounted to 516.53 ML. This volume consisted entirely of brine concentrate from the desalination process, which was discharged back into the ocean in accordance with applicable environmental requirements.

To reduce reliance on desalinated water, Amanpulo recycled 107.44 ML of water which was reused for irrigation and other non potable applications, supporting water efficiency and resource optimization in a remote island environment. As a result, no receiving freshwater or marine water bodies were impacted by treated wastewater discharge.

Through desalination and water recycling, Amanpulo manages water availability risks while minimizing freshwater withdrawal and improving overall water use efficiency.

GRI 303-3, 303-4, 303-5

AMANPULO WATER In Megaliters (ML)

Water Withdrawal
766.50



Water Discharge
516.53



Water Recycled
107.44



Water Consumption
249.97



Waste

GRI 3-3, 306-1, 306-2



Waste management remains a material topic for PDP due to the potential environmental impacts of its manufacturing operations and supply chain activities. Effective handling and reduction of waste are essential to prevent pollution, conserve resources, and ensure sustainable operations.

PDP identifies waste generating processes across its operations and works with business partners to minimize environmental impacts. Existing measures include regular monitoring, internal audits, environmental assessments, and corrective actions to improve waste reductions and recycling performance. Community feedback is considered through established dialogues and grievance mechanisms.

PDP continues to strengthen its approach by investing in improved waste management systems, engaging stakeholders across the product lifecycle, and supporting initiatives that advance resource recovery and circular economy practices.

SSRLI manages waste through reduction, segregation, recycling, and the adoption of sustainable technologies, including shredders,

digesters, and emerging clean technology solutions. A source-based segregation system is in place, with materials processed at the Material Recovery Facility (MRF) for recycling or responsible disposal.

The Resort monitors waste volume and hauling cost to assess performance and identify improvement opportunities. In 2025, the Resort continued to work with accredited third-party providers

while advancing on-site solutions to improve efficiency and reduce off-island transport, including composting, mulching, and planned pyrolysis capabilities.

Stakeholder feedback, particularly from employees and technical partners, informs ongoing enhancements to waste practices and supports alignment with the Resort's waste reduction experts objectives.

Waste generation and impact management

PDP integrates circularity in its value chain to minimize waste and extend product lifecycles. Product design and material selection prioritize durability and recyclability, supported by investments in waste management facilities and product recovery initiatives.

Similarly, SSRLI identified waste reduction measures in its internal operations and across its value chain. Several key measures such as waste segregation at source and transitioning to paperless operations are in place. Emphasis on sustainable sourcing through supplier audits and compliance coordination are continuously upheld in its supply chain. The Resort has also established monitoring systems in managing waste-related data. Waste Tracking systems are automated and waste audits and callouts are regularly done. Waste reduction management and initiatives are also shared across Amanpulo's community through stakeholder and employee engagement and feedback. Within leadership roles in Amanpulo, key performance indicators include waste reduction goals.



Recovered wire materials prepared for recycling support PDP's circular approach to waste reduction and resource recovery.

For outsourced waste services, PDP requires alignment with contractual and regulatory standards. Data collection and monitoring cover both internal and value chain activities, enabling the company to assess performance and drive continuous improvement in waste reduction.



Waste segregation at source supports responsible waste management at Amanpulo.



Scrap materials ready for recycling.

Amanpulo partners with third-party service providers for waste management and ensures that these providers comply with all applicable laws and meet the Resort’s contractual requirements for waste disposal. Waste storage areas are monitored to prevent leaks, contamination, and environmental release.

In 2025, the Resort generated 953 MT of non-hazardous waste and 8 MT of hazardous waste from resort operations. Non-hazardous waste mainly came from daily activities such as food and beverage services, housekeeping, and guest facilities. Hazardous waste volumes remained low and were primarily associated with maintenance activities and kitchen oil.

GRI 306-3, 306-4, 306-5

Waste Generated in MT	AMANPULO	PDP	TOTAL
Total Hazardous	7.89	74.49	82.38
Total Non-hazardous	952.48	3,042.46	3,994.94
TOTAL WASTE GENERATED	960.37	3,116.95	4,077.32
Waste Diverted from Disposal			
Total Hazardous		0	0
Total Non-hazardous	N/A	3,019.43	3,019.43
TOTAL WASTE DIVERTED		3,019.43	3,019.43
Waste Directed to Disposal			
Total Hazardous	7.89	74.49	82.38
Total Non-Hazardous	952.48	23.03	975.51
TOTAL WASTE DIRECTED TO DISPOSAL	960.37	97.52	1,057.89

There are NO REPORTABLE HAZARDOUS WASTE SPILLS in 2025.



Organic Waste Reduction and Resource Reuse



Landscape debris is chipped to reduce organic waste volume and support responsible waste management.

Managing food and garden waste has long been a challenge for the Resort, as organic waste previously required off-island transport, adding fuel use, cost, and environmental impact.

To address this, Amanpulo will install a 500-kg food waste composting machine and a wood mulching machine as part of its on-

site waste reduction and circularity strategy. Food scraps from kitchens and restaurants will be converted into compost, while garden trimmings and fallen branches will be processed into mulch for landscape use.

The compost produced will enhance soil quality across the island by improving moisture retention and nutrient content in sandy ground. This supports healthier plant growth, stronger root systems, and more resilient landscapes suited to coastal conditions. Mulched green waste will be reused on site, reducing the need for disposal and imported soil inputs.

These initiatives will significantly reduce the volume of organic waste transported off island, resulting in lower fuel consumption, reduced emissions, and improved operational efficiency. By turning organic waste into a usable resource, Amanpulo strengthens a closed loop system where waste supports the land that sustains the Resort. This approach reflects Amanpulo’s practical commitment to sustainability - treating waste as a material with value, reducing environmental impact at source, and aligning daily operations with the long term care of the island.

Food Waste Transfer Project with Barangay Manamoc

In 2025, Amanpulo continued its Food Waste Transfer Project with Barangay Manamoc, reinforcing a circular approach to organic waste management that benefits both Pamalican Island and the local community. A total of 46,700 liters of food waste from resort kitchens was collected by community hog raisers and reused as pig feed, supporting small scale livelihoods while diverting food waste from disposal. The prompt removal of food waste from the island has contributed to improved sanitation conditions, including reduced odors and lower fly activity, helping maintain a cleaner and more comfortable environment for guests and staff.

Keeping organic waste within the local economy also reduces waste transport, lowers environmental impact, and



Food waste is collected and transferred for community use, reducing waste and contributing to local livelihoods.

creates shared value between Amanpulo and the Manamoc community. The initiative demonstrates how local partnerships can deliver practical environmental and social benefits through circular waste management and economy.

Social:

Responsive Stakeholder Relationships



This section describes how the Resort builds and maintains responsive stakeholder relationships through effective customer management, strong employee relations, and engagement with local communities. These approaches support service quality, workplace collaboration, and shared value with surrounding communities.

Customer Management

GRI 3-3

At Amanpulo, guest experience is at the heart of every decision. Prior to arrival, guests receive a pre-arrival questionnaire, while profiles from previous stays or affiliated properties are carefully reviewed to enable personalized casitas, itineraries, amenities, and the assignment of Guest Assistants based on individual preferences. From the moment guests arrive at the lounge and board their flight, Amanpulo ensures a seamless, welcoming experience, complemented by local touches and greetings from leadership team members.

During the stay, staff observe guest preferences and record relevant details in profiles that are shared across departments. Daily briefings and operational meetings align teams to anticipate needs, while a designated Manager on Duty engages directly with guests each evening to gather feedback, assist with arrangements, and address concerns in real time. All guests, except those on complimentary or house-use reservations, receive a post-stay survey through the TrustYou platform. The survey includes ratings, closed-ended questions and open-ended feedback, which are reviewed by the leadership team and responded to by the Director of Rooms or Villa Manager. Insights are integrated into guest profiles to enhance and

personalize future stays.

Scores for 2025 show improvement across all categories compared with 2024, signaling a positive shift in overall guest sentiment. Personal Recognition continues to demonstrate strength in personalized service and guest engagement. The most significant gains were in Food and Beverage, highlighting successful enhancements in culinary offerings, while Wellness satisfaction showed steady improvement in spa and wellness experiences.

Feedback does not just end on paper, it drives tangible improvements across the Resort.

Gym equipment has been upgraded, with usable items repurposed for the staff gym and remaining equipment donated to neighboring communities. Televisions in casitas now support streaming platforms, and long-stay guests enjoy expanded dining options and personalized culinary experiences, with chefs tailoring dishes to individual preferences. Several casitas are also scheduled for refurbishment in 2027, further enhancing guest comfort and experience.

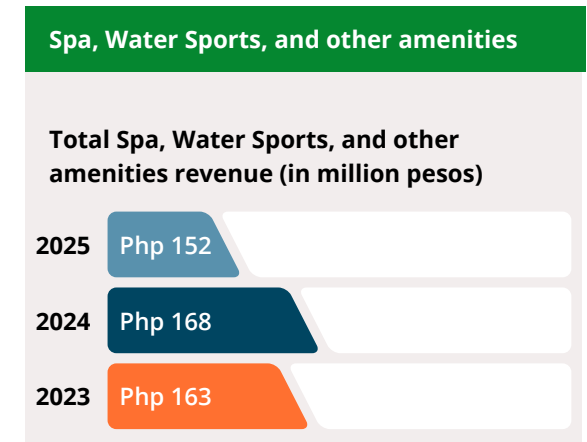
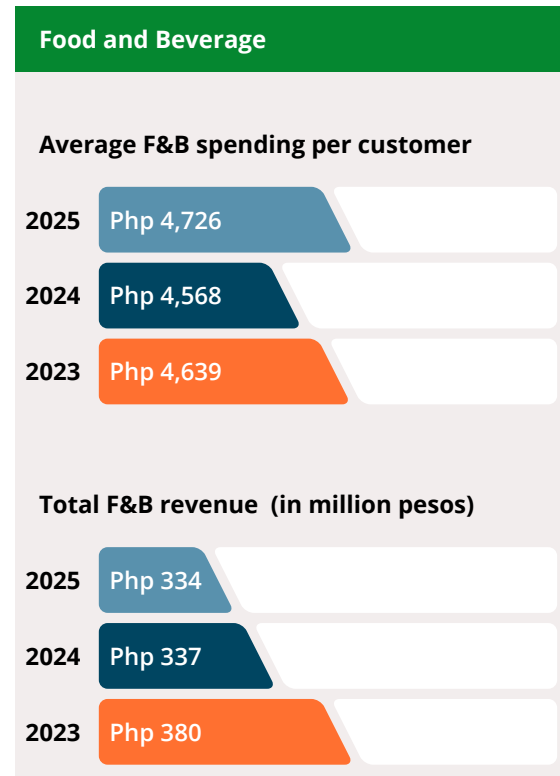
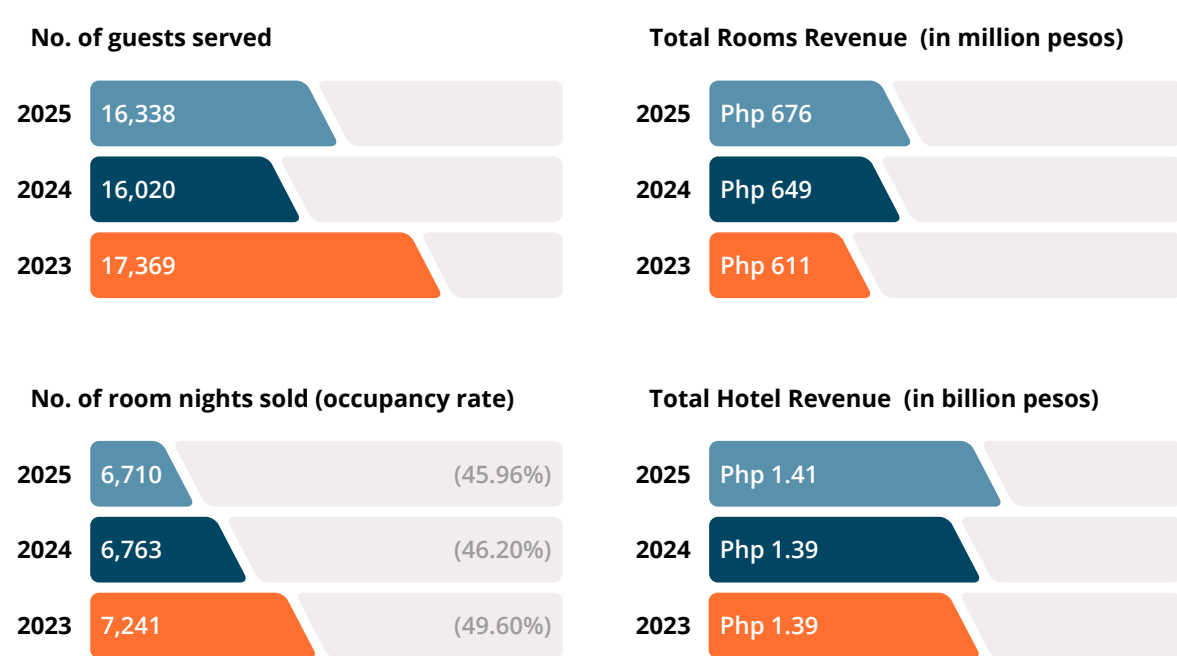
These efforts to capture and respond to feedback translate into measurable business outcomes.

Based on historical and forecast data as of December 2025, Amanpulo closed the year with an occupancy rate of 45.96%, reflecting a 0.24% decline from last year and a 3.64% drop compared to 2023, largely due to cancellations caused by three typhoons in November. Despite this, total hotel revenue performance remains strong, rising 1.92% over last year and 2.05% compared to 2023. Guest volume shows mixed results, up 2.00% versus last year, but down 5.94% compared to 2023.



Amanpulo continues to leverage HotSOS, a hotel operations software, to track, report, and resolve guest concerns promptly and consistently.

Hotel Occupancy Rate



Customer Satisfaction	2025	2024
To what extent did you feel personally recognized?	95.11	94.29
How would you rate the quality of food and beverages consumed?	88.48	85.73
How satisfied were you with the wellness offering?	92.28	91.3

Customer Privacy

418-1

PDP and Amanpulo are committed to upholding and protecting the personal information of their stakeholders, including employees and supply chain partners. Both companies adhere to the Data Privacy Act of 2012 and conduct regular Privacy Impact Assessments (PIAs) to ensure compliance with regulatory requirements.

To mitigate the risk of unauthorized access, PDP implements robust data privacy measures, including periodic security audits by the IT department and continuous employee training on data protection. These practices strengthen stakeholder

trust and contribute to long-term business relationships.

Amanpulo upholds the same high standards of data privacy. In the event of a data privacy complaint, the IT, HR, and Security teams conduct a thorough investigation and gather relevant information, while the corporate team ensures that concerns are addressed and resolved in a timely and appropriate manner.

For the period covered, **NO INCIDENT OF DATA BREACH** was recorded by the ANSCOR Group.

Employment

GRI 3-3



compensation, benefits, and working conditions across their operations.

Recruitment and employment processes are guided by internal procedures that promote fair and transparent practices and support internal talent development where feasible. Compliance checks, employee training, and periodic reviews of employment procedures, including compensation, benefits, working conditions, hours of work and rest periods, are carried out to help ensure alignment with legal requirements and company standards.

PDP and Amanpulo conduct their employment practices in accordance with applicable Philippine laws and regulations, including the Labor Code of the Philippines. Both companies apply established policies on hiring,

GRI 2-7, 401-1

Total number of employees (head count/Full Time Equivalent) per gender

Company	Gender		Total		
	Female	Male	2025	2024	2023
ANSCOR	15	10	25	26	30
Amanpulo	110	267	377	378	359
PDP	57	254	311	304	294
ASF	13	6	19	19	22

Total number of employees (head count/Full Time Equivalent) per region

Company	Region					Total		
	NCR	Luzon	Visayas	Mindanao	Expat	2025	2024	2023
ANSCOR	25	-	-	-	-	25	26	30
Amanpulo	46	291	27	8	5	377	378	359
PDP	58	240	7	6	-	311	304	294
ASF	6	13	-	-	-	19	19	22

Total number of employees by employment type and gender

Company	Employment Type	Gender		Total		
		Female	Male	2025	2024	2023
ANSCOR	Permanent	15	10	25	26	30
	Temporary	-	-	-	-	-
	Non-guaranteed hours	-	-	-	-	-
	Full-time Employees	-	-	-	-	-
	Part-time Employees	-	-	-	-	-
Amanpulo	Permanent	110	267	377	378	359
	Temporary	37	111	148	141	98
	Non-guaranteed hours	-	-	-	-	-
	Full-time Employees	110	267	377	378	359
	Part-time Employees	-	-	-	-	-
PDP	Permanent	57	254	311	304	294
	Temporary	-	-	0	-	-
	Non-guaranteed hours	-	-	0	-	-
	Full-time Employees	57	254	311	304	294
	Part-time Employees	-	-	0	-	-
ASF	Permanent	8	3	11	16	14
	Temporary	-	-	-	-	4
	Non-guaranteed hours	-	-	-	-	-
	Full-time Employees	4	2	6	16	18
	Part-time Employees	1	1	2	3	4

Total number of employees by position and gender

Company	Gender	Position									Total
		Top Management	Sr. Management	Mid Management	Supervisors	Rank and File	Administrative	Technical	Production	Others	
ANSCOR	Female	-	1	4	3	7	-	-	-	-	15
	Male	2	2	-	1	5	-	-	-	-	10
AMANPULO	Female	5	4	17	-	-	10	2	11	61	110
	Male	4	11	17	-	-	31	54	32	118	267
PDP	Female	1	1	-	21	34	-	-	-	-	57
	Male	4	11	-	44	195	-	-	-	-	254
ASF	Female	1	2	3	3	3	4	3	-	-	19
	Male	-	1	-	-	-	-	2	-	-	3

Local Employment

The Resort recognizes the importance of providing employment opportunities to surrounding communities as part of its long-term operations. During stakeholder engagements, local communities identified employment as a key area of interest and partnership.

Where practicable, SSRLI aims to source 40% to 50% of its workforce from local communities, balancing operational requirements with local hiring considerations.

Recruitment and development initiatives support the integration of local employees into the Resort’s workforce.

The Resort monitors manpower composition to track the proportion of locally hired employees relative to those from outside the locality. This approach supports workforce planning while contributing to local economic participation.



Amanpulo prioritizes hiring from local communities, with a target of 40% to 50% local employment.

New Hires

Amanpulo provides employment conditions consistent with applicable labor law regulations. Employees are provided with accommodations, access to drinking water, meals, and on-site medical support to meet operational requirements in an island setting.

Recruitment processes are guided by internal procedures aligned with Department of Labor and Employment (DOLE) regulations. Candidates are evaluated based on qualifications and job requirements. Applicants from local communities and neighboring islands are also considered alongside external candidates. Seasonal employees are engaged during peak periods in accordance with applicable labor standards.

Operating in a remote island location presents workforce challenges, including a limited talent pool and varying retention patterns. To address these, Amanpulo implements trainee programs, partners with local schools and conducts ongoing skills development initiatives. Benefits and career progression opportunities are reviewed to support workforce stability and operational continuity.

The Resort requires suppliers and subcontractors to comply with labor laws. Grievance mechanisms are available to employees, and periodic reviews are conducted to monitor adherence to employment standards.

These measures support workforce planning and retention while maintaining operational requirements.

Total number of employees by gender, position, and age group

LOCALS		ANSCOR	AMANPULO	PDP	ASF	Total
Total number of employees from Philippines		25	377	311	19	732
A. Gender	Male	10	267	57	13	347
	Female	15	110	254	6	385
B. By position	Top Management	2	9	5	1	17
	Senior Management	3	15	12	3	33
	Middle Management	4	34	0	3	41
	Supervisor	4	41	65	-	110
Rank & File		12	278	229	12	531
C. Age group	> 50 years	13	54	44	3	114
	30 - 50 years	12	260	209	14	495
	< 30 years	-	63	58	2	123

98.82% of employees of the ANSCOR Group are Filipinos



Total number of new employee hires by gender, age group, and region

	ANSCOR			AMANPULO			PDP			ASF		
	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023
By Gender												
Female	-	3	1	18	23	25	2	13	5	-	1	2
Male	1	-	-	24	56	55	8	23	24	-	1	1
Total	1	3	1	42	79	80	10	36	29	0	2	3
By Age Group												
< 30 years old	-	1	-	18	26	30	3	23	19	-	2	2
30-50 years old	1	2	1	23	43	44	7	12	10	-	-	1
> 50 years old	-	-	-	1	10	6	-	1	-	-	-	-
Total	1	3	1	42	79	80	10	36	29	0	2	3
By Region												
NCR	1	3	1	10	23	18	5	14	11	-	0	1
Luzon	-	-	-	24	50	53	2	19	16	-	2	2
Visayas	-	-	-	2	5	8	3	2	1	-	0	0
Mindanao	-	-	-	5	1	1	0	1	1	-	0	0
Expat	-	-	-	1	0	0	0	-	-	-	0	0
Total	1	3	1	42	79	80	10	36	29	0	2	3

Rate of new employee hires

ANSCOR			AMANPULO			PDP			ASF		
2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023
0.01%	11.54%	0.03%	11.10%	20.80%	4.48%	10.72%	11.84	9.18	-	0.09%	0.13%

Total number of employee turnovers by gender, age group, and region

	ANSCOR			AMANPULO			PDP			ASF		
	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023
By Gender												
Female		3	-	10	17	26	3	8	11		1	2
Male	1	2	-	34	43	46	16	14	13		2	1
Total	1	5	0	44	60	72	19	22	24	0	3	3
By Age Group												
< 30 years old	-	1	-	7	14	20	3	13	14	1	2	-
30-50 years old	-	-	-	30	40	48	11	8	9		1	2
> 50 years old	1	4	-	7	6	4	5	1	1	1	-	1
Total	1	5	0	44	60	72	19	22	24	2	3	3
By Region												
NCR	1	5	-	7	21	19	5	10	15	1	1	1
Luzon	-	-	-	34	32	45	13	10	7	1	2	2
Visayas	-	-	-	1	4	6	1	-	1	-	-	-
Mindanao	-	-	-	1	3	2	-	2	1	-	-	-
Expat	-	-	-	1	0	0	-	-	-	-	-	-
Total	1	5	0	44	60	72	19	22	24	2	3	3

Rate of Employee Turnover

2-4

ANSCOR			AMANPULO			PDP			ASF		
2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023
4.00%	16.67%	-%	12.96%	16.32%*	20.55%*	6.91%	7.24%	8.16%	10.50%	15.70%	7.30%

*Restated from last year

Employee Benefit

GRI 3-3

The ANSCOR Group seeks to manage potential employment-related impacts by providing compensation and benefits in accordance with applicable laws and internal policies. Employee safety, health, and welfare are supported through structured compensation review processes and statutory benefit compliance.

Salary adjustments are guided by performance evaluations and business conditions. Rank-and-file employees generally receive annual salary adjustments to help keep pace with inflation. The Group periodically reviews compensation and benefit structure to remain competitive within relevant labor markets.

Benefits provided to full-time employees that are not provided to temporary or part-time employees

GRI 401-2, 401-3

The following benefits are provided to eligible full-time employees across the ANSCOR Group, subject to company policy and applicable regulations:

Benefit	ANSCOR	AMANPULO	PDP	ASF
SSS	✓	✓	✓	✓
PhilHealth	✓	✓	✓	✓
Pag-IBIG	✓	✓	✓	✓
Parental Leave	✓	✓	✓	✓
Vacation Leave	✓	✓	✓	✓
Sick Leave	✓	✓	✓	✓
Medical Benefits (aside from PhilHealth)	✓	✓	✓	✓
Retirement fund (aside from SSS)	✓	✓	✓	✓

Other Benefits

Benefit	ANSCOR	AMANPULO	PDP	ASF
Calamity/Funeral Financial Assistance	✓	✓	✓	✓
Meal/Rice Allowance	✓	✓	✓	
Cash Convertible Leaves	✓	✓	✓	
Clothing Allowance	✓	✓	✓	✓
Medical Allowance	✓	✓	✓	
Loans	✓	✓	✓	✓
Christmas Package/Subsidy	✓	✓	✓	✓
Vacation Leave (in excess of government mandated VL)	✓	✓	✓	✓
Bereavement Leave	✓	✓	✓	✓
Flexible working hours		✓	✓	✓
Calamity Leave			✓	✓
Magna Carta Leave		✓		✓
Medical/Life Insurance	✓	✓		✓

Elevating Living Standards for our Amansantis



Construction of Building 5 forms part of ongoing efforts to strengthen residential standards for Amanpulo employees.

Amanpulo continues to invest in staff accommodation as part of its commitment to employee welfare. In 2025, construction of Building 5 commenced to enhance housing facilities for employees from Assistant Section Head to members of the Planning Committee.

This development forms part of ongoing efforts to provide safe, comfortable, and functional living spaces that support employee well-being and operational readiness in the island setting. The renovation of existing accommodation buildings (Buildings 1 to 4) is also under review to further improve safety, functionality, and overall living conditions.

Through these initiatives, the Resort aims to maintain appropriate residential standards for Amansantis (Amanpulo employees), recognizing that a stable and supportive living environment contributes to workforce continuity and service quality.

Benefit Plan obligations and other retirement plans

Each company within the ANSCOR Group maintains its own defined benefit pension plan covering substantially all officers and employees. Members are not required to contribute to the plan. Retirement benefits are provided in accordance with Republic Act No. 7641 and are not less than the statutory minimum.

Funding requirements are determined by independent actuaries using established actuarial methods. Management conducts periodic reviews, including annual asset-liability assessments, to support funding adequacy and manage investment-related risks.

PDP Recognized as a PhilHealth Top Employer

PDP was recognized by the Philippine Health Insurance Corporation (PhilHealth) as one of its Top Employers for the timely submission of statutory reports and prompt remittance of premium contributions from January to December 2024.



The Certificate of Appreciation, issued by the PhilHealth - Local Health Insurance Office (LHIO), acknowledges PDP's consistent compliance with national social insurance requirements and its commitment to ensuring that employees' health benefits remain fully supported.

The recognition was formally conferred on July 29, 2025, at the PhilHealth LHIO Tarlac office, highlighting the company's continued adherence to statutory obligations and responsible employment practices.

Occupational Health and Safety

GRI 3-3

The ANSCOR Group manages Occupational Health and Safety (OHS) risks across its established operations with policies and procedures designed to identify workplace hazards, reduce risks, and promote safe working conditions in compliance with applicable regulations.

OHS programs include risk assessments, preventive controls, employee training, and regular monitoring of safety performance. Worker participation is encouraged through established reporting and consultation mechanisms. These measures support the prevention of workplace incidents and contribute to operational stability.

OHS Management System

GRI 403-1

PDP implements an OHS Management System aligned with the Philippine Occupational Safety and Health Standards (OSHS) and ISO 45001 principles. The system covers all employees and contractors within the plant premises. PDP employs trained safety officers, including personnel certified in Basic OHS and a licensed safety practitioner, supported by an on-site nurse and a doctor-consultant. The company also maintains established arrangements with accredited medical

institutions to provide necessary medical services to employees. These measures support compliance with regulatory requirements and ongoing management of workplace risks.

SSRLI maintains an OHS program tailored to the operational risks of an island resort environment. The program covers all employees and other workers on the island and addresses key operational areas such as engineering, electrical works, carpentry, housekeeping, food preparation and service, and sports and recreational activities.

GRI 403-8

Workers covered by an OHS management system	2025	
	AMANPULO	PDP
Covered by an OHS management system based on legal requirements and/or recognized standards/guidelines?	100%	100%
Covered by an OHS management system based on legal requirements and/or recognized standards/guidelines that has been internally audited?	100%	100%
Covered by an OHS management system based on legal requirements and/or recognized standards/guidelines that has been audited or certified by an external party?	100%	100%

OHS Practices

GRI 403-7

PDP

PDP implements OHS practices aimed at preventing work-related injuries and maintaining compliance with applicable regulations and company standards. The company maintains an objective of achieving zero recordable incidents and regularly reviews safety performance to support this goal. Safety management measures include internal and external audits, routine monitoring of safety indicators, and periodic reviews

of OHS procedures to identify areas for improvement.

Continuous improvements in safety training and reporting systems are undertaken, including strengthened processes for capturing and analyzing near-miss incidents. PDP also engages suppliers and contractors to align safety practices within the plant premises and ensure adherence to applicable OHS requirements.

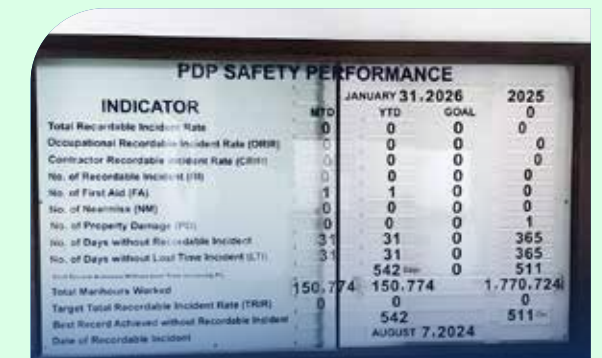
492 Days: Over One Year of Safety Excellence at PDP

PDP reached a significant safety milestone on August 7, 2025, completing 365 consecutive days without a Recordable Incident (RI).

The milestone continued, and by December 15, 2025, PDP had achieved 492 days of incident-free operations, reflecting consistent safety practices across all plant activities.

During this period, PDP recorded zero (0) RI, zero (0) lost-time injuries, and zero (0) occupational illnesses, resulting in a Total RI Rate of zero (0).

This performance reflects the strength of PDP's safety practices. Regular safety training, toolbox



PDP's safety performance board reflects its daily commitment to workplace safety.

meetings, proactive hazard identification, and active employee participation support sustained safety performance. While milestones mark progress, PDP emphasizes that workplace safety is reinforced daily through discipline, accountability, and continuous improvement.

By maintaining safety as a core operational priority, PDP continues to support a safe and healthy working environment for its workforce.

Amanpulo/SSRLI

OHS remains a key operational priority at Amanpulo. The Resort continues to implement established OHS policies focused on hazard prevention, risk mitigation, mandatory safety training, emergency preparedness drills, and compliance, monitoring and supporting safe working conditions for employees, contractors and guests.

Suppliers and contractors are required to align with Amanpulo’s safety requirements to promote consistent

safety practices across operations. When incidents occur, procedures emphasize prompt reporting, investigation, and appropriate medical support, with corrective actions implemented to reduce recurrence.

The effectiveness of OHS measures is monitored through internal reviews, training and drills, and external inspections conducted by relevant government agencies. These ongoing efforts support preparedness, regulatory compliance, and continuous improvement in workplace safety practices.

Hazard identification, risk assessment, and incident investigation
GRI 403-2

PDP maintains established processes for hazard identification, risk assessment, and incident investigation in line with regulatory requirements and ISO 45001 principles. Employees and contractors receive safety orientation and Behavioral-Based Safety (BBS) guidance to support hazard recognition and risk awareness. Workers are encouraged to report hazards through established channels without fear of retaliation and may remove themselves from unsafe situations in accordance with company policy.

Incident investigations focus on identifying root causes and implementing corrective actions to support continuous improvement of safety controls and procedures.

At Amanpulo, hazards identification and risk management processes are integrated into daily operations and cover both routine and non-routine activities. Safety inspections, training, and supervisory oversight support risk mitigation, while reporting channels allow employees to raise safety concerns through supervisors, the safety team, or formal mechanisms, including anonymous reporting. These practices support timely reporting, corrective action, and continuous improvement of the occupational health and safety management system.

Occupational Health Services
GRI 403-3

Amanpulo maintains an on-site clinic that provides medical services to employees, contractors, and other persons on the island. The clinic is staffed by a physician and nursing personnel and provides primary care, emergency response, and referral coordination for cases requiring hospital treatment, including medical evacuation when necessary. Newly hired employees undergo pre-employment medical assessments and orientation on available health services.

Regular employees are enrolled in health maintenance coverage to

support access to hospitalization and specialist care. Wellness promotion activities, including health education sessions and employee sports programs, are conducted periodically to support overall well-being.

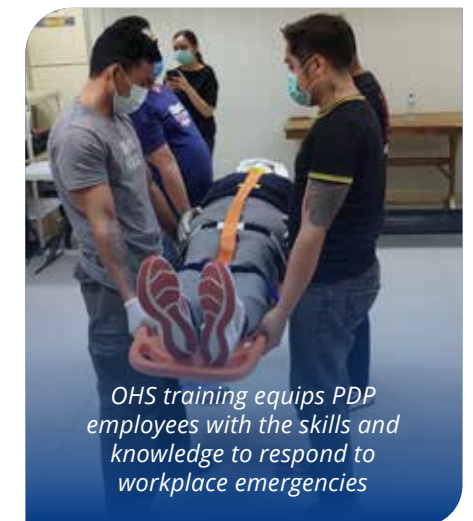
Medical records and health information are maintained in accordance with confidentiality and data privacy requirements, with access restricted to authorized medical personnel.

At PDP, occupational health services are provided through trained safety personnel and access to medical professionals, with arrangements for external medical care when needed. These services support regulatory compliance and employee access to workplace health support.

Worker Participation and OHS Training
GRI 403-4, 403-5, 403-6

PDP promotes worker participation in OHS management through its Safety Committee and an Environmental, Health, and Safety (EHS) Committee. These committees meet regularly to review safety performance and provide recommendations to management. Daily safety dialogues and periodic refresher sessions support ongoing communication and consultation on safety matters.

PDP provides OHS training throughout the year to support safe work practices and regulatory compliance. Training topics include general safety refreshers, equipment handling, risk assessment, emergency response, and relevant management system standards. During the reporting period, key training activities included OHS refresher training, chemical safety and emergency response, first aid and basic life support, and incident prevention awareness.



OHS training equips PDP employees with the skills and knowledge to respond to workplace emergencies

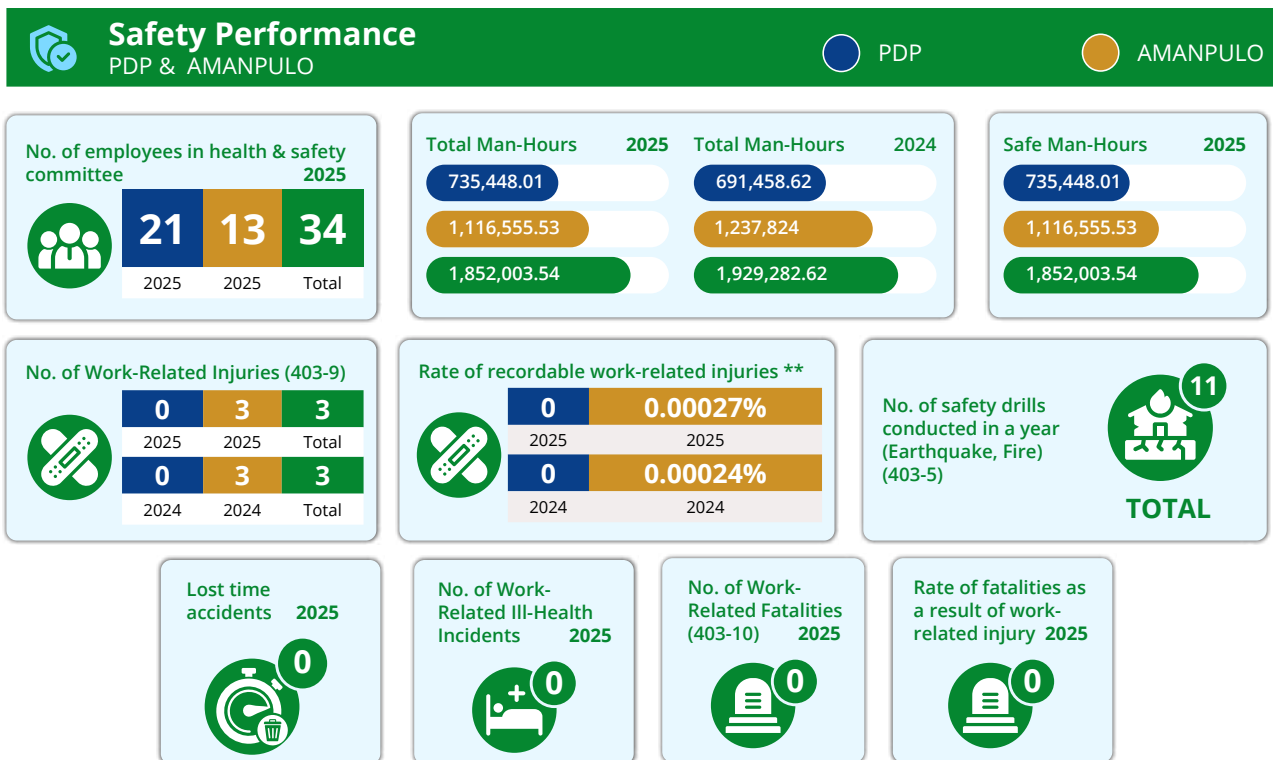
At Amanpulo, the Safety and Health Committee oversees the implementation of OHS programs to promote employee awareness and compliance with safety standards. A DOLE-accredited Safety Officer, in coordination with management, supports compliance and program implementation. The Resort allocates resources for OHS safety training, personal protective equipment, and safety communication.

In 2025, Amanpulo conducted various OHS-related trainings and information sessions, including typhoon preparedness, workplace health programs, food sanitation and hygiene, cardiopulmonary resuscitation (CPR), and disaster preparedness awareness for employees and the local community.



Employees participate in safety and emergency response training sessions, reinforcing preparedness and workplace health practices across the resort.

GRI 403-5, 403-9, 403-10



Employee Training and Development

GRI 3-3, 404-2

The ANSCOR Group continues to support employee learning and development across its businesses. Training programs are implemented to enhance job competencies, support career development, and reinforce sustainable and responsible work practices.

At Amanpulo, training initiatives focus on service quality, operational skills, and workplace engagements. Customer service training, coaching, and feedback-based learning are conducted to support consistent service standards. Environmental awareness and sustainability practices are integrated into employee training to promote resource conservation and responsible operations.



PDP employees participate in professional development programs designed to strengthen skills, leadership capability, and organizational effectiveness.

PDP implements employee development programs guided by its Organizational and Employee Development Policy. Training needs are identified through periodic assessments to align development initiatives with operational requirements and professional growth objectives. Amanpulo's trainee program provides structured on-the-job learning opportunities for new entrants and returning workers, supporting workforce development and future staffing requirements. In addition, employee engagement and wellness initiatives are conducted periodically to support teamwork, communication, and overall workplace well-being.

These ongoing initiatives support workplace capability, operational effectiveness, and continuous improvement across the Group.

Training Statistics

GRI 404-1

Employee Training	AMANPULO	PDP	TOTAL
Total Training Hours	13,276	4,606	17,882
Employee Headcount	377	311	688
Average Hours of training	35.21	14.81	25.99
Total Number of trainings conducted	1,995	2,606	4,601

Career Development

Total internal hires promoted to managerial positions by gender and position

		ANSCOR	AMANPULO	PDP	ASF
A. Gender	Male		12	18	
	Female	2	14	4	1
B. By position	Top Management		0	2	1
	Senior Management		3	7	
	Middle Management	1	12	0	
	Supervisor	1	11	12	
	Rank & File		0	1	

Percentage of total employees by gender and by employee category who received career development review

GRI 404-3

Employee Category	2025							
	PDP				AMANPULO			
	Male		Female		Male		Female	
	#	%	#	%	#	%	#	%
Senior Management/ Department Directors	4	1.36%	11	0.34%	9	3.22%	15	3.96%
Middle Management/ Managerial	49	16.61%	21	7.12%	17	48%	17	4.48%
Administrative	48	16.27%	28	9.49%	10	64%	31	8.18%
Technical	11	3.73%	7	2.37%	2	53%	54	14.25%
Production	126	42.71%	-	-	11	2.9%	34	8.97%
Other, specify	-	-	-	-	60	16.09%	117	31.13%
Total No. of Employees	238		67		110		269	

Local Communities

GRI 3-3, 413-1, 413-2

SSRLI engages with local communities, schools, and local government units to support shared value creation beyond tourism operations. Through collaboration with local artists, artisans, and businesses, the Resort supports livelihood opportunities and contributes to local economic participation.

Community support initiatives include training and education programs on sustainable agriculture, renewable energy, waste management, and environmental awareness. These initiatives aim to strengthen local capacity while promoting resource conservation and climate resilience.

Local communities participate in a significant portion of the Resort’s operations through the sourcing of culinary ingredients, staff cafeteria supplies, boutique items, room amenities, recreation experiences, and local manpower and services. SSRLI also prioritizes local suppliers and provides skills development opportunities for residents, including wellness and massage therapy training.



Students from Manamoc Senior High School participate in practical training under Amanpulo’s Senior High School Program, supporting workforce readiness.

The Resort maintains partnerships with Manamoc Senior High School and ASF through the Senior High School Program. The program supports student development through monitored training and practical work exposure while contributing to workforce readiness. Many employees began as interns demonstrating the program’s role in supporting local employment pathways.

SSRLI coordinates with barangay officials to share employment opportunities and continues to implement its policy of sourcing 40-50% of its workforce from local communities, where practicable. This approach supports local participation in the workforce and helps ensure cultural familiarity and community integration.

Pathways to Opportunity: Developing Local Hospitality Talent

In 2025, 36 young people from Manamoc Island and neighboring communities gained practical hospitality experience through the Amanpulo Island Pathways Program (AIPP). Many participants had not pursued higher education, and some were family members of employees. Through hands-on training and work exposure across resort operations, the program provided participants with practical skills and employment opportunities, while supporting livelihoods in surrounding communities.



Trainees were assigned to operational areas, including food and beverage, housekeeping, culinary, villa butler services, front office, human resources, and sports and recreation. Training averaged 91 days and combined technical instruction with on-the-job learning. By the end of the program, participants transitioned into seasonal employment or completed foundational training that supports future employability.



Participants of AIPP apply practical hospitality skills through supervised on-the-job training.

Individual experiences reflect the program's impact. May Ailyn Andao Gadiano, a finance graduate from Manamoc Island, gained exposure to financial operations while developing communication and workplace coordination skills. Christine Joy Reyes, a senior high school graduate and mother of two, learned housekeeping procedures and time management skills while contributing to her family's income. Mentoring and workplace guidance helped participants adapt to professional responsibilities and build confidence.

Local participation remained strong: 27 participants were from Manamoc Island, seven from Cuyo, one from Iloilo, and one from Pampanga. This representation reflects Amanpulo's continued engagement with nearby island communities.

By equipping participants with practical skills and work experience, AIPP supports workforce readiness, local employment pathways, and community resilience.

Restoring Island Landscapes Through Native Plant Propagation

In 2025, Amanpulo continued its in-house native plants propagation program to address the decline of native vegetation on the island following prolonged dry conditions. Efforts during the year focused on increasing plant production and applying propagated species to island-wide rehabilitation and landscaping initiatives.



Native and coastal adaptive plants were propagated and transplanted across various areas to rehabilitate previously barren zones, strengthen ground cover, and support long term landscape recovery. Species prioritized included malobago, pandanus varieties, beach cabbage, ipomoea pes-caprae, and other native plants suited to sandy soils and coastal exposure.



Native plant propagation supports island landscape rehabilitation and strengthens coastal ecosystem resilience.

By propagating plants on site, the Resort improved planting survival rates, reduced reliance on off-island sourcing, and enhanced landscape resilience to

drought and climate related stress. Based on market reference values, the plants produced in 2025 represent an estimated landscaping replacement value of Php 1.54M.

Island Native and Endemic Propagation Project Output (2025)

Native and Coastal Adaptive Plants

11,730 Quantity Produced

Php 1.54M Estimated Value

Includes pandanus varieties, beach cabbage, malabago, Manila palm, wedelia ground cover, and other native species.

The continued implementation of this initiative reflects practical environmental management, supporting biodiversity enhancement, coastal resilience, and sustainable land use across the island.

Supporting Communities Through Environmental and Social Initiatives

In 2025, PDP advanced community initiatives that combined environmental stewardship, public safety, education support, and disaster response. Through partnerships with civic organizations, schools, and local communities, PDP contributed to environmental restoration, community preparedness, and local capacity building.



Planting Roots for a Greener Future

PDP supported environmental stewardship through tree-planting initiatives in Pangasinan and Laguna. On March 12, 50 banana seedlings were planted in Bugallon, Pangasinan in partnership with the United Philippine Electrical Engineers Association (UPEEA) and the Rotaract Club of Metro Manila, supporting soil stabilization and livelihood opportunities.



On May 17, PDP continued the initiative in Barangay Imok, Calauan, Laguna, planting 65 trees at the Chapel of the Two Hearts. Species included malunggay, Philippine mulberry, atis, camachile, and banana trees, complemented by the distribution of vegetable seeds to support household-level food sustainability. These activities strengthened partnerships with local communities and civic organizations while promoting environmental awareness.



Educating and Protecting Communities



PDP partnered with BFP for Fire Prevention Month activities.

PDP supported community safety and fire prevention initiatives. In March, the Company partnered with the Bureau of Fire Protection (BFP) to participate in Fire Prevention Month activities in Biñan, Laguna and Poblacion, Tarlac City. Employee volunteers helped promote fire safety awareness and distributed informational materials to encourage preparedness.

To support safe learning environments, PDP donated electrical materials to Patag Integrated School and Dr. Jose P. Rizal Senior High School to help improve electrical infrastructure and safety. PDP also supported the 20th Regional Student Conference at NEUST Sumacab Campus in Cabanatuan City by providing electrical materials for technical demonstrations and student-led activities, contributing to practical learning for future engineering professionals.

Standing Together in Times of Need

Following the 6.9 magnitude earthquake in Cebu on September 30, 2025, PDP coordinated relief efforts with local partners, including CEBEA II - San Remegio. Employee volunteers assisted affected families, providing timely support and demonstrating solidarity during a period of community recovery. Through these initiatives, PDP supported environmental care, community preparedness, education, and disaster response. By working with local partners and volunteers, the Company contributes to community resilience and shared progress in the areas where it operates.



Together for Cebu Relief Operations

54 Coastal Guardians Strengthen Marine Protection in Northern Palawan

In April 2025, ASF, in partnership with the Provincial Agriculture Office of Palawan and the local government units of Cuyo, Agutaya, and Magsaysay, conducted a three-day Fishery Law Enforcement Training for 54 community members in Northern Palawan.

Participants included Bantay Dagat members, fisherfolk, and barangay officials from 17 coastal communities under ASF's Environmental Protection program, where 12 Marine Protected Areas have been established. The training responded to ongoing threats such as illegal fishing and marine ecosystem degradation by providing participants with legal knowledge and practical enforcement skills. Sessions covered the Philippine Fisheries Code, apprehension and boarding procedures, environmental case documentation, and the ecological impacts of destructive fishing practices. Workshops strengthened participants' ability to document violations, prepare evidence, and apply local fishery ordinances.

Seven ASF staff also participated as part of the Foundation's internal capacity-building efforts enhancing institutional knowledge in fisheries law enforcement, environmental governance, and inter-agency coordination. This strengthens ASF's ability to support monitoring, oversight, and field-level implementation of environmental programs.



Bantay Dagat members, fisherfolk, and barangay officials undergo fisheries law enforcement training to enhance community-based marine protection.

Beyond technical instruction, the program reinforced community stewardship of marine resources. By the end of the training, participating Bantay Dagat members, along with ASF staff, completed the requirements and passed the examination for deputization, strengthening their authority to enforce fisheries laws within their communities.

Through this initiative, ASF supports coastal resilience, sustainable fishing practices, and the protection of Palawan's marine biodiversity by strengthening local enforcement capacity and community participation.

CORPORATE SOCIAL RESPONSIBILITY

The Andres Soriano Foundation, Inc.

Now in its 58th year, ASF continues to support the ANSCOR Group's sustainability priorities through structured, community-based development programs in geographically isolated and disadvantaged municipalities in Northeast Palawan. Its initiatives address structural gaps in health access, education, livelihoods, environmental stewardship, and disaster resilience — areas that remain material social and environmental risks in remote island communities where isolation limits access to public services and economic opportunities.



A. Small Island Sustainable Development Program

ASF implements an integrated, multi-sector approach across three partner communities, working closely with local government units and institutional partners to strengthen local capacity and promote sustained community ownership.

Health and Public Health Access

Access to primary healthcare remains limited in these remote islands. In 2025, ASF delivered 3,944 medical, dental, and minor surgical services and served 1,621 patients. Supplementary feeding programs supported 196 undernourished children, while the First 1,000 Days program monitored 41 pregnant women and 37 infants. To reduce sanitation-related health risks, ASF engaged 120 households through sanitation outreach, secured toilet construction commitments from 90 households, and linked 43 households to municipal sanitation assistance programs. A total of 963 dental hygiene kits were distributed to reinforce preventive care practices.

Anti-dengue campaigns and hygiene awareness sessions promoted preventive health behaviors, while collaboration with municipal health offices strengthened referral systems and continuity of care beyond episodic medical missions.



Healthcare outreach activities provide essential medical services, nutrition support, and preventive care to underserved island communities.

Education and Workforce Readiness

Education and employability remain critical pathways for reducing long-term poverty. During the year, three technical-vocational scholars continued on-the-job training and two academic scholars pursued tertiary education. Amanpulo hosted 43 senior high school learners for industry immersion, while 532 preschool learners received school supplies across 21 centers. These initiatives align with local labor market opportunities, particularly in tourism and service-related sectors, supporting workforce readiness and upward mobility.



ASF supported Tech-Voc scholars and school supplies to 532 young learners across communities in the Quinluban Group of Islands.

Livelihood and Economic Inclusion

ASF supports livelihood diversification through agri-based initiatives and community enterprise development designed to strengthen household resilience. Programs in organic chicken production, farmer capacity-building, and cooperative-led enterprise development help improve productivity and market access.

The Kabui Puri social enterprise, recognized by the DSWD and Development for Good Practices, engaged 154 women weavers across eight communities and produced 4,601 handcrafted items. Sales through institutional and trade fair channels, including Amanpulo, ArteFino, and OBRA, generated Php 61,976 in revenue. While modest, these efforts demonstrate the viability of linking community producers to stable institutional markets.



Community livelihood programs promote food security and income generation through backyard poultry raising and traditional weaving enterprises.

Environmental Stewardship and Climate Resilience

Coastal ecosystems serve as critical natural assets supporting fisheries, tourism, and storm protection. During the year, ASF supported 12 Marine Protected Areas through patrols, reef assessments, and monitoring, and maintained seven community-managed mangrove nurseries. A total of 4,286 propagules were potted and 7,836 mangroves planted, representing a 37 percent increase from 2024. Waste diversion initiatives also produced 576 eco-bricks.

These efforts contribute to biodiversity conservation, climate adaptation, and strengthened community stewardship of natural resources.



B. Cancer Care and Health Equity



Cancer awareness sessions support early detection and patient education as of ASF's partnership to improve access to oncology care.

ASF continued its partnership with the UP-Philippine General Hospital to strengthen oncology capacity and reduce barriers to treatment. The program supported four oncology fellows and provided chemotherapy maintenance medicines to 204 breast cancer patients, while assisting indigent patients through referral coordination. This collaboration supports long-term public health capacity while addressing financial and geographic barriers to care.

C. Disaster Response and Community Resilience

Island communities remain highly vulnerable to climate-related hazards. Following recent typhoons, ASF supported 723 households through shelter repair assistance and distributed 1,566 GI sheets. Relief efforts are integrated with resilience considerations to improve structural durability and preparedness in high-risk municipalities.



Shelter repair assistance helps families rebuild safer homes following typhoon damage.

Governance and Sustainability

Across its programs, ASF continues to transition from episodic assistance toward systems development in partnership with LGUs and institutional stakeholders. Priority areas include strengthening local service delivery, reducing structural dependency, supporting inclusive economic participation, protecting natural capital, and mitigating health and climate-related risks.

Through disciplined implementation and collaborative governance, ASF contributes to long-term social stability and environmental stewardship aligned with ANSCOR's sustainability framework.

Annex

Stakeholder Engagement

GRI 2-29

Stakeholder	Key Topics and Concerns	Commitment	Engagement Channel
1. Stockholders/ Shareholders and Business Partners	<ul style="list-style-type: none"> Financial Performance Return on Investments/ profitability/revenue growth Annual accomplishments Income-generating investments Approval of budget and various actions done by the Company annually Potential risks and challenges associated with its activities Long-term sustainability 	<ul style="list-style-type: none"> Healthy return on investment Sustainable business operations Sustain/enhance value of shares 	<ul style="list-style-type: none"> Annual Stockholders Meeting Annual face-to-face or virtual meetings Digital platforms
2. Board of Directors/ Trustees and Management	<ul style="list-style-type: none"> Policy formulation, review, and update Capital/Fund sourcing Impact of programs and projects on beneficiaries-stakeholders Growth and sustainability of the business Corporate governance practices, risk management procedures, and compliance with regulations Strategic direction, including long-term goals and growth strategies 	<ul style="list-style-type: none"> Sustainable operations Set corporate goals and strategies Direction setting Continue supporting CSR initiatives 	<ul style="list-style-type: none"> Management meets weekly to discuss the progress of operation and other issues Regular in-person and online quarterly Board Meetings Active use of online messaging channels
3. Employees	<ul style="list-style-type: none"> Job security Employee's health Competitive compensation Labor rights issues and promote fair working conditions Benefits, working hours, and workplace safety Opportunities for career advancement, skill development, training, and mentorship Work-life balance, flexible working arrangements, and supportive workplace cultures Organizational values, communication practices, and opportunities for feedback and recognition Workplace safety Fair treatment and respect Access to information and support 	<ul style="list-style-type: none"> An employer of choice, offering competitive compensation and benefits, fostering a supportive work environment, and investing in employee development and well-being Good working conditions and compensation Regular and transparent communication Employee/staff training and development Compliance with labor laws Equal treatment Health and Safety 	<ul style="list-style-type: none"> Monthly and annual general staff/assembly meetings Individual supervision Quarterly dialogues Face-to-face and virtual safety shares and meetings Community meetings, social media Formation of employee resource groups to foster diversity, inclusion, and belongingness, providing forums for networking, support, and advocacy Rest and recreation activities Annual recognition of good performance and length of service Surveys, interviews, focus groups, and workshops Documentation of feedback received, decisions made, and actions taken

4. Suppliers	<ul style="list-style-type: none"> Provision of essential materials and services Improved quality of materials and supplies delivered Preferred treatment on quality and quantity of supplies and timely deliveries 	<ul style="list-style-type: none"> Fair dealings with suppliers On-time payment Transparent and honest business dealings Ensuring preference in supply provision Building strong relationships 	<ul style="list-style-type: none"> Regular face-to-face and virtual communication, and phone calls Supplier preference in supply provision
5. Third Party Contractors	<ul style="list-style-type: none"> Timely service delivery Employment and workload-related concerns raised by their employees 	<ul style="list-style-type: none"> Ensure smooth delivery of contracted services Transparent communication and on-time payment of services Service delivery and related issues 	<ul style="list-style-type: none"> Quarterly face-to-face and virtual meetings for issues resolution with the general managers of third party contractors
6. Electricians/ Engineers	<ul style="list-style-type: none"> Product safety and reputation 	<ul style="list-style-type: none"> Transparent communication and on-time payment of services Service delivery and related issues 	<ul style="list-style-type: none"> Regular face-to-face and virtual interactions Sales team interactions
7. Customers/ Clients/Consumers	<ul style="list-style-type: none"> Product specifications and timely delivery Quality products and services Sustain loyalty and brand patronage Types of programs and projects in response to community needs 	<ul style="list-style-type: none"> High quality of service delivery Excellent guest experience Value-added services Product meets specifications, quality, and delivery 	<ul style="list-style-type: none"> Business reviews Checkpoint meetings Communication channels such as face-to-face and online meetings Customer feedback system infographics, videos, and podcasts Language translation services Suggestion boxes, surveys, and complaints hotlines
8. Community Beneficiaries	<ul style="list-style-type: none"> Identification of community needs and problems Matching needs and problems with proposed programs and projects Active involvement and/or participation 	<ul style="list-style-type: none"> Ensure respect for human rights and dignity Recognition of their capacities to decide for themselves 	<ul style="list-style-type: none"> Meetings, participatory planning Community dialogue and/or assemblies & feedback/focus group discussions Project monitoring
9. Donors	<ul style="list-style-type: none"> Harness philanthropic interest in certain causes Funding support to programs and projects 	<ul style="list-style-type: none"> Compliance with terms and conditions of donated funds 	<ul style="list-style-type: none"> Official communications; emails; annual operations and financial reports

10. Individual and Institutional Partners	<ul style="list-style-type: none"> Sustaining partners' relationships Collaboration on similar activities Tap needed human resources for training and technical assistance 	<ul style="list-style-type: none"> Fair dealing Timely submission of operations and fund utilization reports Issue Certificate of Donations when required Facilitate in-person visits to project sites 	<ul style="list-style-type: none"> In-person and online meetings, telephone calls
11. Government Agencies	<ul style="list-style-type: none"> Compliance with regulatory requirements of government agencies and LGUs affecting business operations 	<ul style="list-style-type: none"> Compliance with laws and statutory obligations Submission of required reports and other documentation 	<ul style="list-style-type: none"> Face-to-face and online meetings; emails
12. Local Communities	<ul style="list-style-type: none"> Access to economic opportunities; education and health services Potential source of employees, customers, business Employment opportunities Contributions to local economies Environmental effects of operation 	<ul style="list-style-type: none"> Possible hiring of employees; source of customers, business Give priority to employment opportunities Conduct capacity building activities Support micro and small enterprises of local communities 	<ul style="list-style-type: none"> Face-to-face community engagement Support and participation in community activities Coordination and meeting with key formal and informal community leaders and duly organized associations Conduct trainings and seminars
13. Non-government Organizations	<ul style="list-style-type: none"> Setting guidelines to follow when identifying conduit between the company and communities Collaboration and partnerships for similar projects and activities Sustainability practices Community involvement 	<ul style="list-style-type: none"> Ensure that guidelines and agreements are complied with Support NGO's causes that are aligned with the company's goals 	<ul style="list-style-type: none"> In-person/online meetings, phone calls, and emails Face-to-face Interaction with Habitat for Humanity (PDP)
14. Industry Association	<ul style="list-style-type: none"> Representing the various wire manufacturers' interests before government agencies 	<ul style="list-style-type: none"> Face-to-face or virtual engagements with other players to discuss industry issues Deal with the government and represent the various wire manufacturers' interests 	<ul style="list-style-type: none"> Face-to-face and virtual engagement with industry players Leading the Philippine Electric Wire Manufacturers Association

GRI Index

Global Reporting Initiative (GRI) Content Index				
Statement of use	The A. Soriano Corporation (ANSCOR) and the entities included in this report have reported the information cited in this GRI content index for the period 01 January 2025 to 31 December 2025 with reference to the GRI Standards.			
GRI 1 used	GRI 1: Foundation 2021			
Applicable GRI Sector Standard(s)	None			
DISCLOSURE	TOPIC	PAGE NUMBER AND/OR DIRECT ANSWER	Omission	
			REASON	EXPLANATION
General Disclosures				
GRI 2: General Disclosures 2021	2-1 Organizational details	1		
	2-2 Entities included in the organization's sustainability reporting	1		
	2-3 Reporting period, frequency and contact point	About the Report		
	2-4 Restatements of information	43		
	2-5 External assurance	Not required under current policy.		
	2-6 Activities, value chain and other business relationships	11		
	2-7 Employees	39		
	2-8 Workers who are not employees	ANSCOR does not directly supervise non-employee workers.		
	2-9 Governance structure and composition	18		
	2-10 Nomination and selection of the highest governance body	18		
	2-11 Chair of the highest governance body	10, 18		
	2-12 Role of the highest governance body in overseeing the management of impacts	18		
	2-13 Delegation of responsibility for managing impacts	18		
	2-14 Role of the highest governance body in sustainability reporting	10		
	2-15 Conflicts of interest	20		
	2-16 Communication of critical concerns	20		
	2-17 Collective knowledge of the highest governance body	ANSCOR conducts corporate governance session for its Board and management annually via third-party consultants.		
	2-18 Evaluation of the performance of the highest governance body	18		
	2-19 Remuneration policies	Confidential Data		
	2-20 Process to determine remuneration			
	2-21 Annual total compensation ratio			
	2-22 Statement on sustainable development strategy	12		

DISCLOSURE	TOPIC	PAGE NUMBER AND/OR DIRECT ANSWER	Omission	
			REASON	EXPLANATION
	2-23 Policy commitments	Please refer to 2023 SR for the detailed description.		
	2-24 Embedding policy commitments			
	2-25 Processes to remediate negative impacts			
	2-26 Mechanisms for seeking advice and raising concerns			
	2-27 Compliance with laws and regulations	No instances of noncompliance, and no fines or penalties were incurred.		
	2-28 Membership associations	1		
	2-29 Approach to stakeholder engagement	65		
	2-30 Collective bargaining agreements	PDP, SSRLI, and ASF have no CBAs but benchmark compensation against industry standards to remain competitive.		
Material Topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	15		
	3-2 List of material topics	15		

Economic performance				
GRI 3: Material Topics 2021	3-3 Management of material topics	22		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	23		
	201-2 Financial implications and other risks and opportunities due to climate change	Please refer to 2022 SR for the detailed description.		
	201-3 Defined benefit plan obligations and other retirement plans			
	201-4 Financial assistance received from the government	The Company has not received any assistance from the government either in cash or in-kind.		
Water and effluents				
GRI 3: Material Topics 2021	3-3 Management of material topics	29		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	29		
	303-2 Management of water discharge-related impacts	29		
	303-3 Water withdrawal	31		
	303-4 Water discharge	31		
	303-5 Water consumption	31		

Waste				
GRI 3: Material Topics 2021	3-3 Management of material topics	31		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	31		
	306-2 Management of significant waste-related impacts	31		
	306-3 Waste generated	33		
	306-4 Waste diverted from disposal	33		
	306-5 Waste directed to disposal	33		
Employment				
GRI 3: Material Topics 2021	3-3 Management of material topics	39, 44		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	39		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	44		
	401-3 Parental leave	44		
Occupational health and safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	47		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	47		
	403-2 Hazard identification, risk assessment, and incident investigation	49		
	403-3 Occupational health services	50		
	403-4 Worker participation, consultation, and communication on occupational health and safety	50		
	403-5 Worker training on occupational health and safety	50		
	403-6 Promotion of worker health	50		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	48		
	403-8 Workers covered by an occupational health and safety management system	47		
	403-9 Work-related injuries	51		
	403-10 Work-related ill health	51		
Training and education				
GRI 3: Material Topics 2021	3-3 Management of material topics	52		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	53		
	404-2 Programs for upgrading employee skills and transition assistance programs	52		
	404-3 Percentage of employees receiving regular performance and career development reviews	53		

Local communities				
GRI 3: Material Topics 2021	3-3 Management of material topics	54		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	54		
	413-2 Operations with significant actual and potential negative impacts on local communities	54		
Customer privacy				
GRI 3: Material Topics 2021	3-3 Management of material topics	36		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	38		



Contact Us

GRI 2-3

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