



FILINVEST

LAND, INCORPORATED

2022 Sustainability Report

About this Report

This is Filinvest Land's ("FLI" or the "Company") disclosures on its non-financial performance across economic, environmental, social and governance ("EESG") aspects of business operations covering the reporting period from 1 January through 31 December 2022.

This report complies with the provisions of the Securities and Exchange Commission's Memorandum Circular No. 4, Series of 2019 and aligns with the Sustainability Reporting Guidelines for Publicly Listed Companies. It also uses the Global Reporting Initiative (GRI) Standards as reference.

It may contain forward-looking statements which are subject to a number of risks and uncertainties that could affect the business and results of operations. Although these are based on current assessments that are believed to be reasonable, there is no guarantee of future performance, actions or events.

Feedback or inquiries may be forwarded to ir@filinvestland.com.

Scope

The Sustainability Report features the EESG performance across FLI's activities in 22 provinces and 55 municipalities across the Philippines, covering the development, sales and property management of residential, office, industrial, retail, co-living, townships and other types of real estate projects.

A complete list of assets under FLI operations is found in the List of Operations in the Appendix. Data from preceding years are also disclosed where applicable.

The property management of assets infused into the portfolio of Filinvest REIT Corp ("FILRT") are also covered by this report, except for those that are under the direct management of the tenant. The EESG performance of Filinvest Alabang, Inc. (FAI), is excluded from this report, as FLI holds a minority interest and does not have oversight on operations. Other than FAI, all of the real estate subsidiaries of the Filinvest Group are subsidiaries of FLI (see conglomerate map disclosed in the Annual Report).

Materiality and Stakeholder Engagement

In compliance with the provisions of the SEC reporting guidelines that provides for a framework on non-financial performance disclosures of listed companies, FLI undertakes an assessment of organizational processes, procedures, and policies and how they relate to EESG issues. 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.

Material Topics which have impacts on both stakeholders and the company

Environment	Economy	Social	Governance
Environmental Compliance	Distribution of Economic value	Employee development, workload and engagement	Procurement Practices
Resource and Energy efficiency	Support to supply chain partners, particularly local businesses	Occupational Health and Safety	Anti-corruption
Water Conservation	Supply chain reliability	Customer Relations	Transparency and disclosures
Land Use and Biodiversity	Macroeconomic forces, incl. cost of capital and inflation	Data Privacy	
		Community Relations	
		Disaster Resiliency	
		Affordable Housing	

Extensive discussions on the actions of the Company to address the topics listed are found in both Annual Report and Sustainability Report of FLI.

Stakeholder Engagement

FLI takes note of stakeholders concerns and has established several engagement channels. Initiatives are developed to enhance positive impacts and mitigate negative impacts on both parties.

Stakeholder	Concerns	Company Response / Channels of Engagement
Customer	Affordability	Five market segments for residential projects;
	Product and Service quality and delivery	Turnover sessions to clients; Customer service and satisfaction surveys
	Data Privacy	Cybersecurity and Data Privacy protocols;

Stakeholder	Concerns	Company Response / Channels of Engagement
	Health and Safety	Occupational Health and Safety protocols to protect employees, supply chain workers and the general public
	Site resiliency and operational efficiency	Green Design of neighborhoods and buildings (incl. LEED, BERDE, EDGE or WELL certification); Geohazard risk assessment
	Project delivery and quality	Customer relations; Customer satisfaction surveys; Execution risk management; QC/QA protocols
Employees	Career Development	Succession planning; Individual career development plans; Training and development strategy which includes training, coaching, stretched assignments and learning by doing
	Work-Life Balance	Work scheduling and workload distribution; Mental health sessions; Employee Engagement program
	Health and Safety	Healthcare coverage; Occupational Health and Safety protocols
Supply Chain	Accreditation	Documented accreditation process

Stakeholder	Concerns	Company Response / Channels of Engagement
	Timeliness of contract awards and payments	Systems process review and revised procedures, with digitalization initiatives; direct e-settlement to vendor accounts
Regulators and Government	Alignment of Master Plans	Continuous coordination on zoning, transportation, utility master plans
	Compliance	Timely renewal of permits and submittal/publication of mandatory reports
	Good Governance	Business code of conduct and employee trainings on good governance and new laws/regulations; Boardroom Innovations Series for improving leadership and functional competencies of Board and top management
Lenders and Investors	Transparency EESG / non-financial disclosures	Regular investor’s briefings, annual reports, sustainability reports, unstructured disclosures and press releases
	Financial liquidity	Compliance with provisions in loan covenants; Timely capital raising; REIT glide path for operating and revenue-generating assets

Stakeholder	Concerns	Company Response / Channels of Engagement
Communities	Site-specific community or LGU issues	Relationship management and community social investments /CSR Institutional partnerships on specific EESG initiatives, e.g. hazwastes donation, solid waste recycling, Employee volunteer events

Stakeholder	Concerns	Company Response / Channels of Engagement
Environment	Environmental impacts	<p>Green design principles and materials</p> <p>Energy and Resource Efficiency initiatives</p> <p>Water efficiency and conservation</p> <p>Wastewater treatment and effluent reuse</p> <p>Solid waste and hazardous waste management</p> <p>Environmental compliance of projects and property management</p>

Managing Sustainability Issues and Information

Filinvest's stated purpose is "enabling Filipinos to achieve their dreams". A common dream every Filipino is to own a home, and is where Filinvest Land's mission is anchored on.

FLI endeavors to continue creating healthy and sustainable communities - those with a built-in capacity for environmental responsibility, inclusivity, resilience and safety. A key factor in achieving this is to embed EESG practices in the business, especially on minimizing negative impacts and enhancing positive impacts on people (employees, customers, business partners and the bigger community), the environment and the economy, through meaningful stakeholder interaction, crafting appropriate responses, shared implementation with partners, and continuing improvement through impact assessment and recalibration of actions.

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. A sustainability framework and a set of environment, social and resilience commitments have been adopted by the Filinvest Group. FLI aligns with the said framework and concentrates its efforts on sustainability focus areas that are most relevant to the real estate business such as green designs, affordable housing and community resiliency.

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 sustainability-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 that drives on-the-ground execution.

Filinvest is currently focused on strengthening risk and sustainability governance structures and mechanisms, with the aim of integrate EESG-risk based decision-making at all levels. FLI continues to assess EESG-related risks and opportunities and climate-related impacts as guided by prevailing and emerging risk and sustainability frameworks.

ECONOMIC PERFORMANCE

Filinvest Land operates in a fairly extensive ecosystem where its stakeholders have a significant role to play in the value creation process and in turn should benefit economically from such activities. These stakeholders are our employees who run the business, the investors and lenders who provide capital, consultants and advisors who help us conceptualize and develop projects, contractors and suppliers who help us build, sales agents who help in marketing, financial service providers who assist our customers, and the national and local governments that provide an enabling environment for our business to thrive. The economic benefits generated by our business throughout the value chain is shared with these stakeholders. These benefits trickle-down further to their own stakeholders such as employees, subcontractors, local businesses, local governments and local economies.

Economic Value Generated and Distributed (2022)

	Amount (in thousands PHP)
Direct Economic Value Generated (revenue)	19,944,346
Direct Economic Value Distributed:	
a. Operating costs	15,696,130
b. Employee wages and benefits	1,398,808
c. Payments to suppliers, and other operating costs	9,938,182
d. Dividends given to stockholders and interest payments to lenders	5,741,968
e. Taxes paid to government	409,321
f. Community social investments	350

Engaging our Local Supply Chain

With Filinvest Land's operations present across the islands of the Philippines, the company inevitably will engage and support local businesses. Largely driven by the need to be cost effective in project execution, local procurement has a multiplier factor for real economic impact on local communities.

In 2022, Filinvest Land Inc.'s awarded projects and purchase orders to local suppliers constituted 98.11% of the procurement budget. (In 2021, this was 98.85%.)

FLI's has an established Supplier Accreditation Program that requires prospective vendors and consultants to undergo a vetting process that reviews their quality control, environmental and safety systems or programs, and compliance with regulations. There is also a continuous monitoring and evaluation of these business partners and prescribes a process for blacklisting when necessary. To date, supply chain management is undertaken by a partly FLI-owned shared services company.

In response to the mobility restrictions during the pandemic lockdowns in 2020, Filinvest Land established a scheme for processing payments to its suppliers via an e-settlement service by EastWest Bank. This facility remains operational and is part of the new normal.

Ensuring Good Governance with Employees and Suppliers

All Filinvest employees, as part of their onboarding and continuing development, undergo briefings on the Code of Business Conduct and Ethics which includes corporate values, anti-corruption, insider trading, related party transactions, corporate gifts, conflict of interest and other governance policies and best practices. 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 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. This training module is made available through a learner-driven e-course in the Filinvest Mentor online portal.

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 enforces 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 2022 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 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.

Talent Capacity

Filinvest Land aims to attract and retain the best talents available, and continues to improve on the total employee experience to sustain a high level of engagement. It is a stated hiring preference to source and promote from within the employee pool of the conglomerate before embarking on a search for external talents. This creates a workplace culture in which strong bonds are formed between individuals with a keen awareness of customer needs, what value we offer, how things are executed and delivered. As of end of 2022, Filinvest Land had a regular workforce of 1,639.

Employee breakdown by contract type	2022	2021	2020
Total employees	1,639	1,515	1,639
Executive	76	69	61
Manager	344	314	345
Supervisor	371	303	311
Rank and File	848	829	922

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 review the material anytime.

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 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 employees or their dependents.

In 2021, all employees were eligible for vaccination under the FilVax program which was one of Filinvest’s contributions to the country-wide response to the COVID-19 pandemic. In 2022, in partnership with the city government of Mandaluyong, vaccinated Filinvest employees were also eligible for booster doses six months after the primary series were administered.

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 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 use at any time.

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 2022, 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
Core competencies-focused	<ul style="list-style-type: none"> • One Tree, One Heart, One Filinvest Launch (new Corporate Values) • Values and Brand Key Workshop • Objectives and Key Results – Align, Engage, Deliver
Leadership-focused	<ul style="list-style-type: none"> • Conducting Meaningful Conversations • Succession Planning • Orientation on Functional Competencies • Level Up Leadership 2.0: <ul style="list-style-type: none"> ○ Core of Leadership ○ Critical Leadership Skills ○ Leadership Communication and Engagement
Functional competencies-focused	<ul style="list-style-type: none"> • Customer Service Training • Best Practices in Financial Modeling and Valuation Training
Employee Empowerment-related	<ul style="list-style-type: none"> • Wellness Online Lectures: <ul style="list-style-type: none"> ○ Balanced Diet and Right Food Preparation for a Healthy Lifestyle ○ Healthy Diet and Good Nutrition ○ Importance of Availing Annual Physical Examination • OurLink Reorientation • Medicaid: Know Your Benefits • Sustainability Conversations: Sustainability Starts from Within
Regulator-mandated	<ul style="list-style-type: none"> • Safe Spaces Act (RA 11313) and Anti-Sexual Harassment Act (RA 7877) rollout • Anti-Money Laundering Act training

	<ul style="list-style-type: none"> • Data Privacy Act • Occupational Health and Safety • DENR EMB and LLDA Training for Managing Heads and Pollution Control Officers • Fire Safety Orientation • First Aid Training
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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								
2022			2021			2020		
Total Average	Male	Female	Total Average	Male	Female	Total Average	Male	Female
19.48	17.79	21.12	3.09	3.54	2.78	8.13	7.34	8.92

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.

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 half a century 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 2022, there is no Collective Bargaining Agreement in Filinvest Land Inc or any of its subsidiaries.

FLI continues 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 appreciate others' perspectives, approach problems from a more comprehensive point of view, 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 across all employment categories, comprising 62.7% 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; 48.7% of the executives in FLI are composed of women. The policy of the company is that one's progression up the corporate ladder is solely based on talent potential and performance, not on criteria such as gender, race or religion.

In 2022:

- 63% of FLI employees are women
- 49% of FLI executives are women

Health and Safety as a Way of Life

Filinvest Land always puts a premium on the implementation of occupational health and safety protocols among our employees, contractors and the general public. We value the health and wellbeing of 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.

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 2022, we achieved a total of 19,983,435 safe man-hours among employees and the contractors' workforce in FLI's offices, property management and projects. There were no fatalities reported.

Occupational Health and Safety

	2022	2021	2020
Safe manhours (employees)*	7,109,765	2,615,976	2,391,701
Work-related injuries*	0	2	0
Work-related fatalities*	0	0	0

Work-related illnesses*	0	0	0
Safe manhours (contractors)**	12,873,670	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).

**Safe manhours of contractors for 2020 is a re-statement. The low figure from 2020 is due to the government-mandated restrictions on the mobility of the non-public works contractors from March to July of that year.

Customer Centricity as a Core Corporate Value

In 2022, the Filinvest Group adopted a new set of six core values which includes Customer Centricity as the very first in the list. It articulates a true north for all employees to “keep our customers top of mind”. This is to support the Group’s purpose of enabling Filipinos to achieve their dreams, and aligns with one of the key pillars of the Group’s sustainability framework: Inclusivity.

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.

Abiding by a corporate core value of customer centricity, we attain quality excellence by anticipating and understanding customers’ pain points and requirements and surpassing their expectations. This is achieved by taking responsibility for everything we create, and strictly following regulatory requirements, industry guidelines and internal procedures. 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.

In 2022, a customer satisfaction survey was undertaken, yielding in an Overall Customer Happiness score of 76, an 8.6% improvement over the previous year’s score.

Delivering Shared Value

Inclusivity had always been part of the DNA of the Filinvest Group, when it started its foray into the real estate business to help address the dreams of Filipinos of owning their own homes.

Filinvest Land currently has five housing brands: Filigree, Prestige, Aspire, Futura and Pabahay. The latter two are the affordable housing brands which cater to hardworking minimum income earners.

In 2021, the Department of Human Settlements and Urban Development reported that there is a nationwide housing backlog of 6.5 million, and that there is a directive from the top to produce at least 1 million units a year for the next six years.

To help address this housing backlog, in 2022 there were 1,700 affordable housing units completed and delivered to home buyers. In the same year, the socialized housing brands launched seven projects with an intended 3,617 housing units consisting of single detached homes and in medium rise buildings.

For more than 5 decades, Filinvest has approximately delivered over 200,000 housing units to Filipino dreamers across the country.

Protecting Privacy

FLI is committed to ensuring that the personal data of customers, employees or vendors are all collected, used, stored and disposed of properly, in accordance with law. We 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 recorded incidents of breaches, leaks, thefts, or loss of data in 2022.

Filinvest Land is acutely aware of the proliferation of cyber incidents in the Philippines and the rising probability of successful attacks on data systems. 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. 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.

Community Engagements

Filinvest's quest in helping build the Filipino dreams does not end at providing affordable homes, but to establish thriving and sustainable communities. Relations with the communities are nurtured beyond asset turnover. The company also recognizes that there are no physical boundaries for engaging communities as the Filinvest communities it created are part of a bigger whole.

To make a positive impact and contribute to the long term prosperity and stability of communities, the Filinvest Group engages in community service programs centered on education, health, environment and disaster response. These are implemented in alignment with FLI's employee engagement program, to forge stronger bonds between company and employees who are seen as "dream builder" ambassadors of the Filinvest brand.

Among the CSR projects undertaken by Filinvest Land in 2022 were:

- Provision of personal needs kits to "Kids in Need" of St Agnes Montepulciano Childrens' Home (Mindanao) and Eternal Hope (Visayas)
- Provision of water filtration equipment to Miguel M. Cruz Elementary School (Sta. Maria, Bulacan), Carlos F. Gonzales High School (San Rafael, Bulacan) and Northville 16 Elementary School (Mabalacat, Pampanga)
- Relief operations in Zamboanga after a flooding event

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

Filinvest Land's commitment to the environment is best expressed through its tagline: "Dreams Built Green", marrying the conglomerate's purpose of helping build the Filipino Dream while at the same time doing it in an environmentally responsible manner. As one of the largest property development companies in the country, Filinvest Land wields a significant influence over the natural and built environment.

FLI's relationship with nature is anchored on reciprocity. The business derives value from the ecosystem services given by natural environment (such as access to water, clean air, mild climate), and it is in the best interest of both company and customer to uphold the integrity of the same environment through responsible practices.

Environmental stewardship via sustainable building design and responsible operating practices have become cornerstones to Filinvest Land's 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 continues to strengthen its sustainability performance information tools to enable us to better identify, manage and disclose our impacts. We are also exploring innovative solutions anchored on the principles of circular economy to address air quality, energy efficiency, water efficiency and proper waste management.

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.

Filinvest Land continues to faithfully comply with the regulatory requirements for project permitting as well as the conditions set forth on those permits. Individual projects secure Environmental Compliance Certificates (ECC), Pollution Control Officers are appointed, 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 submitted regularly, in accordance with the conditions stated in

the permits. An internal process for escalating impending regulatory risk events is established, so that compliance risks are proactively managed.

Filinvest continues to monitor developments in policy and regulation that may have an impact on compliance. It engages with regulators in the crafting of policies and regulations through giving feedback in public consultations.

Green and 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 green building certifications for a number of developments.

Green Building Certifications

Project/Development	Awarded certifications
Axis Tower One	LEEDv3 for Core and Shell
Axis Tower Two	LEEDv3 for Core and Shell
Vector 1	EDGE Level 1
Vector 2	EDGE Level 1
Vector 3	LEEDv3 for Core and Shell

Green Building Pre-Certifications

Project/Development	Awarded pre-certifications
Axis Tower Two	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

Undergoing Green Building Certifications

Project/Development	Certifications applied for
Filinvest Two	EDGE Level 1
Filinvest Three	EDGE Level 1
Plaza A	EDGE Level 1
Plaza D	EDGE Level 1
Belize Oasis	EDGE Level 1

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.

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 constitute the main strategies on carbon emissions abatement. Six buildings under FILRT purchase 100% renewables under a Retail Electricity Supply scheme in partnership with FDC Utilities (FDCUI), and Festival Mall started enjoying renewable energy supply from its rooftop solar panels in 2022, as a partnership with Filinvest ENGIE Renewable Energy, a subsidiary of FDCUI.

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.

Energy Consumption by fuel type	2022	2021	2020
Gasoline (L)	0	147,666	134,995
Diesel (L)	776,754	620,763	453,300
Electricity from renewable sources (KWH) - common areas	5,108,971	3,836,340	92

Energy Consumption by fuel type	2022	2021	2020
Electricity from non-renewable sources (KWH) – common areas	62,682,666	72,257,853	133,332,337
Electricity from renewable sources (KWH) – total area	20,634,302	Not reported	Not reported
Electricity from non-renewable sources (KWH) – total area	134,352,881	Not reported	Not reported
Electricity for projects (KWH)	2,315,796	Not reported	Not reported
Total electricity (KWH) for common areas and projects	70,107,433	Not reported	Not reported

GHG Emissions (in tons CO2-eq)	2022	2021	2020
Direct (Scope 1) GHG Emissions	2,102	2,022	1,489
Indirect (Scope 2) GHG Emissions	46,292	51,462	94,960

- For Scope 1, the diesel emission factor is 2.706 kg CO2 per liter. (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 CO2-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.
- Scope 2 covers purchased electricity for property operations (common areas only) and projects

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.

The operations of the leased offices (FLI Offices and FILRT) has attributable indirect emissions due to the third party services rendered by the District Cooling System (DCS), also a subsidiary of Filinvest Land. To avoid double counting, the DCS electricity-related emissions are reported as Scope 2 and not as Scope 3 of FILRT under the FLI sustainability report.

Water Conservation, Water Pollution Control and Reuse

We manage water and wastewater as responsibly as we can 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 80 million liters per day of bulk treated 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. The introduction of new turf and the replacement of irrigation system in Filinvest Mimosa’s golf course is expected to reduce the pressure on the groundwater resources in the vicinity.

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 2022, more than 48 million liters of effluent was reused, a 26% increase from 2021.

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.

Water and Wastewater (in cubic meters)	2022	2021	2020
Water consumption *	3,034,671	1,617,049	2,220,118
Wastewater collected and treated**	1,032,858	1,862,887	1,504,538
Treated Effluent Reused	48,120	38,674	70,627

* Data for 2022 includes water consumed in construction projects. Previous years did not report this.

**Includes wastewater generated by lessees for used water not metered under FLI operations.

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 2022, our projects used more than 17 thousand tonnes of steel reinforcing bars and structural members, and more than 25 thousand tonnes of cement. There was a marked increase due to the continued reopening of the economy as well as the resurgence of construction works.

Materials (in tonnes)	2022	2021	2020
Total Materials used	42,608	35,431	17,915
Non-renewable - Cement	25,296	23,825	12,345
Non-renewable – Steel	17,313	11,606	5,571
Percentage of recycled input materials used to manufacture the organization’s primary products and services	<1%	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.

Solid Waste (in tons)	2022	2021	2020
Total solid waste generated	10,224	15,872	20,893
Reusable	0.286	0.243	33.21
Recyclable		74.18	17,318
Composted	0	0.774	508
Residuals/landfilled	10,224	15,797	3,033

Hazardous Waste (in kg)	2022	2021	2020
Total weight of hazardous waste generated	13,792	8,672	26,866
Total weight of hazardous waste transported	0	0	7,919

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 partnership with ABS CBN Foundation’s Bantay Kalikasan program on Bantay Langis and Bantay Baterya was renewed in 2022 and the conveyance of materials for donation is expected in early 2023.

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
Amalfi Oasis	Cebu
Amarilyo Crest	Rizal
Anila Park Residences	Rizal
Aria at Serra Monte	Rizal
Bali Oasis 1 & 2	Pasig
Belize	Muntinlupa
Centro Spatial	Davao
Centro Spatial	Manila
City di Mare VC	Cebu
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

PROJECT	LOCATION
One Oasis Davao	Davao
One Oasis Ortigas	Pasig
One Spatial	Pasig
One Spatial Iloilo	Iloilo
Panglao Oasis	Taguig
Pineview	Cavite
San Remo Oasis	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 Building	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

BUILDING	LOCATION
Axis Tower Two	Northgate Cyberzone, Alabang
FLI Head Office	EDSA, Mandaluyong
Filinvest Cyberzone Cebu Tower 1*	Cebu
Filinvest Cyberzone Cebu Tower 2	Cebu
PB Comm	Makati
Filinvest Cyberzone Bay City A	Pasay
Filinvest Cyberzone Bay City B	Pasay
Filinvest Cyberzone Bay City C	Pasay
Filinvest Cyberzone Bay City D	Pasay
100 West	Makati
1 Workplus	Clark, Pampanga
2 Workplus	Clark, Pampanga
7 Clark Mimosa	Clark, Pampanga

**Assets under Filinvest Real Estate Investment Trust (FILRT), with Filinvest Land (FLI) as Sponsor.*

Complete List of Mid-Rise Buildings

Project Name	Location
Metro Manila/ Luzon	
Asiana Oasis	Paranaque City
Bali Oasis 1	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	Manila
Belize Oasis	Muntinlupa
Visayas	
Amalfi Oasis	City di Mare, Cebu
Marina Spatial	Dumaguete
One Oasis Cebu	Mabolo, Cebu City

Project Name	Location
One Spatial Iloilo	Iloilo
San Remo Oasis	City di Mare, Cebu
Umi Garden	City di Mare, Cebu
Mindanao	
Centro Spatial	Davao City
Eight Spatial	Maa, Davao
One Oasis Cagayan de Oro	Cagayan de Oro
One Oasis Davao	Davao
Veranda Resort Condos	Davao
Maldives Aspire	Davao

Retail Sites

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

Townships/Estates

Filinvest Mimosa+	Clark, Pampanga
New Clark City	Tarlac
City di Mare	Cebu
Havila	Rizal
Timberland Heights	San Mateo, Rizal
Ciudad de Calamba	Calamba, Laguna

EESG Performance Metrics 2022

A. ECONOMIC DISCLOSURES

Economic Performance

Direct Economic Value Generated and Distributed (GRI 201-1)	2022	2021	2020
	('000 PHP)	('000 PHP)	('000 PHP)
Direct economic value generated (revenue)	19,944,346	17,738,919	17,484,646
Direct economic value distributed		14,762,392	24,250,774
a. Operating costs	15,696,130	Not reported	Not reported
b. Employee wages and benefits	1,398,808		
c. Payments to suppliers and other operating costs	9,938,182		
d. Dividends given to stockholders and interest payments to lenders (does not include principal debt payments)	5,741,968		
e. Taxes paid to government	409,321		
f. Community social investments (e.g. donations, CSR)	350		

Procurement Practices

Proportion of Spending on Local Suppliers (GRI 204-1)	2022	2021	2020
Percentage of procurement budget used for significant locations of operations that is spent on local suppliers	98.11	98.85	94.39

Anti-corruption

Trainings on Anti-corruption Policies and Procedures (GRI 205-2)	2022	2021	2020
Percentage of employees who have received written communication about corporate anti-corruption policies and procedures	0%	0%	0%

Trainings on Anti-corruption Policies and Procedures (GRI 205-2)	2022	2021	2020
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	0	100%	100%
Percentage of employees who have received anti-corruption training	100%	100%	100%

Incidents of corruption (GRI 205-3)	2022	2021	2020
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	1	0	0
Number of incidents when contracts with business partners were terminated due to corruption	0	0	0

B. ENVIRONMENT DISCLOSURES

Resource Management

Energy Consumption (GRI 302-1)	Unit	2022	2021	2020
Gasoline – property operations	L	0	147,666	134,995
Diesel – property operations	L	164,830	620,763	453,300
Diesel – projects	L	611,924		
Electricity (non-renewable) – common areas	KWH	62,682,666		
Electricity (renewable) – common areas	KWH	5,108,971		
Electricity (non-renewable) – total area	KWH	134,352,881		
Electricity (renewable) -- total area	KWH	20,634,302		
Electricity (RE & non-RE) – common areas	KWH	67,791,637	76,094,193	133,332,337

Energy Consumption (GRI 302-1)	Unit	2022	2021	2020
Electricity (RE & non-RE) – total area	KWH	154,987,183		
Electricity – projects (non-RE)	KWH	2,315,796	No disclosure	No disclosure
Total Electricity – property ops (common) & projects	KWH	70,107,433	No disclosure	No disclosure

Notes:

- Renewables consumption by FILRT (purchased RE electricity) and Festival Mall (onsite solar)

Energy Consumption (GRI 302-1)	Unit	2022	2021	2020
Gasoline (property operations & projects)	GJ	0	5,050	4,617
Diesel (property operations & projects)	GJ	29,983	23,961	17,497
Electricity (property ops - common areas)	GJ	244,050	273,939	479,996
Electricity (property ops – total area)	GJ	557,954	ND	ND
Electricity (projects)	GJ	8,337	ND	ND
Total energy (property ops – common areas & projects)	GJ	282,370	302,950	502,110

Notes:

- Gigajoule values for 2021 and 2020 are re-stated as these were not disclosed in previous reports.
- Conversion to GJ (energy density):
 - Gasoline – 0.0342 GJ/L
 - LPG – 0.0493 GJ/kg. (*In the Phils, LPG is 60% butane (0.0491 GJ/kg) and 40% propane (0.0496 GJ/kg)*)
 - Diesel – 0.0386 GJ/L
 - Electricity – 0.0036 GJ per KWH
- Reduction in energy consumption (GRI 302-4) cannot be adequately reported due to erratic patterns for the duration of the pandemic, i.e. relative lower population density in leased spaces.

Water Consumption (GRI 303-5)	Unit	2022	2021	2020
Water used	m3	3,034,671	1,617,049	2,220,118
Water recycled and reused	Kg	48,120	38,674	70,627

Notes:

- Water used covers property mgt – 2,810,078 m³, and projects – 224,593 m³. Previous years' disclosure does not include project-related consumption.

Materials Used (GRI 301-1)	Unit	2022	2021	2020
Materials Used – steel	Tonnes	17,313.6	11,606	5,570,578
Materials Used – cement	Tonnes	25,295.7	23,825	12,344,525
Recycled waste for construction	Tonnes	12		
Percentage of recycled input materials used to manufacture the organization's primary products and services	%	<1%	0	0

Ecosystems and Biodiversity (GRI 304-1 & 304-3)	2022	2021	2020
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	2022	2021	2020
Direct Emissions (Scope 1) – gasoline, diesel, LPG	Tonnes CO2-e	2,102	2,022	1,489
Indirect Emissions (Scope 2) – purchased electricity	Tonnes CO2-e	46,292	51,462	94,960
Indirect Emissions (Scope 3)	Tonnes CO2-e	Not reported	Not reported	Not reported
Emissions of ozone-depleting substances (ODS)	Tonnes	Not reported	Not reported	Not reported

Note:

- Scope 1: property operations (446) and projects (1,656)
- Scope 2: property operations/common areas (44,643) and projects (1,649)
- FILRT's Scope 3 emissions from the District Cooling System (DCS) are reflected here as Scope 2 of FLI which owns DCS.

Air Pollutant Emissions (GRI 305-7)	Unit	2022	2021	2020
Nitrogen oxides (NOx)	Kg	No disclosures (not material)	No disclosures (not material)	12,532.15
Sulfur oxides (SOx)	Kg			247
Persistent Organic Pollutants (POP)	Kg			0
Volatile organic compounds (VOC)	Kg			0
Hazardous air pollutants (HAP)	Kg			0
Particulate Matter (PM)	Kg			0

Note:

- The property management subsidiaries maintain standby gensets regularly and runs then only for a few minutes. There was no extended use of gensets in 2022 due to massive power outages in any of the properties.

Solid Wastes Generation (GRI 306-3, 306-4, 306-5)	Unit	2022	2021	2020
Reusable	Tonnes	0.286	0.243	33
Recyclable	Tonnes		74.18	17,318
Composted	Tonnes	0	0.774	508
Residuals (Landfilled)	Tonnes	10,224	15,797	3,034
Total	Tonnes	10,224	15,872	20,893

Hazardous Wastes (GRI 306-4, 306-5)	Unit	2022	2021	2020
Hazardous wastes generated	kg	13,792	8,672	26,866
Hazardous wastes transported and treated	kg	0	0	7,919

Effluents (GRI 303-4)	Unit	2022	2021	2020
Total volume of effluent discharge	m3	984,738	1,862,887	1,504,538
Percent of effluent recycled	m3	4.66%	2.07%	0.05%

Environmental Compliance (GRI 30)	Unit	2022	2021	2020
Total amount of monetary fines for non-compliance with environmental laws and/or regulations	PHP	0	0	211,093.75

C. SOCIAL PERFORMANCE

Employee Management

Employee Hiring and Benefits	2022			2021			2020		
	Total	M	F	Total	M	F	Total	M	F
Total number of regular employees	1,639	611	1,028	1,515	629	886	2,012	953	1,059
Voluntary attrition rate	25%			19%			22%		
Ratio of lowest paid employee against minimum wage	1.07			1.19			1.46		

Notes:

- Employment figures as of Dec 31, 2022. Some changes due to redistribution of subsidiaries' shares between Filinvest Land Inc. and Filinvest Alabang, Inc.

Employee Training and Development

Employee Training and Development	2022			2021			2020		
	Total	M	F	Total	M	F	Total	M	F
Total training hours provided to employees	39,648	17,826	21,822	No disclosure			5,839	2,084	3,755
Average training hours provided to employees	19.48	17.79	21.12	3.09	3.54	2.78	8.13	7.34	8.92

Labor Management Relations

Labor Management Relations	2022			2021			2020		
	Total	M	F	Total	M	F	Total	M	F
% of employees covered by Collective Bargaining Agreements	0			0			0		
Number of consultations conducted with employees concerning employee related policies	3,130			23			24		

Diversity and Equal Opportunity

Diversity and Equal Opportunity	2022			2021			2020		
	Total	M	F	Total	M	F	Total	M	F
% of workers in the workforce by gender	100%	37%	63%	100%	41%	59%	100%	35%	65%
Number of employees from indigenous communities and/or vulnerable sector	0	0	0	0	0	0	0	0	0

Workplace Conditions and Occupational Health and Safety

Occupational Health and Safety	2022	2021	2020
Safe manhours (employees-property operations & HQ)	2,346,255	2,615,976	2,391,701.54
Safe manhours (employees - projects)	4,763,510	No disclosure	No disclosure
Safe manhours (contractors)	12,873,670	No disclosure	No disclosure
Number of work-related injuries	0	2	0
Number of work-related fatalities	0	0	0
Number of work-related ill-health	0	0	0
Number of safety drills	26	Not reported	Not reported

Labor Standards and Human Rights

Labor Laws and Human Rights	2022	2021	2020
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

Notes:

- Policies covered under Employee Manual, Code of Discipline, Business Code of Conduct & Ethics, Safe Spaces Act

Relationship with Community

Significant Impacts on Local Communities	2022	2021	2020
For operations affecting IPs, total number of Free and Informed Prior Consent (FPIC) consultations and Certification Preconditions (CPs) secured	0	0	0

Customer Management

Customer Satisfaction	2022	2021	2020
Customer Satisfaction Score	76%	70%*	Not reported

*Restated 2021 data. Filinvest Land undertakes customer satisfaction surveys annually.

Product/Service Health and Safety	2022	2021	2020
Number of substantiated complaints on product or service health and safety	615	211	207
Number of complaints addressed	418	211	207

Marketing and Labeling	2022	2021	2020
Number of substantiated complaints on product or service marketing and labeling	0	8	5
Number of complaints addressed	0	8	5

Customer Privacy	2022	2021	2020
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

Data Security	2022	2021	2020
Number of data breaches, including leaks, thefts and loss 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, 2022
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. TCFD not yet adopted.
	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	
	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 (rebars) and cement. Water consumption
	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. Some FILRT assets buy 100% renewables via the Open Access scheme, and one mall has onsite solar power generation.
	Energy indirect (Scope 2) GHG Emissions		
	Emissions of ozone-depleting substances (ODS)		

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.
	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 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. 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 or religion.
	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		

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	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		
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 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	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 2022.
	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 2022.
	The Impact and Where it Occurs		
KPI	No. of data breaches, including leaks, thefts and losses of data		