

Filinvest Land, Inc.
2023 Sustainability Report

***FAST
FORWARD
THE FILIPINO***



FILINVEST
LAND, INC.

ANNUAL REPORT 2023

About this Report

This sustainability report is Filinvest Land Inc.'s (FLI) financial and ESG disclosures covering the calendar period ending December 31, 2023.

This report may contain forward-looking statements which are based on current assessments and subject to a number of uncertainties and risks that could affect the results of operations. FLI believes that expectations reflected in these statements are reasonable but gives no guarantee of future performance, action, or events.

The ESG disclosures in this report are made in compliance with the provisions of the sustainability reporting guidelines for publicly listed companies under the Securities and Exchange Commission Memorandum Circular No. 4 issued in 2019 (SEC MC 2019-004). The disclosures also make use of the reporting principles and guidelines of the Global Reporting Initiative (GRI) Standards for reference.

Feedback or inquiries about this annual and sustainability report may be forwarded to ir@filinvestland.com.

SUSTAINABILITY REPORT

Fast Forward, as Ideas on Sustainability Evolve

The best ESG practices of yesterday are now business-as-usual today. Pioneering sustainability features of Filinvest Land Inc.'s (FLI) developments that support its Dreams Built Green motto have already proven the original business case on which investment in various solutions were conceptualized and justified.

As ideas on what sustainability is and how it should be practiced continue to evolve, FLI will continue to replicate and expand the current notable accomplishments and furthermore, develop innovative solutions to deliver more shared value for its stakeholders. The focus on corporate social responsibility has shifted from philanthropy towards doing things the right way, and nowadays the challenge is to find alignments of business and social benefits, while managing sustainability risks that threaten both business and society. There is no direction but forward, fast forward.

Scope, Materiality and Stakeholder Engagement

This ESG report covers all operating assets and ongoing projects in the FLI portfolio as of December 2023. This includes business segments such as residential, office, retail, commercial/industrial, co-living and townships. It also incorporates relevant ESG information from the operations of the assets of Filinvest REIT (FILRT) and joint venture subsidiaries such as Philippine District Cooling System Development Corp. which serves real estate assets located in Alabang. Operational control is the basis for the inclusion of the ESG performance of FLI subsidiaries. Some ESG data of FLI affiliates which are under the control of other entities are excluded, to align with the adopted 'operational control' consolidation approach.

Through interactions with key stakeholders such as the FLI's employees, buyers, tenants, supply chain partners and shareholders, a set of risk and sustainability topics that are material to both business and stakeholders were mapped out and, together with the Filinvest Group sustainability framework and regulatory disclosure requirements of the SEC regulator, became the basis for reporting on EESG accomplishments.

Economic	Social	Environmental	Governance
Direct and indirect jobs generated	Philippine housing backlog	Resource efficiency	Regulatory compliance
Business opportunities for support service providers and vendors	Housing affordability	Energy conservation and efficiency	Emerging regulations
Addressing tenants' business requirements, including their sustainability goals	Occupational health and safety	Water conservation and efficiency	Transparency
Post-COVID and macroeconomic trends' impact on the office leasing industry	Workforce mobility	Pollution and compliance	Good governance
	Employee total rewards and benefits	Municipal and hazardous wastes management	Related party transactions
	Flexible work arrangements	Carbon footprint of real estate industry	
	Human capital development and talent connection	Green building design and green communities	
	Disaster resilient communities		
	Water security		

Engagement channels with key stakeholders of FLI are established where concerns and feedback are gathered, discussed and addressed.

Stakeholder	Concerns	Engagement channels and responses
Home Buyers	Affordability	Housing brands aligned with buyers' financial capabilities
	Project delivery timeliness	Online Service Desk
	Quality execution	Project updates
Lessees / Tenants	Location and lease rates	Annual survey form to gather feedback

	Support facilities and utilities Enabling environment to attain their own sustainability commitments	Property maintenance programs Monthly touchpoints with tenants on EESG performance review
Employees	Occupational Health and Safety Workload and Benefits Employee Engagement Career Development and Growth	Employee benefits review Safety trainings and audits Employee engagement programs Training programs on core, leadership, and functional competencies
Supply Chain, Service Providers	Indirect jobs generation Accreditation Transaction and payments efficiency	Service Level Agreements on functions that support the core business Accreditation process Online payment scheme
Shareholders, Investors, Lenders	Share price stability and growth Reliable cash flows and dividends New assets infusion in REIT Good governance and transparent disclosures (incl. EESG)	Structured disclosures Analyst briefings Press releases Prompt response to queries on financial and non-financial performance
Local and National Government Agencies	Taxes Compliance Good Governance	Timely regulatory filings and permit renewals Assignment of compliance officers Impact assessment on new laws and regulations and appropriate revision of policies and procedures Sustained PEZA accreditation Participation in public consultations on new government policies

	Disaster Readiness and Response	Coordination on disaster preparedness / shared drills
The Physical Environment	<p>Climate change mitigation & adaptation</p> <p>Energy efficiency</p> <p>Water security Waste management</p> <p>Green designs</p>	<p>Consistent compliance with all environmental regulations and permit conditions</p> <p>District cooling system for energy efficiency</p> <p>Renewable electricity supply partnerships</p> <p>Wastewater treatment and reuse</p> <p>Building and neighborhood green certifications, e.g. EDGE, LEED</p> <p>Partnerships on circular economy solutions</p>

SUSTAINABILITY FRAMEWORK



FLI's sustainability commitments align with that of the Filinvest Group's. Three key focus areas summarize the key commitments that address shareholder and stakeholder issues to ensure the company continues to generate value in its many forms, in the long term.

Under the GREEN pillar, three sub-focus areas have been identified which resonate directly with FLI's Dreams Built Green tagline. **Green Designs for Sustainable Communities** has been the philosophy for FLI projects, and **Circular Economy** principles also guide property management operations. Further, the commitment to attain **Net Zero** pushes for the realization of a low carbon economy which hopefully stops the long-term effects of climate change that currently pose a threat to the entire country and the Filinvest communities.

Under the INCLUSIVE pillar, FLI's main shared value proposition of **Serving the Underserved** is the provision of affordable houses to many families that dream of owning a home. In recognition that the growth and sustainability of a business is dependent on strong human capital, the commitment for

Nurturing Talent (Opportunities for Job Development and Growth) ensures a pipeline of capable and energized men and women who will fulfill the company’s mission into the future, and with no glass ceilings based on gender, age, ethnicity, religion, or social background. **Engaging Communities** ensures that FLI’s stakeholders will always be heard, and their concerns addressed, in pursuit of managing risks and attaining shared sustainability goals.

Under the RESILIENT pillar, there is a particular focus of Filinvest on establishing and enhancing the resiliency of both **Assets and Operations**, especially in light of disruptive risk events that the country is vulnerable to. Of course, still at the heart of resiliency is again the human factor, thus **Agility** of the organization and its people in facing both risks and opportunities is a continuing concern and improvements will always be responsive towards current and emerging megatrends that govern the world.

GREEN	INCLUSIVE	RESILIENT
<p align="center">Green Designs for Sustainable Communities</p> <p>We commit to developing green communities and infrastructure that feature designs that minimize negative impact and enhance positive impact, not only on the physical environment but also on people and communities.</p>	<p align="center">Serving the Unserved and Underserved</p> <p>We commit to finding new solutions to address the pain points of the unserved and underserved segments of society through innovations in delivering products and services.</p>	<p align="center">Resilient Assets</p> <p>We commit to retrofit existing assets and acquire or develop future assets to be resilient against all types of physical risk events such as climate-related or geological phenomena and manmade disruptions.</p>
<p align="center">Closed Loops and Circular Economy</p> <p>We commit to maximize all opportunities in contributing to a circular economy where material resources are utilized in an efficient manner and kept useful for a long time, wastes are minimized and made useful, and natural systems are regenerated.</p>	<p align="center">Nurturing Talent – Equal Opportunities for Jobs, Development and Growth</p> <p>We commit to strengthening our human capital that will support our business growth aspirations, by nurturing capabilities and bringing out the best in our talents irrespective of background.</p>	<p align="center">Resilient Operations</p> <p>We commit to strengthening our capabilities in business continuity across the group, ensuring that our people are resilient to be able to serve customers well during disruptions, response capabilities across FLI are integrated, and operations protocols developed and regularly tested.</p>

Net Zero	Engaging Communities	Agile Organization
<p>We commit to achieving net zero emissions in our value chain in the best practical way and at the soonest, in alignment with the country's development strategy, climate change targets and timelines.</p>	<p>We commit to listening to and engaging with all relevant stakeholders where we operate, so that we can work together to attain common goals.</p>	<p>We commit to always look ahead and continually transform and strengthen our human capital, technical practices, business processes, culture and leadership so that the company is ready to address current and emerging global and local risks and opportunities that have an impact on our long-term ability to create and deliver value for our stakeholders.</p>

ENVIRONMENTAL PERFORMANCE

Filinvest Land’s environmental sustainability practices in the past decade have been a significant part of the DNA of the business. It is not just an aspiration, but a philosophy ingrained across each project life cycle, beginning with design work based on green building principles all the way to property operations where performance is constantly compared to prevailing benchmarks. Throughout the value chain, the motto of ‘Dreams Built Green’ prevails. But the work never stops. There is always an imperative for continuing improvement. The best practices of yesterday are the business-as-usual of today. Sustainability issues keep evolving. If Filinvest is to retain its position as a champion for sustainability, it must be at the forefront of what’s next. There is no way but forward. Fast forward.

Green Buildings for Sustainable Communities

Filinvest Land’s main contribution to the conglomerate’s Green commitment is to build sustainable communities that use the principles of green design and people centricity. Key environmental considerations such as energy conservation, water conservation, biodiversity and resource efficiency are guided both by the drive to realize savings as well as minimizing negative impacts on the physical environment. These translate to better material specifications, construction methodologies and the provision of cost-efficient electromechanical elements.

A key manifestation and confirmation of Filinvest’s success in environmentally sustainable design is through the review of third parties and securing certifications on prevailing green standards, such as Leadership in Energy and Environmental Design (LEED), WELL Building Standard, Excellence in Design for Greater Efficiencies (EDGE) developed by the International Finance Corporation, or Building for Ecologically Responsive Design Excellence (BERDE), the national voluntary green building rating system in the Philippines.

The following is a list of green building certifications secured by Filinvest Land developments. In 2023, Filinvest REIT, of which FLI is the Sponsor, succeeded in obtaining EDGE Level One certifications for six pre-existing office buildings. A seventh building, Filinvest One, secured an EDGE Level Two (Advanced) certification on its first attempt, making it Net Zero-ready, eligible for EDGE Level Three (Zero Carbon) after a year.

Green Building Certifications

Project/Building	Green Certifications
Axis Tower One	LEEDv3 for Core and Shell
Axis Tower Two	LEEDv3 for Core and Shell & WELL*
Axis Tower Three	LEEDv3 for Core and Shell*
Axis Tower Four	LEEDv3 for Core and Shell*
Activa - Mixed-Use	LEEDv3 Gold for Core and Shell

IT Park - Building 1	LEEDv3 Gold for Core and Shell
IT Park - Building 2	LEEDv3 for Core and Shell
One Filinvest	LEEDv3 for Core and Shell
Vector One	EDGE Level 1
Vector Two	EDGE Level 1
Vector Three	LEEDv3 Gold for Core and Shell
Filinvest One	EDGE Level 2 – Advanced
Filinvest Two	EDGE Level 1
Filinvest Three	EDGE Level 1
Plaza A	EDGE Level 1
Plaza D	EDGE Level 1

*Pre-certifications

The buildings that secured EDGE certifications have third party-verified savings in energy, water, and embodied carbon materials.

Building	EDGE* Certificate	Energy Savings	Water Savings	Less Embodied Carbon in Materials	Gross Floor Area (m ²)
Filinvest One	Level Two (EDGE Advanced)	48%	38%	50%	137,556
Filinvest Two	Level One	24%	51%	38%	
Filinvest Three	Level One	25%	49%	36%	
Vector One	Level One	25%	29%	66%	
Vector Two	Level One	29%	29%	65%	
Plaza A	Level One	25%	42%	65%	
Plaza D	Level One	25%	33%	61%	

* EDGE Level 1 – requires 20% or more savings in energy, water, and embodied carbon in materials. EDGE Level 2 – requires 40% or more on-site energy savings. EDGE Zero Carbon – 100% renewables onsite or offsite, at least 1 year after EDGE Advanced Level certification with 75% occupancy.

Filinvest is on its way to being tagged as an EDGE Champion when it has more than 200,000 square meters certified under EDGE.

Fast Forward Towards Net Zero

Many Filinvest office tenants have adopted their own sustainability goals, and a most common focus area is the commitment to Net Zero by 2050. Part of their medium-term goals is to reduce their carbon footprints, particularly on Scope 2 which is the indirect emissions from purchased electricity. This gives Filinvest the opportunity to be an enabler in achieving those tenant goals, while posing a tenant flight risk at the same time if the enabling environment is not provided. The property managers have regular meetings with the tenants to report on ESG accomplishments and to gather feedback on what other sustainability focus areas to work on.

In response, Filinvest's office leasing business has been actively sourcing electricity from renewable sources. In 2023, eight buildings have been enjoying 100% renewables supply, increasing its RE consumption by 30% compared to 2022. Five more buildings are slated to connect to RE sources in the first quarter of 2024, increasing the RE-connected assets to 76% of the portfolio.

Festival Mall continues to enjoy power generated from its 2.8 megawatt rooftop solar installation, the biggest in Metro Manila to date, augmenting the electricity supply from the distribution utility.

Energy Consumption (GRI 302-1)	Unit	2023	2022	2021
Gasoline – property operations	L	115,538	0	147,666
Diesel – property operations	L	209,932	164,830	620,763
Diesel – construction projects	L	840,207	611,924	
Electricity (renewable) – common area	KWH	6,624,488	5,108,971	No disclosure
Electricity (renewable) – total area	KWH	23,462,168	20,634,302	No disclosure
Electricity (non-renewable) – common area	KWH	63,317,092	62,682,666	No disclosure
Electricity (non-renewable) - total area	KWH	139,172,317	134,352,881	No disclosure
Electricity (RE & non-RE) – common area	KWH	69,941,580	67,791,637	76,094,193
Electricity (RE & non-RE) -- total area	KWH	162,634,485	154,987,183	No disclosure
Electricity – construction projects (non-RE)	KWH	3,381,122	2,315,796	No disclosure
Total Electricity – property ops (common) & projects	KWH	73,322,702	70,107,433	No disclosure

Note: Renewables consumption by FILRT (purchased electricity from renewables) and Festival Mall (rooftop solar)

Greenhouse Gas Emissions (GRI 305-1, 305-2, 305-3, 305-6)	Unit	2023	2022	2021
Direct Emissions (Scope 1) – diesel and gasoline – property operations	Tonnes CO ₂ -e	837	446	2,022
Direct Emissions (Scope 1) – diesel – projects	Tonnes CO ₂ -e	2,274	1,656	No disclosure
Direct Emissions (Scope 1) – diesel – property operations & projects	Tonnes CO ₂ -e	2,842	2,102	No disclosure
Indirect Emissions (Scope 2) – purchased electricity, common areas only	Tonnes CO ₂ -e	45,094	44,643	51,642
Indirect Emissions (Scope 2) – purchased electricity, total area	Tonnes CO ₂ -e	99,119	No disclosure	No disclosure
Indirect Emissions (Scope 2) – purchased electricity, projects	Tonnes CO ₂ -e	2,408	1,649	No disclosure
Total GHG Emissions (Scope 1 & 2) – property operations, common area	Tonnes CO ₂ -e	45,931	45,088	No disclosure
Total GHG Emissions (Scope 1 & 2) –property operations, total area	Tonnes CO ₂ -e	99,956	96,132	No disclosure
Total GHG Emissions (Scope 1 & 2) – projects	Tonnes CO ₂ -e	4,682	3,305	No disclosure
Total GHG Emissions (Scope 1 & 2) –property operations (common areas) and projects	Tonnes CO ₂ -e	50,613	48,393	No disclosure
Total GHG Emissions (Scope 1 & 2) –property operations (total areas) and projects	Tonnes CO ₂ -e	104,637	99,437	No disclosure
Avoided GHG emissions	Tonnes CO ₂ -e	16,710	14,696	No disclosure

Notes:

- Scope 2 applies only to the non-RE KWH consumption.
- .FILRT office buildings connected to the District Cooling System consumed 16,574,244 TRH, or 88.34% of the total DCS output of 18,762,043 TRH in 2023. DCS consumed 13,921,123 KWH of electricity, of which 12,297,812 KWH is indirectly attributable to FILRT. The corresponding GHG emissions of DCS in behalf of FILRT is a Scope 3 disclosure for FILRT, but covered as Scope 2 by FLI..
- Diesel EF: 2.706 kg CO₂ per liter
- Luzon-Visayas Grid EF: 0.7122 tons CO₂ per MWH

The total greenhouse gas emissions of FLI grew by 7.8% in 2023 due to the post-pandemic return of tenants in the malls and the uptick in projects execution. However, because of the growth in renewables capacity for the office leasing business, FLI’s avoided greenhouse gas emissions increased by 14% compared to 2022.

While the journey to Net Zero will mainly be delivered through the shift towards renewable energy in the next two decades, the low hanging fruits are still based on energy efficiency. The District Cooling System (DCS) in Alabang, Filinvest Land's joint venture partnership with ENGIE, has for the past seven years contributed to energy and water savings associated with climate control of the FILRT buildings. Based on pre-DCS individual energy audits, it was estimated that the conversion to DCS will result in up to 40% of energy savings.

In compliance with the Department of Energy rules, energy audits are undertaken by the property managers and copies of the reports submitted to the DOE regulator.

From an environmental compliance perspective, there have been no significant non-compliance risk events in 2023 concerning property development and property operations.

More details of the environmental performance of FILRT's operations in 2023, covering energy, water, solid wastes, hazardous wastes and environmental compliance, can be found at the EESG Performance Index section of this report.

Other Environmental Highlights

- Festival Mall has partnered with Green Antz and BEST's bXtra to magnify FLI's commitment to transitioning to a Circular Economy.
- Segregated soft plastic wastes at the back-of-house are collected by Green Antz and used to produce concrete paving materials.
- bXtra installed pop-up kiosks at mall lobbies to encourage members of the public to drop their segregated cartons, papers, and plastics in exchange for environmental credits on a mobile app that can be used to pay utility bills or purchase goods with program partners. In 2023, a total of 6,320 kilograms of recyclables were collected by bXtra.

ECONOMIC PERFORMANCE

As a full-range property developer, Filinvest Land's business model involves many sources of capital on which the company builds its operations. Financial capital is only one type that the business relies on to create value which in itself is manifested in many forms.

Investors and lenders provide the company the funding required for capital expenditures and in turn they receive dividends and interest payments, respectively. Employees provide the necessary human capital to run and grow the business, and in turn they derive their livelihoods from the company's existence. Suppliers support the core business through the provision of goods and services, and in turn derive profits from such activities, while jobs are created across the supply chain. The natural environment provides the necessary ecosystem services that sustain business operations, and in turn it is in the company's best interest to preserve and enhance the physical environment. Governments provide the enabling environment for businesses to thrive, and governments benefit from the company's activities in the form of taxes that help drive the economy.

In the course of doing business, Filinvest Land creates economic value and shares this with its stakeholders who may also be viewed as value co-creators.

Economic Value Generated and Distributed (2023)

	Amount (PHP)
Direct Economic Value Generated (revenue)	22,554,334,000
Direct Economic Value Distributed:	
a. Operating costs	11,800,774,173
b. Employee wages and benefits	1,683,280,000
c. Payments to suppliers, and other operating costs	11,222,827,000
d. Dividends given to stockholders and interest payments to lenders	1,535,380,000
e. Taxes paid to government	576,492,000
f. Community social investments	1,000,000

Engaging our Local Supply Chain

Filinvest Land's operations are spread across the country, with majority of projects in Luzon but those in the Visayas and Mindanao are also significant. Aside from operational and cost efficiencies for the developer, the purchase orders awarded to local suppliers also have the benefit of supporting the local economy. In 2023, Filinvest Land Inc.'s awarded projects and purchase orders to local suppliers constituted 99.16% of the procurement budget, in the amount of 378 million pesos.

Ensuring Good Governance with Employees and Suppliers

In 2023, the Filinvest-wide Code of Business Conduct and Ethics was reviewed and updated to include the latest corporate best practices as well as provisions in law that were recently enacted. Rollout of the policy to all employees is expected to carry over into the following year.

The current document incorporates the new Filinvest Groups' values, anti-corruption, insider trading, related party transactions, corporate gifts, conflict of interest and other governance best practices. Significant changes were on social media engagements, data privacy and safe spaces. The Code sets out standards for the day-to-day behavior of all employees, covering interactions with peers and external stakeholders such as suppliers, contractors, government officials and customers. The Code also includes provisions in managing issues or cases such that the process is fair, uniform, impartial, open-minded, and handled in a prudent and sensitive manner. This is also supported by the updating of the Employee Manual that will also be cascaded in 2024.

There were no incidents of fraud or misconduct in 2023 reported by any stakeholder that would have a significant effect on the Company's financial statements and overall operations. No directors or employees were removed from service or disciplined on grounds of corruption or fraud.

A more extensive discussion of corporate governance policies and practices are found in the Corporate Governance section of the Annual Report.

SOCIAL PERFORMANCE

Filinvest Land's key stakeholders on sustainability issues on social matters are primarily the customers, employees, and the communities where FLI operates. In living up to the purpose of the Filinvest Group, which is to enable Filipinos to achieve their dreams, the main contribution of FLI is to fulfill the dream of every family to having their own home.

Filinvest Land Helping Solve the Philippine Housing Backlog

According to the Department of Human Settlement and Urban Development, there is currently a 6.5 million housing backlog for informal settlers and low-income earners across the country.

Helping solve this longstanding social issue is Filinvest Land's response through its low-cost housing brands, Pabahay and Futura. In 2023, Filinvest Land completed 1,716 of socialized and affordable brands and turned them over to buyers, many of whom are first time homeowners. 11 projects covering 1,278 units were also launched during the year.

Human Capital at the Heart of Fulfilling the Mission

The ability of any organization to fulfill its mission to society is dependent on human capital readiness -- filling in critical roles when needed with competent, energized and engaged talents. Filinvest Land continues to build, develop, and nurture a strong, diverse and capable team that delivers excellent services to the customer and will fuel the growth engine as business opportunities arise.

As of end of 2023, Filinvest Land had a regular workforce of 1,796.

Employee breakdown by contract type	2023	2022	2021
Total employees	1,796	1,639	1,515
Executive	81	76	69
Manager	414	344	314
Supervisor	420	371	303
Rank and File	881	848	829

All full-time employees enjoy a comprehensive benefits package, which includes medical care, group life and accident insurance retirement benefits. In addition, paid leaves for vacation, illness, maternity, and paternity, change of civil status, birthday, bereavement, and calamity. In 2023, a home discount and assistance program was introduced for tenured employees. A car financing plan is also available for managers and up. The company also offers health maintenance coverage for regular employees, a loan fund which includes emergency loans to aid in the hospitalization of an employee or their family

members or for immediate repair of an employee’s home after a natural disaster or fire. There is also an educational loan to cover tuition fees for employee dependents.

Filinvest Land recognizes employees with 10, 15, 20, 25, 30 years of service to celebrate the appreciation of their hard work and dedication.

An employee handbook, in addition to other human resource policies, is communicated to all new employees to ensure that all aspects of employment, including fair hiring practices, compensation and dismissal, working hours, rest periods, anti-discrimination and employee welfare are well understood. The revisions to the existing Employee Handbook were worked on in 2023 and due for rollout in 2024.

Employee Growth Irrespective of Social Background

Filinvest Land aims to attract and retain the best employees, and keeps on looking for opportunities to improve the employee experience. Nurturing talents during the progress of their career is a company commitment, coupled with a deliberate policy of being gender blind and inclusivity, that is, one’s progress is not limited by one’s social background.

In alignment with the Shared Benefits corporate value of Filinvest, FLI supports employees’ long-term career goals through upskilling, stretched roles and engagement channels. To ensure that employees are able to discharge their duties in alignment with personal and professional growth, the prescribed proficiency levels for every role’s competency model (covering core, functional and leadership competencies) are assessed for gaps and interventions are identified with line managers. Interventions are not always in the form of classroom training or workshops, but in many cases through learning by doing and stretched targets with coaching and mentoring commitments of line managers.

Most training modules for employees of Filinvest Land are delivered through the Leadership and Development program of Human Resources, but some trainings, especially compliance, are driven by the line managers who serve as the corporate champion for select regulations. Filinvest also has given its employees unlimited access to hundreds of courses via LinkedIn Learning, an online open course provider.

Type of Training	Course Topic
Core competencies-focused	<ul style="list-style-type: none"> • One Tree, One Heart, One Filinvest regional launch events • One Filinvest Core Values Series (Customer Centricity, Change for the Better, Filinvest Family, Entrepreneurial Mindset, Shared Benefits & Trustworthiness) • Synergy Assembly • Decoding Your Customers • Objectives and Key Results Writing
Leadership-focused	<ul style="list-style-type: none"> • Leadership Fundamentals • Effective Leadership Styles • Re-defining a Leader’s Role • Leadership That Unites • Employee Relations Functions of a Line Leader • Leading Others (for Supervisors and Assistant Managers)

	<ul style="list-style-type: none"> • The Evolution of Leadership and Purpose • The Craft of Writing Effectively • How To Master the Art of Leadership • The Middle Manager Show • Emotional Intelligence and Leadership • Managing Difficult People and Dealing with Conflict • Managing Generational Difference in the Workplace
Functional competencies-focused	<ul style="list-style-type: none"> • Incident Command System Executive Course • Internal Audit Continuing Learning Sessions • Operations Calibration • Refund Under Maceda Law • How to Manage Employee Sickness, Absences and Employee Return to Work • Boosting Work Productivity • 23 Essential Skills of Administrative Professionals • Mastering the Art of Public Speaking: How to Communicate with Confidence and Clarity • 23 Best Practices for Email Etiquette in the Workplace • Business Writing Skills: Writing more Effectively • Sales Management Simplified • Conducting Pre-Mortem Analysis • Calibration on Case Handling for OPS High Potentials • Turning a newbie salesman into a Top Producing Seller • Technical Workshop Series • QUALIFICATION and TURN OVER Process and Best Practices • Hindi Ako Creative: Designing Things Even if You are not Creative • Bits & Bites Learning Session - ChatGPT: Will it change the way we work?
Employee Empowerment-related	<ul style="list-style-type: none"> • New Employee Orientation • Introduction to Psychological First Aid • Diversity and Inclusion: Creating a Positive Culture at Work • Basic Rights and Benefits of Workers in the Private Sector • The Power of Success Attitudes: Become the Person Who Can Change During a Crisis • Gender Equality in the Workplace • From Tension to Tranquility: Expressive Arts in Stress Management at Work • Actionable Employee Retention Strategies for Keeping Your Best Talent • Spotting The Signs: A Basic Mental Health First Responder Seminar
Regulator-mandated	<ul style="list-style-type: none"> • Safe Spaces Act • Anti Money Laundering Act • Data Privacy Act • Anti-Bullying Act • CyberCrime Prevention • Occupational Health and Safety • Fire Safety

In 2023, the average training hours for employees increased by almost 20%, as the limitations on face-to-face training were reduced due to the post-pandemic recovery, and innovative ways of providing learning

opportunities using online platforms were made available.

Average Training Hours provided to employees								
2023			2022			2021		
Total Average	Male	Female	Total Average	Male	Female	Total Average	Male	Female
42.77	40.36	44.02	19.48	17.79	21.12	3.09	3.54	2.78

All regular employees undergo a self- and manager-driven performance assessment where competency gaps are identified, and interventions incorporated into the talent’s development plan. Performance reviews are undertaken every year and the past two years has seen some initiatives to improve the way objectives and key results are articulated, ensuring full alignment with corporate targets. In the short term, conglomerate-driven developments on setting objectives will be introduced to allow for greater collaboration among business units and enhance the sense of Filinvest identity among all employees.

At Filinvest Land, having people with diverse backgrounds in the team allows the teammates to appreciate diverse perspectives, approach problems from a more comprehensive point of view, and develop innovative solutions that address pain points and perhaps even create opportunities.

Filinvest Land traditionally always had a high proportion of women across all employment categories, comprising more than half of the workforce, showcases the commitment to gender blindness and inclusive hiring practices. The Board and senior leadership team also have women leaders who are treated no differently; 50% of the executives in FLI are composed of women. The policy of the company is that one’s career progression is based on performance and competency only.

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| <p>As of end 2023:</p> <ul style="list-style-type: none"> • 59.1% of FLI employees are women. • 50.6 % of FLI executives are women. |
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Health and Safety as Top Priority

Filinvest Land takes seriously the any and all threats associated with fire and life safety, and there is no tolerance for any lax attitudes on this type of threat. Capital expenditures on these matters are the first consideration in budget reviews.

Filinvest values the health and wellbeing of employees, contractors, and the general public, and are committed to providing these stakeholders with a safe, secure, and healthy working environment. The same high standards are expected of its business partners.

The Filinvest Group has a strong set of codified best practices established through the Safety Policy, Accident Prevention Program, OHS Program, Security, Environment, Health and Safety Policy and Code of Safe Practices. Fire and earthquake drills are conducted in coordination with local government units and their disaster reduction and response councils.

As a part of the continuing improvement in occupational health and safety reporting, beginning in 2023, Filinvest added the tracking of safe manhours of outsourced service providers. There were no fatalities in 2023 involving employees or the supply chain. A combined 35,501,606 of safe man-hours among employees and the contractors' workforce in FLI's headquarters, construction and property management operations was accomplished in 2023.

Occupational Health and Safety

	2023	2022	2021
Safe manhours (employees in property operations)	2,071,004	2,346,255	2,615,976
Safe manhours (employees in projects)	6,804,401	4,763,510	No disclosure
Safe manhours (service providers)	6,799,997	No disclosure	No disclosure
Safe manhours (contractors employees)	19,826,204	12,873,670	No disclosure
Work-related injuries	2	0	2
Work-related fatalities	0	0	0
Work-related illnesses	2	0	0

Protecting Privacy

Filinvest Land ensures that the personal information of customers, employees and other data subjects are safe and secure, in accordance with data protection, privacy and information security laws and regulations, particularly the Data Privacy Act of 2012 and issuances by the National Privacy Commission. There were no data breaches in 2023.

EESG Performance Metrics

A. ECONOMIC PERFORMANCE

Direct Economic Value Generated and Distributed (GRI 201-1)	2023	2022	2021
	('000 PHP)	('000 PHP)	('000 PHP)
Direct economic value generated (revenue)	22,554,334	19,944,346	17,738,919
Direct economic value distributed			
a. Operating costs	11,800,774	15,696,130	14,762,392
b. Employee wages and benefits	1,683,280	1,398,808	
c. Payments to suppliers and other operating costs	11,222,827	9,938,182	
d. Dividends given to stockholders and interest payments to lenders (does not include principal debt payments)	1,535,380	5,741,968	
e. Taxes paid to government	576,492	409,321	
f. Community investments	1,000	350	

Procurement Practices

Proportion of Spending on Local Suppliers (GRI 204-1)	2022	2022	2021
	('000 PHP)	('000 PHP)	('000 PHP)
Percentage of procurement budget used for significant locations of operations that is spent on local suppliers	99.16	98.11%	98.85%

Note: The geographic definition of 'local' is based on the region of the country where there are FLI operations.

Anti-corruption

Trainings on Anti-corruption Policies and Procedures (GRI 205-2)	2023	2022	2021
Percentage of employees who have received written communication about corporate anti-corruption policies and procedures	0%	0%	0%
Percentage of business partners who have received written communication about corporate anti-corruption policies and procedures	0%	0%	0%

Percentage of directors and management who have received anti-corruption training	100%	100%	100%
Percentage of employees who have received anti-corruption training	100%	100%	100%

Incidents of corruption (GRI 205-3)	2023	2022	2021
Number of incidents in which directors were removed or disciplined for corruption	0	0	0
Number of incidents in which employees were dismissed or disciplined for corruption	0	0	0
Number of incidents when contracts with business partners were terminated due to corruption	0	0	0

B. ENVIRONMENTAL PERFORMANCE

Resource Management

Energy Consumption (GRI 302-1)	Unit	2023	2022	2021
Gasoline – property operations	L	115,538	0	147,666
Diesel – property operations	L	209,932	164,830	620,763
Diesel – construction projects	L	840,207	611,924	
Electricity (renewable) – common area	KWH	6,624,488	5,108,971	No disclosure
Electricity (renewable) – total area	KWH	23,462,168	20,634,302	No disclosure
Electricity (non-renewable) – common area	KWH	63,317,092	62,682,666	No disclosure
Electricity (non-renewable) - total area	KWH	139,172,317	134,352,881	No disclosure
Electricity (RE & non-RE) – common area	KWH	69,941,580	67,791,637	76,094,193
Electricity (RE & non-RE) -- total area	KWH	162,634,485	154,987,183	No disclosure
Electricity – construction projects (non-RE)	KWH	3,381,122	2,315,796	No disclosure
Total Electricity – property ops (common) & projects	KWH	73,322,702	70,107,433	No disclosure

Note: Renewables consumption by FILRT (purchased electricity from renewables) and Festival Mall (rooftop solar)

Energy Consumption (GRI 302-1)	Unit	2023	2022	2021
Gasoline – property operations	GJ	3,951	0	5,050
Diesel – property operations	GJ	8,103	6,362	23,961
Diesel – construction projects	GJ	32,432	23,620	No disclosure
Electricity (renewable) – common area	GJ	23,848	18,392	No disclosure
Electricity (renewable) – total area	GJ	84,464	74,283	No disclosure
Electricity (non-renewable) – common area	GJ	227,942	225,658	No disclosure
Electricity (non-renewable) - total area	GJ	501,020	483,670	No disclosure

Electricity (RE & non-RE) – common area	GJ	251,790	244,050	273,939
Electricity (RE & non-RE) - total area	GJ	585,484	557,954	No disclosure
Electricity – construction projects (non-RE)	GJ	12,172	8,337	No disclosure
Total Electricity – property ops (common) & projects KWH	GJ	263,962	252,387	No disclosure

Energy Density conversion: Gasoline - 0.0342 GJ/L, Diesel –0.0386 GJ/L, Electricity – 0.0036 GJ/KWH

Water Consumption (GRI 303-5)	Unit	2023	2022	2021
Water used – total area	m ³	3,379,141	3,034,671	1,617,049
Water recycled and reused	m ³	95,648	48,120	38,674

Note: Water used covers property management (3,043,931 m³) and construction projects (391,912m³). 2021 disclosures did not include project-related consumption.

Materials Used (GRI 301-1)	Unit	2023	2022	2021
Materials Used – steel	Tonnes	12,707	17,314	11,606
Materials Used – cement	Tonnes	35,388	25,296	23,825
Recycled waste for construction	Tonnes	Nil	12	0
Percentage of recycled input materials used to manufacture the organization’s primary products and services	%	<1%	<1%	No disclosure

Ecosystems and Biodiversity (GRI 304-1 & 304-3)	2023	2022	2021
Operational sites owned, leased in or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	<p>Filinvest Land’s developments are mostly located in highly populated areas where there is no immediate threat of human activity on biodiversity.</p> <p>The Timberland township is adjacent to but not within the boundaries or the buffer zone of the Upper Marikina Watershed Protected Landscape.</p> <p>The existing land bank also does not contain parcels of land within protected areas classified under the NIPAS Act.</p>		
Habitats protected or restored	None		
IUCN Red List species and national conservation list species with habitats in areas affected by operations	None		

Environmental Impact Management

Greenhouse Gas Emissions (GRI 305-1, 305-2, 305-3, 305-6)	Unit	2023	2022	2021
Direct Emissions (Scope 1) – diesel and gasoline – property operations	Tonnes CO ₂ -e	837	446	2,022
Direct Emissions (Scope 1) – diesel – projects	Tonnes CO ₂ -e	2,274	1,656	No disclosure
Direct Emissions (Scope 1) – diesel – property operations & projects	Tonnes CO ₂ -e	2,842	2,102	No disclosure
Indirect Emissions (Scope 2) – purchased electricity, common areas only	Tonnes CO ₂ -e	45,094	44,643	51,642
Indirect Emissions (Scope 2) – purchased electricity, total area	Tonnes CO ₂ -e	99,119	No disclosure	No disclosure
Indirect Emissions (Scope 2) – purchased electricity, projects	Tonnes CO ₂ -e	2,408	1,649	No disclosure
Total GHG Emissions (Scope 1 & 2) – property operations, common area	Tonnes CO ₂ -e	45,931	45,088	No disclosure
Total GHG Emissions (Scope 1 & 2) – property operations, total area	Tonnes CO ₂ -e	99,956	96,132	No disclosure
Total GHG Emissions (Scope 1 & 2) – projects	Tonnes CO ₂ -e	4,682	3,305	No disclosure
Total GHG Emissions (Scope 1 & 2) – property operations (common areas) and projects	Tonnes CO ₂ -e	50,613	48,393	No disclosure
Total GHG Emissions (Scope 1 & 2) – property operations (total areas) and projects	Tonnes CO ₂ -e	104,637	99,437	No disclosure
Avoided GHG emissions	Tonnes CO ₂ -e	16,710	14,696	No disclosure
Emissions of ozone-depleting substances (ODS)	Tonnes	No disclosure	No disclosure	No disclosure

Notes:

- Scope 2 applies only to the non-RE KWH consumption.
- FILRT buildings connected to the District Cooling System consumed 16,574,244 TRH, or 88.34% of the total DCS output of 18,762,043 TRH in 2023. DCS consumed 13,921,123 KWH of electricity, of which 12,297,812 KWH is indirectly attributable to FILRT. The corresponding GHG emissions of DCS in behalf of FILRT is a Scope 3 disclosure for FILRT, but covered as Scope 2 by FILRT.
- Diesel EF: 2.706 kg CO₂ per liter
- Luzon-Visayas Grid EF: 0.7122 tons CO₂ per MWH

Air Pollutant Emissions (GRI 305-7)	Unit	2023	2022	2021
Nitrogen oxides (NOx)	Kg	Deemed immaterial. Standby gensets are operated only for a few minutes during preventive maintenance. There were no massive power failures in 2023 that necessitated the extended use of gensets in any of FLI's properties. The environmental regulator does not require testing and disclosure of air pollutant emissions if gensets are only run for periodic preventive maintenance.		
Sulfur oxides (SOx)	Kg			
Persistent Organic Pollutants (POP)	Kg			
Volatile organic compounds (VOC)	Kg			
Hazardous air pollutants (HAP)	Kg			

Solid Wastes Generation (GRI 306-3, 306-4, 306-5)	Unit	2023	2022	2021
Reusable	Tonnes	Data not available	0.29	0.24
Recyclable	Tonnes	256		74
Composted	Tonnes	639	0	0.77
Residuals (landfilled)	Tonnes	10,266	10,224	15,872
Total	Tonnes	11,161	10,224	15,872

Hazardous Wastes (GRI 306-4, 306-5)	Unit	2023	2022	2021
Hazardous wastes generated	Kg	292,924	13,792	8,672
Hazardous wastes transported and treated	Kg	5,950	0	0

Note: LED lighting conversion for office buildings was completed in 2022. There are no more busted fluorescent bulbs generated in any FILRT building. Hazwastes generated in 2023 are mostly used oil and used batteries due to the reduction of fluorescent bulbs in office properties. A significant amount of hazwastes were hauled out, held up by limitations in hauling during the pandemic years.

Effluents (GRI 303-4)	Unit	2023	2022	2021
Wastewater generated – total area	m ³	2,043,877	1,032,858	No disclosure
Total volume of effluent discharge	m ³	1,639,274	984,738	1,862,887
Total volume of effluent reused	m ³	95,648	48,120	38,674
Percent of effluent recycled	m ³	4.68%	4.66%	2.07%

Notes:

- Wastewater generation attributable to FLI (incl. FILRT) property operations within Filinvest City are estimated as a fraction of the total influent measured in the centralized sewage treatment plant of the estate. This return factor changes from year to year. The same ratio applies to the estimation of

effluent discharge and reuse. Recycled effluent is treated wastewater that is used internally in STP operations as well as irrigation of public spaces within Filinvest City.

Environmental Compliance	Unit	2023	2022	2021
Total amount of monetary fines for non-compliance with environmental laws and/or regulations	PHP	0	0	0

C. SOCIAL PERFORMANCE

Employee Management

Employee Hiring and Benefits (GRI 401-1)	2023			2022			2021		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total number of regular employees	1796	734	1062	1,639	611	1,028	1,515	629	886
Voluntary attrition rate	25%			25%			19%		
Ratio of lowest paid employee against minimum wage	1.04			1.07			1.19		

Employee Training and Development

Employee Training and Development (GRI 404-1)	2023			2022			2021		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total training hours provided to employees	74,730	15,460	32,270	39,648	17,826	21,822	No disclosure		
Average training hours provided to employees	42.77	40.36	44.02	19.48	17.79	21.12	3.09	3.54	2.78

Labor Management Relations

Labor Management Relations	2023	2022	2021
% of employees covered by Collective Bargaining Agreements	0	0	0
Number of consultations conducted with employees concerning employee related policies	2	0	23

Diversity and Equal Opportunity

Diversity and Equal Opportunity (GRI 405-1)	2023			2022			2021		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
% of workers in the workforce by gender	100	41%	59%	100	37	63	100	31	59
Number of employees from indigenous communities and/or vulnerable sector	0			0			0		

Workplace Conditions and Occupational Health and Safety

Occupational Health and Safety (GRI 403-9, 403-10)	2023	2022	2021
Safe manhours (Filinvest employees – property operations & HQ)	2,071,004	2,346,255	2,615,976
Safe manhours (Filinvest employees – projects)	6,804,401	4,763,510	No disclosure
Safe manhours (service providers)	6,799,997	No disclosure	No disclosure
Safe manhours (contractors)	19,826,204	12,873,670	2,615,976
Number of work-related injuries	2	0	0
Number of work-related fatalities	0	0	0
Number of work-related ill-health	2	0	0
Number of safety drills	838	26	No disclosure

Labor Standards and Human Rights

Labor Laws and Human Rights	2023	2022	2021
Policies that explicitly disallow violations of labor laws and human rights (e.g. harassment, bullying in the workplace)	4	4	4
Number of legal actions or employee grievances involving forced or child labor	0	0	0

Note: These are policies and regulations adopted by FLI and its subsidiaries, as well as the FDC parent.

Relationship with Community

Significant Impacts on Local Communities (GRI 413-1)	2023	2022	2021
For operations affecting IPs, total number of Free and Informed Prior Consent (FPIC) consultations and Certification Preconditions (CPs) secured	FLI's operations are not located in any sites which have the presence of indigenous communities.		

Customer Management

Customer Satisfaction	2023	2022	2021
Customer Satisfaction Score	81%	76%	70%

Note: Filinvest Land undertakes customer satisfaction surveys annually.

Product/Service Health and Safety (GRI 416-2)	2023	2022	2021
Number of substantiated complaints on product or service health and safety	0	615	211
Number of complaints addressed	0	418	211

Marketing and Labeling (GRI 417-2, 417-3)	2023	2022	2021
Number of substantiated complaints on product or service health and safety	367	8	5
Number of complaints addressed	231	8	5

Customer Privacy (GRI 418-1)	2023	2022	2021
Number of substantiated complaints on customer privacy	0	0	0
Number of complaints addressed	0	0	0
Number of customers, users and account holders whose information is used for secondary purposes	0	0	0

Data Security and Privacy

Data Security (GRI 418-1)	2023	2022	2021
Number of data breaches, including leaks, thefts and loss of data	0	0	0

Content Index

Disclosures	Reporting location	Remarks/ explanation
Company details		
Name of Organization	About This Report	Filinvest Land, Inc.
Location of Headquarters		79 Epifanio de los Santos Ave, Mandaluyong City, Metro Manila 1550
Location of Operations		Philippines
Report Boundary: Legal entities included in this report		Filinvest Land, Inc.
Business Model		Property Development
Reporting Period		January 1 – December 31, 2023
Highest Ranking Person for this report		Head of Investor Relations

A. Economic disclosures		Reporting location	Remarks/ explanation
Economic Performance			
Direct Economic Value Generated and Distributed			
General Disclosures	Management Approach	Economic Performance	
	The Impact and Where it Occurs		
	Stakeholders Affected		
KPIs	Direct economic value generated (Revenue)	EESG Performance Metrics – Economic Disclosures	
	Direct economic value distributed		
Climate-Related Risks and Opportunities			
General Disclosures	Governance	--	Sustainability Framework of FDC Parent (Filinvest Group).
	Strategy		
	Risk Management		
	Metrics and Targets		

A. Economic disclosures		Reporting location	Remarks/ explanation
Procurement Practices			
Proportion of Spending on Local Suppliers			
General Disclosures	Management Approach	Economic Performance	All major procurement is undertaken by SharePro, a shared services company that serves the Filinvest Group, spun off from Filinvest Land
	The Impact and Where it Occurs		
	Stakeholders Affected		
KPI	Percentage of procurement budget used for significant locations of operations that is spent on local suppliers		
Anti-Corruption			
Training on Anti-Corruption Policies and Procedures			
General Disclosures	Management Approach	Corporate Governance	More information can be found in the Corporate Governance disclosures in the Annual Report of FLI
	The Impact and Where it Occurs		
	Stakeholders Affected		
	Percentage of employees who have received written communication about corporate anti-corruption policies and procedures		
KPIs	Percentage of business partners who have received written communication about corporate anti-corruption policies and procedures		
	Percentage of directors and management who have received anti-corruption training		
	Percentage of employees who have received anti-corruption training		

A. Economic disclosures		Reporting location	Remarks/ explanation
Incidents of Corruption			
General Disclosures	Management Approach	Corporate Governance & Economic Performance	More information can be found in the Corporate Governance disclosures in the Annual Report of FLI.
	The Impact and Where it Occurs		
	Stakeholders Affected		
KPIs	Number of incidents in which directors were removed or disciplined for corruption		
	Number of incidents in which employees were dismissed or disciplined for corruption		
	Number of incidents when contracts with business partners were terminated due to corruption		

B. Environment Disclosures		Reporting location	Remarks/ explanation
Resource Management			
Energy consumption within the organization and Reduction of Energy Consumption			
General Disclosures	Management Approach	Environmental Performance	
	The Impact and Where it Occurs		
	Stakeholders Affected		
KPIs	Energy consumption - by fuel type		
	Energy reduction - by fuel type		
Water consumption within the organization			
General Disclosures	Management Approach	Environmental Performance	Water consumed by FLI communities and office spaces are sourced from public water utilities where possible, but standby deep wells may be resorted to if the public services are unavailable or unreliable. When public utilities do not have sewerage infrastructure, FLI sets up its own wastewater infrastructure and is operated by the Filinvest Group's water utility operations subsidiary.
	The Impact and Where it Occurs		
	Stakeholders Affected		
	ESG Risks and Opportunities		
KPIs	Water consumption within the organization		
	Water withdrawal		
	Water consumption		
	Water recycled and reused		

B. Environment Disclosures		Reporting location	Remarks/ explanation
Materials Used by the Organization			
General Disclosures	Management Approach	Environmental Performance	
	The Impact and Where it Occurs		
	Stakeholders Affected		
KPIs	Materials used by weight or volume		The main materials used in construction of FLI projects are steel and cement. Water consumption of projects is also tracked.
	Percentage of recycled input materials used to manufacture the organization's primary products and services		
Ecosystems and Biodiversity			
General Disclosures	Management Approach	Environmental Performance	Filinvest's projects are not located in any biodiversity hotspots. All developments are granted Environmental Compliance Certificates by the DENR.
	The Impact and Where it Occurs		
	Stakeholders Affected		
KPIs	Operational sites owned, leased in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		
	Habitats protected or restored		
	IUCN Red List species and national conservation list species with habitats in areas affected by operations		
Environmental Impact Management			
Air Emissions - Green House Gasses (GHG)			
General Disclosures	Management Approach	Environmental Performance	Scope 1 emissions are due to the consumption of diesel for gensets installed on properties.
	The Impact and Where it Occurs		
	Stakeholders Affected		
	ESG Risks and Opportunities		
KPIs	Direct (Scope 1) GHG Emissions		Scope 2 emissions are due to electricity bought.
	Energy indirect (Scope 2) GHG Emissions		
	Emissions of ozone-depleting substances (ODS)	--	Not material.

B. Environment Disclosures		Reporting location	Remarks/ explanation
Air Pollutants			
General Disclosures	Management Approach	Environmental Performance	Stationary gensets installed on properties are only used for short duration testing during maintenance calls. Emissions are tested in accordance with frequencies stipulated in the genset permit to operate issued by DENR. Quantities of air pollutants are deemed negligible as operations are not continuous.
	The Impact and Where it Occurs		
	Stakeholders Affected		
KPIs	Nitrogen oxides (NOx)		
	Sulfur oxides (SOx)		
	Persistent organic pollutants (POPs)		
	Volatile organic compounds (VOCs)		
	Hazardous air pollutants (HAPs)		
	Particulate matter (PM)		
Solid Waste			
General Disclosures	Management Approach	Environmental Performance	FLI employs accredited service providers for the hauling and disposal of solid wastes in instances where the LGU is unable to fulfill its duties under RA 9003. A partnership with a circular economy private entity was signed in 2023 to explore synergy opportunities.
	The Impact and Where it Occurs		
	Stakeholders Affected		
KPI	Total solid waste generated - by type		
Hazardous Waste			
General Disclosures	Management Approach	Environmental Performance	FLI's operating units have respective Hazwaste IDs with the DENR and chain of custody documentation is in place when DENR-accredited service providers are engaged to transport, treat and dispose of hazardous wastes.
	The Impact and Where it Occurs		
	Stakeholders Affected		
KPIs	Total weight of hazardous waste generated		
	Total weight of hazardous waste transported		

B. Environment Disclosures		Reporting location	Remarks/ explanation
Effluents			
General Disclosures	Management Approach	Environmental Performance	FLI collects and treats wastewater in owned sewage treatment facilities where reliable sewerage services are not available from the local water utility.
	The Impact and Where it Occurs		
	Stakeholders Affected		
KPIs	Total volume of water discharges		
	Percent of wastewater recycled		
Environmental Compliance			
Non-compliance with environmental laws and regulations			
General Disclosures	Management Approach	Environmental Performance	All of FLI's operating properties and pollution control officers have updated environmental permits and consistently comply with regulatory thresholds and reportorial requirements.
	The Impact and Where it Occurs		
	Stakeholders Affected		
KPIs	Total amount of monetary fines for non-compliance with environmental laws and/or regulations		
	Number of non-monetary sanctions for non-compliance with environmental laws and/or regulations		
	Number of cases resolved through a dispute resolution mechanism		

C. Social Disclosures		Reporting location	Remarks/ explanation
Employee Management			
Employee Hiring and Benefits			
General Disclosures	Management Approach	Social Performance	Filinvest's hiring philosophy is based on competency and merit, irrespective of gender, race, ethnicity, religion or social background.
	The Impact and Where it Occurs		
KPIs	Total number of employees		
	Attrition rate		
	Ratio of lowest paid employee against minimum wage	EESG Performance	
	List of employee benefits	Social Performance	

C. Social Disclosures		Reporting location	Remarks/ explanation
Employee Training and Development			
General Disclosures	Management Approach	Social Performance	All FLI employees are automatically granted access to the Filinvest Mentor online learning platform where courses are available. This augments the classroom-type trainings and mentorships provided employees.
	The Impact and Where it Occurs		
KPIs	Total training hours provided to employees (by male/female)		
	Average training hours provided to employees (by male/female)		
Labor Management Relations			
General Disclosures	Management Approach	Social Performance	As of the end of 2023, there is no CBA in Filinvest Land or any of its subsidiaries.
	The Impact and Where it Occurs		
KPIs	% of employees covered by Collective Bargaining Agreements		
	Number of consultations conducted with employees concerning employee-related policies		
Diversity and Equal Opportunity			
General Disclosures	Management Approach	Social Performance	Filinvest's policy for career progression is based on meritocracy and competency, and not on any other criteria.
	The Impact and Where it Occurs		
KPIs	% of female workers in the workforce		
	% of male workers in the workforce		
	Number of employees from indigenous communities and/or vulnerable sector		
Workplace Conditions, Labor Standards, and Human Rights Occupational Health and Safety			
General Disclosures	Management Approach	Social Performance	A company-wide safety program is in place, complying with all DOLE requirements, incl. the creation of safety committees and the conduct of drills.
	The Impact and Where it Occurs		
KPIs	Safe Man-Hours		
	No. of work-related injuries		
	No. of work-related fatalities		
	No. of work-related ill-health		
No. of safety drills			

C. Social Disclosures		Reporting location	Remarks/ explanation
Labor Laws and Human Rights			
General Disclosures	Management Approach	Social Performance	The Filinvest employee code of conduct has been communicated to all employees and is a required onboarding course.
	The Impact and Where it Occurs		
KPIs	Policies that explicitly disallow violations of labor laws and human rights (e.g. harassment, bullying) in the workplace		
	No. of legal actions or employee grievances involving forced or child labor		
Supply Chain Management			
Supplier Accreditation and Screening			
General Disclosures	Management Approach	Economic Performance	Supply Chain Management under SharePro has a vendor accreditation program in place which is linked to the business code of conduct of the company.
	The Impact and Where it Occurs		
KPIs	Supplier Accreditation Policy		
	Sustainability Topics Considered When Selecting/Screening Suppliers		
Relationship with Community			
Significant Impacts on Local Communities			
General Disclosures	Management Approach	Social Performance	Filinvest projects are not located in areas where there is a certificate of ancestral domain title. There are operating units that do engage indigenous peoples in the course of everyday operations, e.g. within Clark Mimoso where Aetas are part of the workforce of business partners.
KPIs	Operations with significant impacts on local communities (by location, vulnerable group/indigenous people (IPs))		
	Mitigating measures (if negative) or enhancement measures (if positive)		
	For operations affecting IPs, total number of Free and Prior Informed Consent (FPIC) consultations and Certification Preconditions (CPs) secured		
Customer Management			
Customer Satisfaction			
General Disclosures	Management Approach	Social Performance	Filinvest Land undertakes annual customer satisfaction surveys.
	The Impact and Where it Occurs		
KPI	Customer Satisfaction Score(s)		

C. Social Disclosures		Reporting location	Remarks/ explanation
Health and Safety			
General Disclosures	Management Approach	Social Performance	Filinvest's Health and Safety practices are guided by existing regulations.
	The Impact and Where it Occurs		
KPIs	Number of substantiated complaints on product or service health and safety		
	Number of complaints addressed		
Marketing and Labelling			
General Disclosures	Management Approach	Social Performance	
	The Impact and Where it Occurs		
KPIs	Number of substantiated complaints on marketing and labelling		
	Number of complaints addressed		
Customer Privacy			
General Disclosures	Management Approach	Social Performance	All data of FLI are governed by the Data Privacy Act's provisions and has an Information Security program in place. There have been no reported data breaches or losses in 2023.
	The Impact and Where it Occurs		
KPIs	Number of substantiated complaints on customer privacy		
	Number of complaints addressed		
	Number of customers, users and account holders whose information is used for secondary purposes		
Data Security			
General Disclosures	Management Approach	Social Performance	All data of FLI are governed by the Data Privacy Act's provisions and has an Information Security program in place. There have been no reported data breaches or losses in 2023.
	The Impact and Where it Occurs		
KPI	No. of data breaches, including leaks, thefts and losses of data		