

---

# 2021 SUSTAINABILITY REPORT

---

**FILINVEST**  
LAND, INCORPORATED



## **About this Report**

This is Filinvest Land's ("FLI" or the "Company") disclosures on its non-financial performance across economic, environmental, social and governance aspects of business operations covering the reporting period from 1 January through 31 December 2021.

This report is published in compliance with the provisions of the Securities and Exchange Commission's Memorandum Circular No. 4, Series of 2019 (SEC MC 4), and aligns with the Sustainability Reporting Guidelines for Publicly Listed Companies (the "SEC ESG Guidelines"). It also uses the Global Reporting Initiative (GRI) Standards' principles and reporting guidelines as reference.

## **Scope**

The Sustainability Report features the EESG initiatives and performance across FLI's developments in 19 provinces and 53 towns across the Philippines, covering its residential, retail and office portfolio, along with project development, construction and property operations. A complete list of assets under FLI operations is found in the List of Operations in the Appendix. Data from preceding years are also included where applicable.

In August 2021, several assets under Cyberzone Properties, a subsidiary of FLI, were infused into the portfolio of Filinvest REIT Corp ("FILRT") when it was formally launched and listed at the Philippine Stock Exchange, and FLI is identified as the Sponsor. Non-financial performance associated with the operations of the seventeen assets under FILRT – sixteen in Alabang and one in Cebu – is reported on by the said entity in its first annual integrated report, but remains covered by this sustainability report. The day-to-day property management of some Filinvest leased assets, e.g. Capital One, are directly managed by the lessees themselves and thus are not within direct operational control of Filinvest and the operational data are carved out from this report. The EESG performance of Filinvest Alabang, Inc. (FAI), of which FLI holds 20% equity, is not included in this report as its operations are largely autonomous from FLI although there are areas of collaboration; its performance is covered by the parent company, Filinvest Development Corporation's (FDC) sustainability report.

## **Materiality and Stakeholder Engagement**

In 2019, in compliance with the provisions of the SEC MC 4, which provides for a framework with which publicly listed companies are to report their non-financial performance, FLI undertook an initial assessment of organizational processes, procedures, and policies to better understand how they relate to EESG issues. While a formal and full-blown materiality assessment with external stakeholders was only partially conducted in 2021 due to limitations posed by Covid-19 restrictions, the content of this report is informed by the principles of materiality and focuses on the economic, environmental, and social impacts of operations and activities in the Philippines, as well as the management approach to the material topics listed.

A materiality assessment exercise will be undertaken in 2022 which will feed into the development and adoption of a sustainability policy and focus areas which are tailored to the unique business models of FLI as well as the most relevant issues that resonate with its various stakeholders, guided by existing sustainability reporting frameworks adopted by FLI and its FDC parent.

Material Topics which have an impact on both stakeholders and the business

Environment	Economy	Social	Governance
Environmental Compliance	Distribution of Economic value	Employee development, workload and engagement	Procurement Practices Anti-corruption
Resource and Energy efficiency	Support to Supply Chain, particularly local businesses	Occupational Health and Safety (incl. Covid-19 pandemic)	
Water Conservation		Staff Mobility	
Land Use and Biodiversity		Customer Relations	
		Data Privacy	
		Community Relations and Investments	
		Community/Properties Resiliency	

Extensive discussions on the actions of the Company to address the topics listed may be found across the other sections of the Annual Report, not just in the Sustainability Report.

### Stakeholder Engagement

In the pursuit of realizing shared goals with stakeholders, FLI has identified its key stakeholders, took note of their concerns and established channels of engagement and initiatives that aim to either enhance the positive impacts and mitigate the negative impacts on both parties.

Stakeholder	Concerns	Company Response / Channels of Engagement
Customer	Affordability  Ability to sustain payments during Covid-19	Five market segments for residential projects; Extended payment periods and waivers on penalties & interest; Rent holidays

	<p>Service quality</p> <p>Data Privacy</p> <p>Health and Safety</p> <p>Community resiliency</p>	<p>Customer service and satisfaction surveys</p> <p>Cybersecurity and Data Privacy protocols;</p> <p>Covid-19 protocols, incl. contact tracing; Compliance with IATF directives</p> <p>Green Design of neighborhoods and buildings (incl. LEED/BERDE certification)</p>
Employees	<p>Career Development</p> <p>Work-Life Balance</p> <p>Health and Safety</p> <p>Connectivity and Mobility during the Pandemic</p>	<p>Online training and development portal, and one on one mentoring</p> <p>Mental health and employee engagement program</p> <p>Work from Home arrangements, with IT and logistical support</p> <p>Covid-19 protocols in the workplace;</p> <p>Health services support for Covid-affected employees</p> <p>FilVax vaccination program</p>
Supply Chain	<p>Accreditation</p> <p>Timeliness of contract awards and payments</p>	<p>Documented accreditation process</p> <p>Systems process review and revised procedures, with digitization initiatives</p>
Regulators and Government	<p>Alignment of Master Plans</p>	<p>Continuous coordination on zoning, transportation, utility master plans</p>

	<p>Compliance</p> <p>Good Governance</p>	<p>Timely renewal of permits and submittal/publication of required disclosures</p> <p>Business code of conduct and employee trainings on good governance;</p> <p>Boardroom Innovations Series for improving competencies of Board and C-suite officers</p>
Lenders and Investors	<p>Transparency</p> <p>EESG / non-financial disclosures</p> <p>Financial liquidity</p>	<p>Regular annual reports, sustainability reports and other disclosures</p> <p>Compliance with provisions in loan covenants</p>
Communities	<p>Site-specific community or LGU issues</p>	<p>Relationship management and community social investments, incl. partnerships on specific programs;</p> <p>FilVax - vaccines and test kits donated to national and local governments</p>
Environment	<p>Environmental impacts</p>	<p>Green design principles and materials</p> <p>Energy and Resource Efficiency initiatives</p> <p>Water conservation and reuse</p> <p>Solid waste and hazardous waste management</p> <p>Environmental compliance: projects and operations</p>

## **Managing Sustainability Issues and Information**

For over 50 years, Filinvest has been ‘building the Filipino dream’. The challenges we faced during the pandemic years of 2020 and 2021 magnified how fundamental sustainability concerns such as health and resiliency are vital to the stability of the Company and society at large. The organization has learned the value of being agile and we are committed to consistently instilling social and environmentally-responsible practices across our operations, our supply chain, and with our customers and communities we serve.

FLI endeavors to continue creating healthy, sustainable, and environmentally-responsible communities - ones with strengthened measures for safety, disaster resilience, and emergency preparedness - for years to come. A key factor to achieving this will be to consistently improve on EESG-related performance, especially on minimizing negative impacts and enhancing positive impacts on people (talents, customers, business partners and communities), the environment and the economy, through stakeholder feedback, impact assessments and recalibration, partnerships in execution and continuing improvement.

FLI continues to refine its data generation, validation, consolidation, analysis and reporting processes to accurately measure and manage better its impacts on stakeholders and the environment. For 2022, it is envisioned that FLI will adopt a sustainability framework and key sustainability focus areas that will reflect its unique business models and that will yield maximum beneficial impact to both company and stakeholders, manifesting all three current approaches in corporate sustainability work: corporate social investments, EESG best practices and creating shared value.

## **Sustainability Governance**

Guided by the FLI’s and its parent FDC’s vision, mission and core values, the drive to manifest social and environmental responsibility is enabled by a strong governance structure, led from the top by a competent Board of Directors responsible for setting the Company’s overall approach on sustainability and corporate responsibility matters, evaluating EESG-related risks, and implementing responsive initiatives. It is supported by the Audit and Risk Management Oversight Committee who implement risk management and internal control systems, and the senior management team which drives on-the-ground execution.

Throughout 2020 and 2021, the Board guided strategies to help preserve the company’s stability and long-term viability in light of a universally disruptive pandemic. These strategies focused on fiscal prudence, minimizing environmental impact, prioritization of employees’ and customers’ safety and well-being, and adherence to good governance principles.

Filinvest is working to strengthen its sustainability governance structures and mechanisms and to integrate EESG-related structures across our business decision-making processes at all levels. FLI continuous to assess EESG-related risks and opportunities and climate-related impacts as guided by prevailing and emerging sustainability frameworks. For 2022, Filinvest Land will be forming a

sustainability council which will craft a sustainability framework that contains the key sustainability focus areas that will be embedded in corporate strategy of the real estate business, and will serve as basis for future sustainability/EESG reporting.

## ECONOMIC PERFORMANCE

As a significant player in the real estate industry in the Philippine, Filinvest Land operates in a fairly extensive ecosystem wherein the various stakeholders have a critical role to play in the value creation process and in turn benefit economically from such activities, from our employees who run the business, to the investors and lenders who provide capital, to the varied consultants who help us conceptualize and develop projects, to the contractors and suppliers who help us build, to the sales agents who help in marketing, to the financial service providers who assist our customers, and to the government that regulates us and provides an enabling environment for the business to thrive. The economic benefits generated by the business throughout the value chain is shared with our stakeholders and these have trickle-down effects on local businesses, local governments and local economies.

### Economic Value Generated and Distributed (2021)

	Amount (PHP)
Direct Economic Value Generated (revenue)	17,738,919,000
Direct Economic Value Distributed:	
a. Operating costs	11,503,192,000
b. Employee wages and benefits	629,681,402
c. Payments to suppliers, and other operating costs	10,873,510,598
d. Dividends given to stockholders and interest payments to lenders	2,997,140,000
e. Taxes paid to government	262,060,000

### Engaging our Local Supply Chain

As Filinvest Land's operations are well spread throughout the archipelago, the Company is able to engage and support local businesses, not just in the interest of maximizing economic impact to local communities, but also to realize internal process efficiencies.

In 2021, Filinvest Land Inc.'s awarded projects and purchase orders to local suppliers constituted 98.85% of the procurement budget. (It was 94.39% in 2020.) The rest were for suppliers based in Asia, in response to the need to cast a wider net across the regional supply chain in order to ensure materials were available and delivered during a time of pandemic where manufacturing output worldwide was curtailed due to logistical/mobility restrictions and business downsizing. Due to the mobility restrictions during the intermittent lockdowns, Filinvest Land was able to process payments for its supply chain partners through an e-settlement service provided by its sister company EastWest Bank, avoiding the need for face-to-face transactions.



FLI established a Supplier Accreditation Program in 2015 where prospective vendors and consultants undergo a vetting process which undertakes an in depth look at those companies' quality control, environmental and safety systems or programs (e.g. ISO integrated management systems certifications check), along with the level of compliance with regulatory requirements such as environmental documents and local government clearances and permits. The Company's sourcing and supplier accreditation process gives guidance on the continuous monitoring and evaluation of suppliers, vendors, contractors and service providers, and prescribes a process for blacklisting when necessary.

### **Ensuring Good Governance with Suppliers and Employees**

All Filinvest employees, as part of their onboarding and continuing development, undergo trainings on the Code of Business Conduct and Ethics which incorporates topics such as the corporate values (which includes Integrity), anti-corruption, insider trading, related party transactions, corporate gifts, conflict of interest and other governance policies and best practices. Recently this training module was made available as an easily accessible and learner-driven e-course in the Filinvest Mentor online portal. 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 desired employee behaviors are reflective of the Filinvest Group's corporate values of excellence and integrity. The anti-corruption and anti-bribery policy is supported by a whistleblowing policy and procedure which proactive employees can invoke without fear of retribution. The Code also provides for the guidelines in managing issues or cases such that the process is fair, uniform, impartial, open-minded and handled in a prudent and sensitive manner.

The supply chain partners, as part of their accreditation process and onboarding, also undergo trainings on the Company's Code of Business Conduct and Ethics. The Company has been enforcing a 'no gift' policy, and has other provisions in place to ensure avoidance of actual or even the perception of conflict of interest or favoritism.

There were no incidents of fraud or misconduct in 2021 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

### Human Capital at the Heart of Ensuring Long Term Value Creation

The ability of any organization to create value for a long time is always centered on human readiness capital, in terms of the ability to fill in critical roles when needed with energized and engaged talents carrying the necessary competencies. 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.

### Talent Capacity

Filinvest Land aims to attract and retain the best talents available, and continues to improve on the total employee experience such that the level of engagement and empowerment is high. When it comes to hiring, it is a stated preference to source and promote from within the employee pool of the conglomerate before embarking on a search of external talents. This creates a workplace culture in which strong bonds are formed between individuals with a keen awareness of the customer needs, what we offer and how things are done and delivered. As of end of 2021, Filinvest Land had a regular workforce of 1,515.

Employee breakdown by contract type	2021	2020	2019
<b>Total employees</b>	<b>1,515</b>	<b>1,639</b>	<b>1,751</b>
Executive	69	61	60
Manager	314	345	333
Supervisor	303	311	314
Rank and File	829	922	1,044

*The 2020 and 2019 data are restated figures, reflecting additions from FLI business units excluded previously. The headcount does not include non-permanent employees.*

FLI's 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. Onboarding of new employees is currently undertaken using the Filinvest Mentor online learner's portal so that the talent can dictate the pace and can easily return to the material to review at will.

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 leave, a car financing and housing assistance are available.

FLI also offers health maintenance coverage for all regular employees, a loan fund for regular employees including an emergency loan 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, as well as an educational loan to cover tuition fees for employees or their dependents. During the pandemic, the conglomerate was among the first to establish a vaccination program even before supplies were procured by the national government. All employees were eligible to be vaccinated under the FilVax program and a high employee availment rate was already realized in the third quarter of 2021, already exceeding the end-of-year national target. (Refer to the special article for a more comprehensive discussion of the vaccination efforts of Filinvest.)

## Talent Capability

Filinvest Land believes that cultivating a highly-skilled workforce and supporting employees’ long-term career goals is an integral part of sustaining our social and economic success. We achieve this by encouraging employees to continually upgrade their professional skillsets through a range of training, practical workshops, and mentorship programs. In-house trainings are conducted regularly, and the Filinvest Mentor online learning portal continuously adds more training modules for any employee to avail of, at any time convenient to them.

To develop the highest level of skill among employees and enhance personal and professional growth, we periodically assess the training needs of each employee vis a vis the role they currently occupy and potential roles they may take on in the future. We also recognize employees with 10, 15, 20, 25, 30 years of service to celebrate the appreciation of their hard work and dedication.

In 2021, Filinvest’s Learning and Development unit’s training modules delivered across FLI and its subsidiaries for the reporting year are listed below:

Type of Training	Course Topic
Leadership-focused	<ul style="list-style-type: none"> <li>• Leadership in Operations</li> <li>• Conquering Disruption Through Agility</li> <li>• Leveraging Human Capital for Business</li> <li>• Coaching for Performance</li> <li>• Learning to Change Team Cultures: Promoting Empathy Through Check Ins</li> <li>• Situational Leadership and Coaching</li> <li>• Conducting Meaningful Conversations</li> <li>• Awaken the Leader In You and High Impact Leadership</li> <li>• Balancing Work Demands and Resources</li> <li>• The Right Leadership at the Right Time</li> </ul>
Functional Competency-focused	<ul style="list-style-type: none"> <li>• Project Management Bootcamp</li> <li>• Fleet Management</li> <li>• Practical Guide in Preventing Workplace Violence</li> <li>• Basic Plant Nursery Management</li> <li>• Compliance Training: Permits Monitoring</li> <li>• Customer Service Training</li> <li>• Train the Facilitator Session</li> <li>• SIPOC and Process Mapping</li> <li>• Maintaining Landscapes Through Smart and Efficient Irrigation Systems</li> </ul>
Employee Empowerment-related	<ul style="list-style-type: none"> <li>• Workshop on Achievements Empowerment</li> <li>• Becoming Indistractable</li> </ul>

	<ul style="list-style-type: none"> <li>• Webinar for Work At Home Moms: Parenting during the pandemic</li> <li>• Driving Passion @ Work in the New Normal</li> <li>• EW Troo Financial Wellness Webinar</li> <li>• How to Present Yourselves Online</li> <li>• Psychological Health and Safety At Work</li> <li>• Understanding Covid-19 Vaccines</li> <li>• Benefits of Positive Emotions on Mental Health</li> </ul>
Regulator-mandated	<ul style="list-style-type: none"> <li>• DENR EMB and LLDA Seminars for Managing Heads and Pollution Control Officers</li> <li>• Anti-Money Laundering Act Orientation</li> <li>• Occupational Health and Safety Orientation</li> <li>• Data Privacy Act Launch: Think Before You Click</li> <li>• Fire Safety Orientation</li> <li>• First Aid Training</li> </ul>

Filinvest also has given its employees unlimited access to 939 courses via LinkedIn Learning, an online open course provider.

Average Training Hours provided to employees								
2021			2020			2019		
Total Average	Male	Female	Total Average	Male	Female	Total Average	Male	Female
3.09	3.54	2.78	8.13	7.34	8.92	11.00*	10.95	11.04

\*Restated from 2020's disclosure of 10.00.

Beyond training, all regular employees take part in an annual performance evaluation such that in the succeeding year, whenever practicable, competency development interventions are identified so that the talent can enhance the likelihood of meeting his or her established objectives.

## Talent Connection

At FLI, our team of 'Dream Builders' has created a culture of willingness to take initiative, open mindedness, ability to work as a team, and passion for continuous learning and improvement with the objective of having enabled and energized individuals willing to take on the challenges and opportunities in the future. This passion and vision is what has kept us in business for over 50 years and is the same passion that drives us today.

At FLI, we believe that when people work in an environment that prioritizes their safety and offers rewarding career paths, productivity increases, creativity flourishes, and wellbeing improves. As such, we are constantly cultivating an environment where our 'Dream Builders' can be healthy, engaged, and productive.

As of 2021, there is no Collective Bargaining Agreement in Filinvest Land Inc or any of its subsidiaries.

In coming years, we continue to provide a working environment that supports everyone on the team, nurtures their knowledge and skills, and provides opportunities for career growth. We recognize a need to further assess ESG-related risks and opportunities and keep our eyes open opportunities to improve on hiring, onboarding learning and development, employee engagement, workplace culture and work-life balance.

## **Our Diverse Workforce**

At Filinvest Land, we believe that having people with diverse backgrounds in the team allows us to be exposed to and appreciate other perspectives, approach problems differently and in a more comprehensive manner, and come up with innovative solutions that address existing or emerging risks and perhaps even create opportunities not just for the employees alone but the business too.

Despite international underrepresentation of women in the property industry and in Asian corporations in general, FLI has a high proportion of women all across employment categories, from CEO to rank and file, comprising 59% of the workforce, which showcases our commitment to gender diversity and fair hiring practices. The Board and senior leadership team also have women leaders who are treated no differently; 45% of the executives in FLI are composed of women. The policy of the company is that one's progression up the ladder is solely based on talent potential and accomplishments, not on any other criteria such as gender, race or religion.

## **Health and Safety During a Time of Pandemic**

The on-the-ground execution of projects of Filinvest Land always puts a premium on the implementation of occupational health and safety protocols among our team members, our contractors and service providers and the general public. We value the health and wellbeing of our team members and are committed to providing all employees with a safe, secure, and healthy working environment. We also impose the same high standards of occupational health and safety on our contractors and service providers.

The challenges brought about by the Covid-19 pandemic in 2020 and 2021 added an extra dimension to the set of safeguards we have established across the years, necessitating company to upgrade or update our key policies, plans and procedures/protocols. Filinvest Land 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. In addition to the established Covid-19 workplace protocols and introduction of Work from Home arrangements for employees, the Filinvest Group established FilVax, a vaccination program for employees which also eventually assisted the government in its own nationwide vaccination program. The Company also provided support to Covid-affected employees at home through the delivery of Covid kits which contained vitamins, medications, face masks, pulse oximeters and test kits, and facilitated access to online medical consultations and hospitalizations, when necessary, with the assistance of its health maintenance service provider.

In 2021, we achieved a total of 18,206,639 safe man-hours among employees and the contractors' workforce in FLI's offices and projects.

#### Occupational Health and Safety

	2021	2020
Safe manhours (employees)*	2,615,976	2,391,701
Work-related injuries*	2	0
Work-related fatalities*	0	0
Work-related illnesses*	0	0
Safe manhours (contractors)**	15,590,663	8,468,844

\*Data for FLI's full time employees only. On work-related illnesses, there is no recorded employee Covid-19 case that was attributed to workplace transmission due to challenges in contact tracing (e.g. transmission via commuting and at home). There were no disclosures made in 2019.

\*\*Safe manhours of contractors for 2020 are a re-statement; there was no disclosure in the previous report. The low figure from 2020 is due to the government-mandated restrictions on the mobility of non-public works contractors from March to July of that year.

### Customer Centricity as a Core Corporate Value

To manifest its commitment to inclusivity, FLI has developed and offered differentiated and forward-thinking products for varying customer segments. In all the five housing brands, we seek to maximize the positive impact we can have in every community that we create, with affordability in consideration. We achieve product excellence and customer centricity by conducting our business with integrity and keeping our standards high – all to better serve and retain our customer base. To ensure service quality we are guided by a set of policies and procedures, which cover service quality improvement processes, customer satisfaction surveys and addressing customer issues, to cite a few.

Abiding by a corporate core value of 'customer service', we attain quality excellence by anticipating and understanding customers' pain points and requirements and consistently surpassing expectations. This commitment to provide excellent properties and services to our customers is achieved by taking responsibility for everything we create, and strictly following regulatory requirements, industry guidelines and internal procedures. But there is always a constant drive to look for areas of improvement like improving customer health and safety, promoting responsible marketing, and keeping the information of our customers secure. These were among some focus areas that were top of mind to the FLI team in recent times.

To better understand the existing and emerging needs and issues of customers, various communication channels are in place. Customer satisfaction surveys measure how our products and services meet or surpass customer expectations. A set of procedures is in place for our customer care teams to address pressing customer issues.

## **Protecting Privacy**

FIL is committed to ensuring that the personal data of customers, employees or vendors are all collected, used, stored and disposed of properly. We do our utmost to respect and protect the privacy of individuals and keep personal information secure by complying with the applicable data protection, privacy and information security laws and regulations, particularly the Data Privacy Act of 2012 and issuances by the National Privacy Commission.

Our Privacy Policy describes our approach to the collection, use, disclosure and safeguarding of personal information for business related purposes. We respond to reasonable requests to review personal information collected by us and to correct any inaccuracies, amend or delete any entry per customer privacy rights. There were no incidents of breaches, leaks, thefts, or loss of data in 2021.

Filinvest Land is acutely aware of recent cyber incidents in the Philippines and the rising probability of successful attacks on data systems in the Philippines. Our proactive cybersecurity and data privacy programs have the objective of embedding information security as part of not just corporate culture but also of individuals' commitments themselves, as more often than not, the weakest link in cybersecurity is people. Regular communications are provided by senior management focused on practical examples of how employees can implement privacy and security compliance in their daily work. We also educate and empower our customers to be more risk-aware and to provide them with the requisite skills and know-how to avoid fraud, scams, and cybercrimes when using our products and services. Filinvest's online learning portal has a module dedicated to cybersecurity and data privacy which employees can access anytime as a refresher.

## **Community Engagement**

In Filinvest's quest to help build the Filipino dream, it is not just about providing affordable homes to Filipinos, but also to establish sustainable communities, and the relations with those communities are nurtured beyond asset turnover. The company is also cognizant that there is no physical boundary for engaging communities as the Filinvest communities it created are part of a bigger whole.

The Filinvest Group and its employees engage in community service programs centered on education, health, environment and disaster response, to make a positive impact and contribute to long term prosperity and stability. Due to the mobility restrictions and risks to health during the Covid-19 pandemic, there were limited options for employees to engage in volunteer field work, but found ways to contribute to society through online efforts like fund raising activities.

Filinvest Land aims to improve its understanding of the impacts its operations have on local communities, particularly indigenous peoples and vulnerable members of society. We continue to assess EESG-related risks and opportunities regarding critical stakeholder relations and how we can achieve common goals as partners.



## **ENVIRONMENTAL PERFORMANCE**

As one of the largest property development firms in the Philippines, Filinvest Land recognizes its responsibility to minimize negative environmental impacts in the raw and built environment.

Environmental stewardship via sustainable building design and responsible operating practices have become cornerstones to our success. We are committed to making our developments the best possible spaces for everyone who uses them, by respecting the ecosystems that we occupy, aligning with natural processes in the design of buildings and communities, optimizing the use of natural resources (such as water and energy) and responsibly managing used materials which may have a deleterious effect on the ecosystem and people.

To address growing stakeholder demands for transparency as well as increasingly stringent environmental reporting requirements, FLI is working to further develop and strengthen a systematic approach to environmental performance data collection to enable us to better identify, disclose and manage our environmental impacts. We are also exploring innovative opportunities to address air quality, energy efficiency, water efficiency and proper waste management, with an eye to adopting circular economy practices while engaging in strategic partnerships with like-minded environmentally proactive organizations.

### **Environmental Compliance**

Filinvest Land's Environmental Policy outlines its approach to managing and preventing pollution while preserving natural resources in compliance with relevant local and national environmental laws and regulations. It mandates compliance to national and local environmental laws and regulations, the undertaking of environmental impact assessment and planning in every project, and adoption of measures to mitigate the potentially negative aspects of a new building or community development project in all stages of the project life cycle, from conceptualization to implementation to turnover to the community. The policy also mandates that every project should have a social development program to offer training and hiring of residents, a solid waste management program, and complemented by an education and communications campaign that supports local institutions and schools.

In 2021, there was no notice of violation or order to pay issued by the Environmental Management Bureau or the Laguna Lake Development Authority concerning any national environmental laws and regulations. All projects are granted Environmental Compliance Certificates (ECC), Pollution Control Officer accreditations are in order, and permits such as Discharge Permits for wastewater facilities and Permits to Operate for gensets are regularly renewed. Semi-annual and quarterly self-monitoring reports are also submitted regularly, in accordance with the conditions stated in the permits.

Filinvest continues to keep an eye out for developments in policy and regulation that may pose a risk to its operations and compliance status, and engages with the national agencies in the crafting of such policies and regulations through attendance in public consultations and collaboration with peers in the industry to have a single voice in advocacies.

## Sustainable Building Practices

We are committed to building sustainable environments that are carefully designed, well- managed, and that are energy efficient, water efficient and wastes generation is minimized. We are also constantly exploring innovative designs, environment-friendly materials and new construction technologies that keep us at the forefront of the industry.

Sustainable practices have been increasingly integrated into our developments for years partly manifested by our consistent attainment of LEED building certifications for a number of developments. In addition to three buildings that already have received LEED certifications - Axis Tower One, Axis Tower Two and Vector Three, all located in Alabang, FLI is in the process of attaining certifications for the following:

### *Green Building Pre-Certifications*

Project/Development	Awarded pre-certifications
Axis Tower Four	LEEDv3 for Core and Shell
Axis Tower Three	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

### **SUSTAINABILITY AT THE HEART OF FILINVEST REIT**

In the third quarter of 2021, the Filinvest Real Estate Investment Trust (FILRT) was successfully launched and listed at the Philippine Stock Exchange. This opened up opportunities for the investing public, particularly individual investors, to have access to ownership of Grade A building assets that generate a steady dividend from long term leases, and at the same time gave its sponsor, Filinvest Land, the opportunity to recycle capital for future real estate developments. The FILRT launch highlighted the unique sustainability character of the seventeen assets that were included in the portfolio, such as LEED Gold-certified buildings which feature energy and water efficient systems, along with the existing sustainable support services such as the energy-efficient District Cooling System and e-Jeepneys for people mobility. A few assets lined up for infusion to the portfolio in the near future are also LEED certified.

## Environmental Stewardship

Our approach to measuring and monitoring how we manage resources starts with projects adhering to our Environmental Compliance Policy and continues throughout the lifecycle of the construction and operations phases. By adhering to this Policy, we have implemented concrete measures and initiatives in energy conservation, waste reduction, pollution prevention, and conducted periodic monitoring and reviews of relevant key performance indicators to protect the environment wherever we operate.

In 2021, with the continuation of the COVID-19 pandemic into its second year, the pace of projects execution was still affected by the changing and varying Alert Levels imposed by the government, which meant that onsite work, material usage and waste generation was still erratic compared to a normal year.

## Energy and GHG Emissions

Energy efficiency initiatives in property operations were adopted to minimize greenhouse gas emissions and realize energy savings along the way. These, along with the adoption of renewable energy sources (several buildings under FILRT purchase 100% renewables under an Open Access scheme), constitute the main strategies on carbon emissions abatement.

As mandated in our Environmental Compliance Policy, and to comply with the DENR's emissions standards in DAO 14 (Revised Air Quality Standards of 1992), we ensure that all emissions during the construction and operations remain below the thresholds. Dust emissions are controlled by periodically watering roads during the dry season and delivery and transport trucks carrying filling materials are covered. Gensets in buildings have particulate and gas emissions control modules installed.

The GHG emissions in 2021 were largely influenced by the ongoing Covid-19 pandemic which necessitated the government to institute lockdowns which lasted several weeks. With minimal field work, work from home arrangements for most employees and only a few skeletal forces in the offices, the consumption of fuel and electricity were below normal. Both Scope 1 and 2 emissions across FLI in 2020 and 2021 decreased significantly relative to 2019, a non-pandemic year.

<b>Energy Consumption by fuel type</b>	2021	2020	2019
Electricity from renewable sources (KWH)	3,836,340	92	0
Electricity from non-renewable sources (KWH)	72,257,853	133,332,337	192,551,750
Gasoline (L)	147,666	134,995	165,495
Diesel (L)	620,763	453,300	590,570

*The electricity data for 2020 includes the electricity used by office tenants. The 2021 data (RE and non-RE) covers the electricity consumption for common areas of office buildings being managed by FLI and excludes the electricity used by tenants.*

GHG Emissions (in tons CO <sub>2</sub> -eq)	2021	2020	2019
Direct (Scope 1) GHG Emissions	2,022	1,489	3,690
Indirect (Scope 2) GHG Emissions	51,462	94,960	115,800

*For Scope 1, the diesel emission factor is 2.706 kg CO<sub>2</sub> per liter. EF for gasoline is 2.32 kg CO<sub>2</sub>/L (from 2021 US EPA & GHG Protocol updates).*

*For Scope 2, electricity emission factor used was for the Luzon-Visayas electricity grid at 0.7122 tons CO<sub>2</sub>-eq per MWH; this applies to electricity bought from Meralco and FDC Retail Electricity Supply. Six properties under FDCR RES have a 100% RE source. Scope 2 also includes the electricity used by the District Cooling System in Alabang. See comment above on the electricity disclosures for 2021 and 2020.*

Filinvest's Scope 3 emissions are due to the inherent carbon footprint of mainly cement and steel materials used in construction. Reporting on and managing this is a common pain point for all real estate companies as alternative low-carbon materials seem to be still unavailable in the market at economic scale. The company, along with its industry peers in the property sector, is currently exploring developing a protocol to adequately measure Scope 3 emissions and assess if disclosures on this would be relevant and feasible, moving forward.

## **Water Conservation, Water Pollution Control and Reuse**

We manage water and wastewater as responsibly as we can both during the construction of our developments and in the day-to-day operations of the residential communities and commercial assets.

Most of the water used in property operations are sourced from the local water utility. In Metro Manila, the water is sourced from either of the two concessionaires who both source raw water from the Angat-Ipo-La Mesa system and Laguna Lake, both sustainable water sources replenished by rains. The water utility in Cebu primarily uses groundwater with a growing percentage of raw water being sourced from rivers outside the city, and soon seawater. (The Filinvest Group won the concession to provide bulk water to Cebu City's water distribution utility, and will use desalination technology.)

In areas of operations where there is no available surface water, Filinvest sources from the aquifers and ensures the necessary permits are secured from the regulator. In accordance with our environmental policy, we try as much as we can to employ water conservation measures such as specifying efficient (low flow) water fixtures, harvesting rainwater and reusing treated effluent for landscape irrigation. In 2021, we consumed more than 1.6 million cubic meters of water. Our total water use decreased by 27% from 2020.

All wastewater generated in operational communities and assets of Filinvest are collected and treated either by the local utility or managed by FLI's own wastewater network and treatment facilities. All effluents are consistently compliant with the revised effluent limits imposed by the Environmental Management Bureau and the Laguna Lake Development Authority. A significant portion of the treated effluent in Filinvest City in Alabang is returned back to the neighborhood for landscape irrigation. In 2021, more than 38 million liters of effluent was reused.

We also ensure that residential units and other amenities are not built along active natural waterways and no construction or development is undertaken immediately next to rivers or streams in efforts to avoid erosion and unintended siltation of water bodies. Any temporary ditches or canals are lined with

silt raps to minimize sedimentation/siltation of nearby tributary rivers and are removed after construction is completed.

<b>Water and Wastewater</b> (in cubic meters)	2021	2020	2019
Water consumption	1,617,049	2,220,118	5,132,064
Wastewater collected and treated*	1,862,887	1,504,538	Not reported
Treated Effluent Reused	38,674	70,627	Not reported

*\*Includes the wastewater generated by properties located within Filinvest City which are not under the property management of FLI.*

## Materials Used

Sustainable buildings start with great design and all of our projects have been designed with sustainable features which incorporates the use of health- and environmentally-considerate materials.

In 2021, our projects used more than 11 thousand tons of steel reinforcing bars and structural members, and more than 23,800 tons of cement. The almost doubling of material use in 2021, versus 2020, can be attributed to continuous construction work due to the absence of strict lockdowns as in the second quarter of 2020, but this is still remarkably lower than the material consumption for a ‘normal’ year like 2019.

<b>Materials</b> (in tons)	2021	2020	2019
Total Materials used	35,431	17,915	167,633
Non-renewable - Cement	23,825	12,345	137,860
Non-renewable - Steel	11,606	5,571	29,773
Percentage of recycled input materials used to manufacture the organization’s primary products and services	0%	0%	0%

Moving forward, FLI will engage in dialogue with its colleagues in the real estate and construction industry on their collective issue of indirect greenhouse gas emissions arising from the manufacture of cement and steel, both carbon-intensive industries. Of immediate concern is to determine an appropriate emission factor for Scope 3 disclosures and what technologies are available at this time that would mitigate significantly such indirect emissions.

## Solid and Hazardous Waste

Most of the wastes directly generated by our business comes from the construction of our development projects. Our Environmental Compliance Policy outlines that all solid waste be properly collected and disposed of in designated disposal sites in accordance with the project site’s and the local government’s respective Solid Waste Management Plans.

The proper handling, collection, and disposal of toxic and/or hazardous substances are fulfilled in accordance with the provisions of RA 6969 (Toxic Substances and Hazardous and Nuclear Waste Control Act of 1990). Facility operations secure a Hazwaste ID from the DENR and the proper hauling, treatment and disposal permits, certifications and reports are handled accordingly.

In 2021, across FLI's portfolio, we generated more than 15,000 tons of solid wastes, a decrease of 32% compared to 2020.

<b>Solid Waste</b> (in tons)	2021	2020	2019
Total solid waste generated	15,872	20,893	158,536
Reusable	0.243	33.21	5.86
Recyclable	74.18	17,318	33.32
Composted	0.774	508	16.20
Residuals/landfilled	15,797	3,033	158,481

<b>Hazardous Waste</b> (in kg)	2021	2020	2019
Total weight of hazardous waste generated	8,672	26,866	2,000
Total weight of hazardous waste transported	0	7,919	2,000

The hazardous wastes generated in FLI's operations are mostly used oil from gensets maintenance, used lead acid batteries, busted fluorescent bulbs and waste electronic equipment. The government-mandated restrictions due to the Covid-19 pandemic posed challenges on the timely disposal of hazardous wastes stored in the facilities. It is expected that accredited hazardous waste service providers will be able to haul out, treat and dispose of the materials upon the loosening of restrictions in 2022.

## **Biodiversity and Land Use**

Protecting and enhancing our natural capital has always been a priority for Filinvest Land. As a major developer across 19 provinces and 53 municipalities, we have a responsibility to help create community spaces where native plant and animal species thrive. Our projects set up an Environmental Guarantee Fund earmarked for rehabilitation and restoration activities, as well as stipulating compensation of damages and assistance to affected parties should irreparable damages occur. Currently, none of FLI's development projects are located in a protected area.

In compliance with environmental permits, we ensure that every existing tree that gets cut to make way for projects will be replaced by several saplings of the same species or a suitable alternative. In some of the latest projects, more than 50% of the footprint is dedicated to open spaces, such as the Axis Towers cluster in Alabang, part of the FILRT portfolio.

## APPENDICES

### List Of Operations

#### Current Residential Development Projects

PROJECT	LOCATION
8 Spatial	Davao
Activa	Quezon City
Alta Spatial	Valenzuela City
Amarilyo Crest	Rizal
Anila Park Residences	Rizal
Aria at Serra Monte	Rizal
Bali Oasis	Pasig
Belize	Muntinlupa
Centro Spatial	Davao
Centro Spatial	Manila
Claremont Expansion	Pampanga
Enclave	Muntinlupa
Futura East	Cainta
Futura Homes Davao	Davao
Futura Homes Iloilo	Iloilo
Futura Homes Koronadal	South Cotabato
Futura Homes Mactan	Cebu
Futura Homes Palm Estates	Bacolod
Futura Mira	Calamba
Futura Plains	Rizal
Futura Zamboanga	Zamboanga
Hampton Orchard	Pampanga
Levels	Alabang
Maldives Oasis	Davao
Marina Spatial	Dumaguete
Maui Oasis	Manila
Meridian Place	Cavite
Mira Valley	Rizal
New Fields at Manna	Rizal
New Leaf	Cavite
One Oasis Cagayan de Oro	Cagayan de Oro
One Oasis Cebu	Cebu

One Spatial	Pasig
One Spatial Iloilo	Iloilo
Panglao Oasis	Taguig
Pineview	Cavite
San Remo	Cebu
Sandia	Batangas
Savannah Place	Cavite
Sorrento Oasis	Pasig
Southwinds	Laguna
Studio City	Alabang
The Grove	Rizal
The Prominence	Quezon City
Tierra Vista	Bulacan
Valle Dulce	Laguna
Ventura Real	Rizal
Veranda	Davao

#### Office Sites

BUILDING	LOCATION
Plaza A*	Northgate Cyberzone, Alabang
Plaza B*	Northgate Cyberzone, Alabang
Plaza C*	Northgate Cyberzone, Alabang
Plaza D*	Northgate Cyberzone, Alabang
Plaza E*	Northgate Cyberzone, Alabang
IT School	Northgate Cyberzone, Alabang
Capital One*	Northgate Cyberzone, Alabang
CVG (Convergys Bldg)	Northgate Cyberzone, Alabang
5132 Building*	Northgate Cyberzone, Alabang
iHub1*	Northgate Cyberzone, Alabang
1Hub2*	Northgate Cyberzone, Alabang
Filinvest One*	Northgate Cyberzone, Alabang
Filinvest Two*	Northgate Cyberzone, Alabang
Filinvest Three*	Northgate Cyberzone, Alabang
Vector One*	Northgate Cyberzone, Alabang
Vector Two*	Northgate Cyberzone, Alabang
Vector Three*	Northgate Cyberzone, Alabang
Axis Tower One*	Northgate Cyberzone, Alabang
Axis Tower Two	Northgate Cyberzone, Alabang
FLI Edsa	EDSA Wackwack
Cebu Tower 1*	Cebu



Cebu Tower 2	Cebu
PB Comm	Makati
Pasay Cyberzone B	Pasay
Pasay Cyberzone C	Pasay
Pasay Cyberzone A	Pasay
Pasay Cyberzone D	Pasay
100 West	Makati
Clark Mimosa 1	Clark, Pampanga
Clark Mimosa 2	Clark, Pampanga

\*Assets assigned to Filinvest Real Estate Investment Trust (FILRT) on August 2021.  
 Filinvest Land (FLI) is the Sponsor.

### Complete List of Mid-Rise Buildings

Project Name	Location
<b>Metro Manila/ Luzon</b>	
Asiana Oasis	Paranaque City
Bali Oasis	Pasig City
Bali Oasis 2	Pasig City
Capri Oasis	Pasig City
Fora	Tagaytay
Fortune Hill	San Juan City
Futura East	Cainta, Rizal
Maui Oasis	Sta. Mesa, Manila
One Oasis Ortigas	Pasig City
One Spatial	Pasig City
Panglao Oasis	Taguig
Sorrento Oasis	Pasig City
The Signature	Balintawak, Quezon City
Verde Spatial	Quezon City
Alta Spatial	Valenzuela City
Centro Spatial Belize Oasis	Manila Muntinlupa
<b>Visayas</b>	
Amalfi Oasis	City di Mare, Cebu
Marina Spatial	Dumaguete
One Oasis Cebu	Mabolo, Cebu City
One Spatial Iloilo	Iloilo
San Remo Oasis	City di Mare, Cebu
Umi Garden	City di Mare, Cebu
<b>Mindanao</b>	
Centro Spatial	Davao City
Eight Spatial	Maa, Davao

One Oasis Cagayan de Oro	Cagayan de Oro
One Oasis Davao	Davao City
Veranda Resort Condos Maldives Aspire	Davao Davao

**Retail Sites**

- Festival Mall - Alabang
- Fora Mall - Tagaytay
- Il Corso Mall - Cebu
- Main Square - Molino, Bacoor, Cavite
- Brentville – Laguna

**Townships and Estate**

- Filinvest Mimosa plus
- New Clark City
- City di Mare
- Havila
- Timberland Heights
- Ciudad de Calamba

## EESG Performance Metrics

A. Economic disclosures		2021	2020	2019
<b>Economic Performance</b>				
Direct Economic Value Generated and Distributed		Total (in PHP)	Total (in PHP)	Total (in PHP)
	Direct economic value generated (revenue)	17,738,919,000	17,484,646,000	25,673,310,000
	Direct economic value distributed*	14,762,392,000	24,250,774,000	24,318,614,000
<b>Procurement Practices</b>				
<b>Proportion of Spending on Local Suppliers</b>				
	Percentage of procurement budget used for significant locations of operations that is spent on local suppliers	98.85%	94.39%	98.81%
<b>Anti-Corruption</b>				
Training on Anti-Corruption Policies and Procedures			%	
	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%	80%
	Percentage of employees who have received anticorruption training	0%	0%	0%
<b>Incidents of Corruption</b>			Number	
	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

\*Does not include principal debt payments.

B. Environment Disclosures		2021	2020	2019
Resource Management	Unit	Amount	Amount	Amount
Energy consumption within the organization and Reduction of Energy Consumption				
Energy consumption - by fuel type - Gasoline	Liters	147,666	134,995	165,495
Energy consumption - by fuel type - Diesel	Liters	620,763	453,300	590,571
Energy consumption - by fuel type - Electricity	KWH	76,094,193	133,332,337	192,551,750
Energy reduction - by fuel type - Gasoline	Liters	-	33,346	-
Energy reduction - by fuel type - Diesel	Liters	-	187,913	-
Energy reduction - by fuel type - Electricity	KWH	-	55,297,317	-

Water consumption within the organization		2021	2020	2019
Water used	m3	1,617,049	2,220,118	5,132,064
Water recycled and reused		38,674	70,627	-
Materials Used by the Organization		2021	2020	2019
Materials used by weight or volume - steel	kg	11,606	5,570,578	29,773
Materials used by weight or volume - cement	Kg	23,825	12,344,525	137,860
Percentage of recycled input materials used to manufacture the organization's primary products and services	%	0%	0%	0%
Ecosystems and Biodiversity		2021	2020	2019
Operational sites owned, leased in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-	Filinvest Land's developments are located in highly urbanized areas where there is no immediate threat of human activity on biodiversity. Existing land bank also not adjacent to or within protected areas classified under the NIPAS Act.		
Habitats protected or restored	-	-	-	-

IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	None	None	None
<b>Environmental Impact Management</b>		<b>2021</b>	<b>2020</b>	<b>2019</b>
<b>Air Emissions - Green House Gasses (GHG)</b>	<b>Unit</b>			
Direct (Scope 1) GHG Emissions	Tons CO2-eq	2,022	1,489	3,690
Energy indirect (Scope 2) GHG Emissions	Tons CO2-eq	51,462	94,960	115,800
Energy indirect (Scope 3) GHG Emissions	Tons CO2-eq	Data protocol under dev't	-	-
Emissions of ozone-depleting substances (ODS)	-	-	-	-
<b>Air Pollutants</b>				
Nitrogen oxides (NOx)	kg	-	12,532.15	-
Sulfur oxides (SOx)	kg	-	247.00	-
Persistent organic pollutants (POPs)	kg	-	0.00	-
Volatile organic compounds (VOCs)	kg	-	0.00	-
Hazardous air pollutants (HAPs)	kg	-	0.00	-
Particulate matter (PM)	kg	-	0.00	-
<b>Solid Waste</b>				
Reusable	Tons	0.243	33.21	5.86
Recyclable		74.18	17,317.90	33.32
Composted		0.774	507.96	16.20
Residuals/Landfilled		15,797	3,033.60	158,481
<b>TOTAL</b>		15,872	20,892.67	158,536.38
<b>Hazardous Waste</b>				
Total weight of hazardous waste generated	kg	8,672	26,865.88	2,000
Total weight of hazardous waste transported		0	7,919.46	2,000
<b>Effluents</b>				
Total volume of water discharges	m3	1,862,887	1,504,538.48	4,517,545.44
Percent of wastewater recycled	%	2.07%	0.05%	1.16%
<b>Environmental Compliance</b>				
Non-compliance with environmental laws and regulations				

Total amount of monetary fines for noncompliance with environmental laws and/or regulations	PhP	None	₱211,093.75	None
---------------------------------------------------------------------------------------------	-----	------	-------------	------

C. Social Disclosures									
Employee Management	2021			2020			2019		
Employee Hiring and Benefits	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total number of employees (regular)	1,515	629	886	2,012	953	1,059	1,807	750	1,057
Attrition rate	19%			22%			--		
Ratio of lowest paid employee against minimum wage	1.19	1.19	1.19	1.46	1.46	1.46	1.03	1.25	1.03
Employee Training and Development									
Total training hours provided to employees (by male/female)	unavailable			5,838.85	2084.05	3,754.80	9,241	4,195.5	5,045.5
Average training hours provided to employees (by male/female)	3.09	3.54	2.78	8.13	7.34	8.92	10.99	10.95	11.04
Labor Management Relations									
% of employees covered by Collective Bargaining Agreements	0			0			0		
Number of consultations conducted with employees concerning employee-related policies	23			24			0		
Diversity and Equal Opportunity									

% of workers in the workforce by gender	100%	41%	59%	--	35%	65%	--	39.23%	60.77%
Number of employees from indigenous communities and/or vulnerable sector	0	0	0	--	0	0	--	--	--
Workplace Conditions, Labor Standards, and Human Rights Occupational Health and Safety									
Safe Man-Hours	2,615,976			2,391,701.54			--		
No. of work-related injuries	2			0			--		
No. of work-related fatalities	0			0			--		
No. of work-related ill-health	0			0			--		
No. of safety drills	-			--			--		
Labor Laws and Human Rights									
Policies that explicitly disallow violations of labor laws and human rights (e.g. harassment, bullying) in the workplace	4			4			1		
No. of legal actions or employee grievances involving forced or child labor	0			0			0		
Relationship with Community	2021			2020			2019		
Significant Impacts on Local Communities									

For operations affecting IPs, total number of Free and Prior Informed Consent (FPIC) consultations and Certification Preconditions (CPs) secured	0	0	0
Customer Management	2021	2020	2019
Customer Satisfaction			
Customer Satisfaction Score(s)	No survey data available for 2021	N/A	65%
Health and Safety			
Number of substantiated complaints on product or service health and safety	211	207	0
Number of complaints addressed	211	207	0
Marketing and Labelling			
Number of substantiated complaints on marketing and labelling	8	5	165
Number of complaints addressed	8	5	165
Customer Privacy			
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			
No. of data breaches, including leaks, thefts and losses of data	0	0	0

## SEC 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, 2021
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)		
	Direct economic value distributed		
Climate-Related Risks and Opportunities			
General Disclosures	Governance	--	Sustainability Framework under development. TCFD recommended disclosures not yet adopted.
	Strategy		
	Risk Management		
	Metrics and Targets		
Procurement Practices			
Proportion of Spending on Local Suppliers			
General Disclosures	Management Approach	Economic Performance	Supply Chain Management has been re-parented from FLI to
	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		SharePro, a subsidiary of Filinvest Development Corporation. The existing supply chain management policies still apply.
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		
KPIs	Percentage of employees who have received written communication		

	about corporate anti-corruption policies and procedures		
	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		
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>B. Environment Disclosures</b>		<b>Reporting location</b>	<b>Remarks/ explanation</b>
Resource Management			
<b>Energy consumption within the organization and Reduction of Energy Consumption</b>			
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		
<b>Water consumption within the organization</b>			
General Disclosures	Management Approach	Environmental Performance	Water consumed by FLI communities and office spaces are sourced from public water utilities where possible, but standby deepwells may be resorted to if the public services are unavailable or unreliable. When public utilities do not have sewerage infrastructure, FLI operates its own.
	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>Materials Used by the Organization</b>			

General Disclosures	Management Approach	Environmental Performance	
	The Impact and Where it Occurs		
	Stakeholders Affected		
KPIs	Materials used by weight or volume		

	Percentage of recycled input materials used to manufacture the organization's primary products and services		projects are steel (rebars) and cement.
<b>Ecosystems and Biodiversity</b>			
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		
<b>Environmental Impact Management</b>			
<b>Air Emissions - Green House Gasses (GHG)</b>			
General Disclosures	Management Approach	Environmental Performance	Scope 1 emissions are due to the consumption of diesel for gensets installed on properties. Scope 2 emissions are due to electricity bought. Some FILRT assets buy 100% renewables via the Open Access scheme.
	The Impact and Where it Occurs		
	Stakeholders Affected		
	ESG Risks and Opportunities		
KPIs	Direct (Scope 1) GHG Emissions		
	Energy indirect (Scope 2) GHG Emissions		
	Emissions of ozone-depleting substances (ODS)		
<b>Air Pollutants</b>			
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
	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)		frequencies stipulated in the gense permit to operate issued by DENR. Quantities of air pollutants are deemed negligible as operations are not continuous.
<b>Solid Waste</b>			

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.
	The Impact and Where it Occurs		
	Stakeholders Affected		
KPI	Total solid waste generated - by type		
<b>Hazardous Waste</b>			
General Disclosures	Management Approach	Environmental Performance	FLI's operating units have respective Hawaste 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>Effluents</b>			
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 government or the local water utility.
	The Impact and Where it Occurs		
	Stakeholders Affected		
KPIs	Total volume of water discharges		
	Percent of wastewater recycled		
<b>Environmental Compliance</b>			

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	
	The Impact and Where it Occurs		
KPIs	Total number of employees		
	Attrition rate		

	Ratio of lowest paid employee against minimum wage	--	
	List of employee benefits		
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	There is no CBA in Filinvest Land or 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		
<b>Diversity and Equal Opportunity</b>			
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		
<b>Workplace Conditions, Labor Standards, and Human Rights Occupational Health and Safety</b>			
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. Although there are Covid-19 protocols adopted, there are no recorded cases of Covid-19 transmission in the workplace due to the complexity in contact tracing.
	The Impact and Where it Occurs		
KPIs	Safe Man-Hours		
	No. of work-related injuries		
	No. of work-related fatalities		
	No. of safety drills		
<b>Labor Laws and Human Rights</b>			
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		
<b>Supply Chain Management</b>			
<b>Supplier Accreditation and Screening</b>			
General Disclosures	Management Approach	Economic Performance	Supply Chain Management under
	The Impact and Where it Occurs		



KPIs	Supplier Accreditation Policy		SharePro has a vendor accreditation program in place which is linked to the business code of conduct of the company.
	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 IPs in the course of every day operations, e.g. Clark
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	
	The Impact and Where it Occurs		
KPI	Customer Satisfaction Score(s)		
Health and Safety			
General Disclosures	Management Approach	Social Performance	
	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 has been no reported data breaches or losses in 2021.
	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 has been no reported data breaches or losses in 2021.
	The Impact and Where it Occurs		
KPI	No. of data breaches, including leaks, thefts and losses of data		