

# 2024 SUSTAINABILITY REPORT

This Annual and Sustainability Report presents Filinvest Land, Inc.'s (FLI) Environmental, Social, and Governance (ESG) disclosures for the calendar year ending December 31, 2024.

The report includes forward-looking statements based on current assessments. However, these statements are subject to uncertainties and risks that may impact operational results. While FLI strives to ensure these expectations



are reasonable, it does not guarantee future performance, actions, or events.

The ESG disclosures are prepared in compliance with the sustainability reporting guidelines for publicly listed companies outlined in the Securities and Exchange Commission Memorandum Circular No. 4, Series of 2019 (SEC MC 2019-004). These disclosures are also referenced to the reporting principles and standards of the Global Reporting Initiative (GRI).

For feedback or inquiries regarding this Annual and Sustainability Report, please contact us at [ir@filinvestland.com](mailto:ir@filinvestland.com).

## Filinvest Land EESG Highlights (as of end 2024)

### ECONOMIC

- **1,888 affordable and low-cost housing and condo units** delivered under the Pabahay and Futura Brands, representing 72% of total units turned over.
- **623** housing and condo units ready for turnover
- **Launched 12 Projects** across Luzon, Visayas, and Mindanao, totaling 2,609 housing and condo units.
- **92% Customer Satisfaction**, indicating strong positive feedback with ongoing efforts to improve advocacy
- **25 Net Promoter Score (NPS)** from employees' willingness to recommend the company's products, suggesting confidence with potential to enhance brand loyalty

### ENVIRONMENTAL

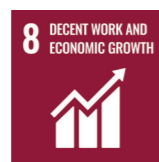
- **100% Renewable Energy** powers FILRT offices
- **25,263 Tonnes of CO2-e of GHG** avoided through Renewable Energy Sources
- **18 Green Building Certifications** (9 LEED, 8 EDGE, 1 WELL), underscoring our commitment to Sustainable Building Practices

### SOCIAL

- **90% Employee Engagement Score**, demonstrating a connected & involved workforce
- **20 Employer Net Promoter Score (NPS)** from employees indicating positive workplace sentiment with areas for enhancement
- **Reduced Voluntary Attrition by 8%** from the previous year
- **Maintained Zero Data Breaches**, ensuring robust information security
- **1,700 Families** assisted through **Pusong Filinvest** Relief Operations, providing support to the victims of typhoons, floods, and fire, including Typhoons Carina and Enteng.
- **Average of 46 training hours - Total of 89,249 learning hours**, fostering continuous professional development
- **Gender Diversity - 60%** of employees are women; **52%** of senior executives and managers are women
- **26,535,782 safe working man-hours achieved**, encompassing employees, service providers, and project contractors.
- **314 Safety Drills and Simulation exercises** conducted, emphasizing a proactive approach to workplace safety



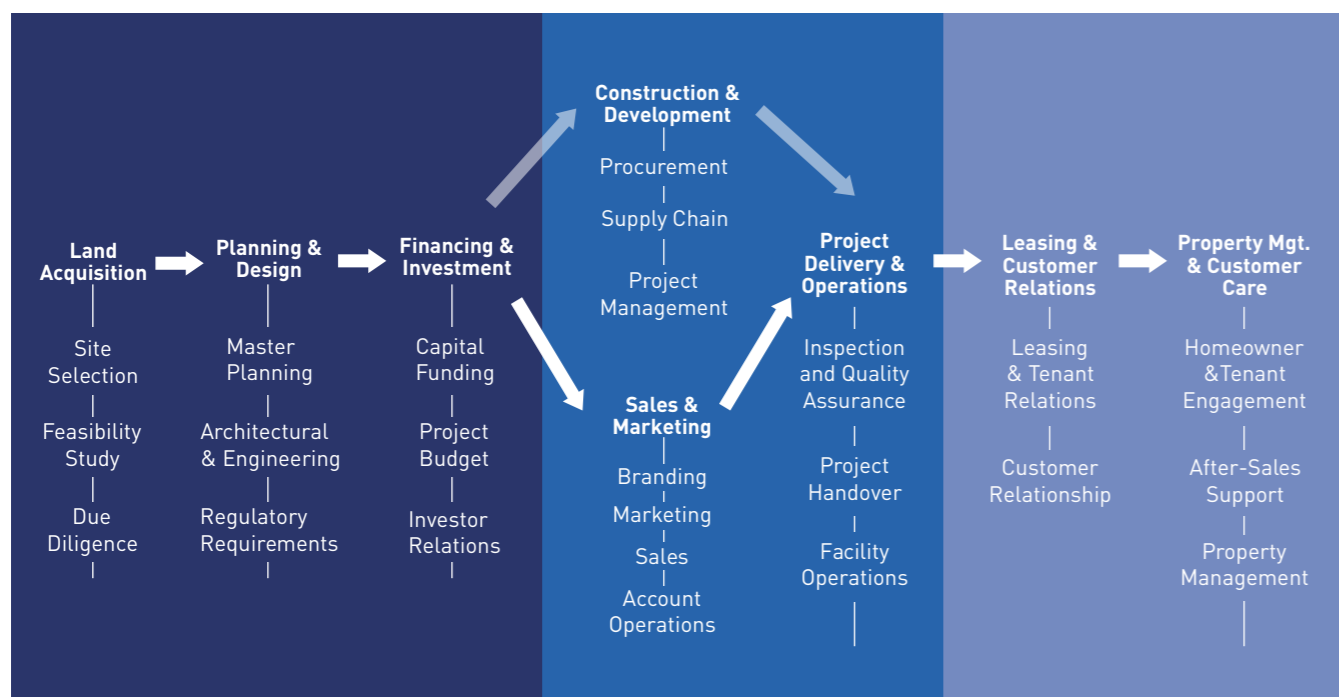
**How Filinvest Land Creates Value**



**Sustainability Beyond Compliance**  
Aligning with Green Building Certifications and incorporating ESG principles with a strong commitment to Climate Resilience

**Economic Enablement Through Real Estate**  
Focusing on job creation, business enablement, and sustainable communities

**Long-Term Value for Creation**  
Prioritizing customer service and property management for efficiency and enduring impact.



**Creating value through Filinvest Land's 5 Business Products / Segment**

<p><b>Residential</b></p>	<p>The residential projects have 4 brands from different income groups:</p> <ul style="list-style-type: none"> <li>• Pabahay Brand - Socialized housing</li> <li>• Futura Brand - Affordable housing</li> <li>• Aspire Brand - Middle income</li> <li>• Prestige Brand - High-end housing</li> </ul> <p>These projects include housing, villages, and condominiums. FLI offerings also include townships, master-planned communities that are people-centric with reserved areas for basic services like schools, hospitals etc.</p>
<p><b>Co-living</b></p>	<p>Co-living spaces and Dormitel</p> <ul style="list-style-type: none"> <li>• Room sharing with multiple beds and shared common areas for living, dining, wellness, and recreation.</li> </ul> <p>Co-living units are also available for lease, which serve as temporary living accommodation for people on the go who move from one place to another.</p>
<p><b>Office</b></p>	<p>Commercial office spaces for lease to BPO and other locators. These office buildings are situated in strategic locations like Makati, Filinvest City in Alabang, Bay City in Pasay, EDSA Mandaluyong, Kamuning, Ortigas, Clark, and Cebu.</p> <p><b>Key Features</b></p> <ul style="list-style-type: none"> <li>• Grade A - IT/office buildings</li> <li>• PEZA Registered</li> <li>• Located in IT parks</li> <li>• Green Building Certification</li> <li>• Near Public Transport</li> </ul>
<p><b>Malls and Retail</b></p>	<p>Malls offer leasing spaces for Commercial and Retail.</p> <p><b>Key Features</b></p> <ul style="list-style-type: none"> <li>• Festival Mall in Alabang</li> <li>• Fora Mall in Tagaytay</li> <li>• Main Square Mall in Bacoor City</li> <li>• Il Corso Mall in Cebu City</li> <li>• Filinvest Mall in Dumaguete</li> <li>• Mimosa Lifestyle Mall (ongoing construction)</li> </ul>
<p><b>Industrial</b></p>	<p>Industrial Parks: with Ready-built Factories that caters to light and medium manufacturing, logistics, warehousing, cold chain, and data centers which are critical sectors driving the country's industrial advancement.</p> <p>2 Filinvest Innovation Parks located in:</p> <ul style="list-style-type: none"> <li>• Filinvest New Clark City</li> <li>• Ciudad de Calamba</li> </ul>

### Building Dreams: Evolving for Unstoppable Growth

At Filinvest Land, Inc. (FLI), every project is a step toward building a better future. Anchored on our commitment to progress and innovation, we embrace sustainability as a catalyst for transformative growth. This means not only meeting today’s needs but creating opportunities that drive long-term value for our stakeholders.

Unstoppable growth requires the ability to adapt and evolve. By integrating forward-thinking solutions and sustainable practices into our developments, we aim to shape thriving communities while addressing the challenges of an ever-changing world.

Our focus goes beyond constructing spaces; it is about building dreams and empowering lives. As we move forward, FLI is dedicated to delivering impactful solutions that harmonize business success with social and environmental progress—ensuring that the dreams we build today fuel the unstoppable growth of tomorrow.

### Filinvest Land Sustainability Framework

Filinvest Land, Inc. (FLI) sustainability framework is built on four key pillars:



### Filinvest Land Sustainability Framework

Filinvest Land, Inc. (FLI) aligns its sustainability commitments with its Mission, Vision, and Values, focusing on creating long-term value for shareholders and stakeholders. Anchored on four (4) key pillars—Environment, Social, Resilience, and Economic—these commitments represent FLI’s priorities in building sustainable and thriving communities.

Under each pillar, three (3) focus areas guide the company’s initiatives and operations, ensuring alignment with global and national sustainability goals while addressing the unique needs of its communities and stakeholders. Through this framework, FLI emphasizes environmental responsibility, social inclusivity, resilience against disruptions, and economic development to drive long-term growth and impact.

Environmental	Social	Resilience	Economic
<p><b>Eco-Responsible:</b> Promoting use of Sustainable Construction Materials, Responsible Resource (Land, Power, Water, Fuel, Materials,) Use and Proper Waste Management, and Recycling</p>	<p><b>Affordable Housing:</b> Expanding access to affordable and livable housing for underserved sectors.</p>	<p><b>Enterprise Risk Management:</b> addressing evolving risks and uncertainties that could impact long term viability</p>	<p><b>Supporting and Enabling Businesses:</b> supporting local businesses through job creation, &amp; employment opportunities within Filinvest developments</p>
<p><b>Zero Carbon Goal:</b> Reducing emissions through renewable energy adoption and green and energy efficient building design</p>	<p><b>People-Centric Developments:</b> Designing accessible public spaces, walkable environments, and mixed-use communities that foster interaction &amp; opportunity</p>	<p><b>Climate-Resilient Infrastructure:</b> Developing systems that withstand climate change, and business risks.</p>	<p><b>Greening the Supply Chain:</b> Advocating on responsible procurement and sustainable practices</p>
<p><b>Water Security:</b> Enhancing water management through efficient water systems, wastewater treatment, water reuse, and rainwater harvesting</p>	<p><b>Transport Accessibility:</b> Integrating Development near Transport Hubs, promoting sustainable mobility like EV Charging, Bike lanes, Walkways</p>	<p><b>Organization Adaptability:</b> Embedding flexibility and innovation into company culture and business strategies to promote change</p>	<p><b>Good Governance:</b> Upholding ethical business practices, transparency, and accountability to drive investor and stakeholder confidence.</p>

**Scope, Materiality and Stakeholder Engagement**

This ESG report covers all operating assets and ongoing projects within Filinvest Land, Inc.'s (FLI) portfolio as of December 31, 2024. It includes key business segments such as residential, office, retail, commercial/industrial, co-living, townships, and mixed-use developments. The report also integrates relevant ESG information from the operations of Filinvest REIT (FILRT) assets and joint venture subsidiaries, including the Philippine District Cooling System Development Corp., which supports real estate assets in Alabang.

ESG performance data is consolidated based on the operational control approach, and excludes data from projects managed by Filinvest Alabang, Inc. (FAI). Since FLI owns only 20% of the shares of FAI, we have no direct control of FAI's operations. FAI's ESG data, which includes FLI-owned and FAI-managed projects, are consolidated in the Filinvest Development Corporation's (FDC) Sustainability Report, having an 80% share of FAI.

Our reporting framework is shaped by meaningful engagement with key stakeholders, including employees, buyers, tenants, supply chain partners, and shareholders. Through these interactions, we identified material risks and sustainability topics that align with both business priorities and stakeholder concerns. These insights, aligned with the Filinvest Group's sustainability framework and the regulatory disclosure requirements of the Securities and Exchange Commission (SEC), form the foundation of this report, highlighting our Environmental, Economic, Social, and Governance (EESG) achievements.

**Materiality Assessment**

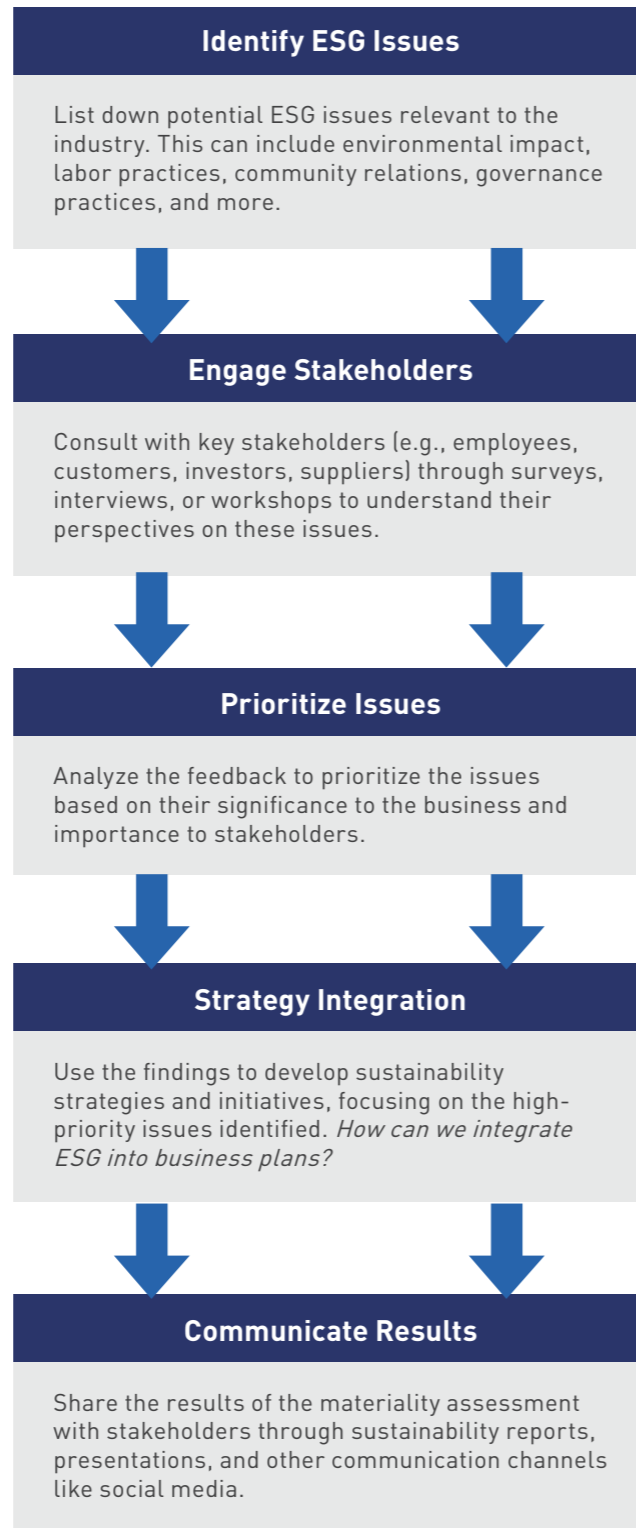
In the real estate sector, sustainability is increasingly becoming a fundamental aspect of business strategy, influencing investment decisions, operational efficiencies, and stakeholder engagement. The materiality assessment is a critical process that helps real estate companies identify and prioritize environmental, social, and governance (ESG) factors that significantly impact their business and stakeholders. This process ensures that sustainability initiatives are aligned with corporate objectives and market expectations.

In 2024, Filinvest Land revisited its material topics and updated them based on the current ESG issues and trends in the Real Estate Industry. We've benchmarked with our peers through a desktop exercise and market research. We also reviewed sustainability reports from peers and conducted

surveys and interviews of employees from different departments in the company to get their insights on significant ESG topics.

We've identified ESG issues through the 4 pillars of Filinvest Land's Sustainability Framework and aligned with GRI standards and the guidelines from the Philippine Securities and Exchange Commission.

**Materiality Assessment Process**



**Material Topics per Stakeholder Groups across Sustainability Pillars**

Stakeholder	Environmental	Social	Economic	Governance
Employees		<ul style="list-style-type: none"> <li>Occupational Health and Safety, Wellness</li> <li>Employee Benefits and Rewards</li> <li>Organizational Culture and Engagement</li> <li>Learning and Development</li> <li>Diversity &amp; Equal Opportunity</li> <li>Labor Relations</li> </ul>	<ul style="list-style-type: none"> <li>Jobs Creation (Direct)</li> </ul>	
Cusstomers, Tenants, Home Buyers & Homeowners	<ul style="list-style-type: none"> <li>Management of Tenant's ESG Goals</li> </ul>	<ul style="list-style-type: none"> <li>Affordable housing</li> <li>Livable development</li> <li>Accessibility and Mobility</li> </ul>	<ul style="list-style-type: none"> <li>Customer and Tenant Relations</li> </ul>	<ul style="list-style-type: none"> <li>Customer Privacy / Data Security</li> </ul>
Suppliers & Contractors		<ul style="list-style-type: none"> <li>Management of Tenant's ESG Goals</li> </ul>	<ul style="list-style-type: none"> <li>Jobs Creation (Indirect)</li> </ul>	<ul style="list-style-type: none"> <li>Procurement Practices</li> </ul>
Industry Peers		<ul style="list-style-type: none"> <li>Scope 3 GHG Emissions: (Steel &amp; Cement)</li> </ul>		<ul style="list-style-type: none"> <li>Sustainability Pledge and Commitment</li> </ul>
Government Regulators	<ul style="list-style-type: none"> <li>Environmental Compliance</li> </ul>		<ul style="list-style-type: none"> <li>Provision of Government Assistance</li> </ul>	<ul style="list-style-type: none"> <li>Regulatory Compliance</li> <li>Business Ethics &amp; Anti-corruption</li> </ul>
Shareholders, Capital Providers		<ul style="list-style-type: none"> <li>Technology and Innovation</li> </ul>	<ul style="list-style-type: none"> <li>Economic Performance</li> <li>Sustainable Finance</li> </ul>	<ul style="list-style-type: none"> <li>Enterprise Risk Management</li> <li>ESG Ratings and Evolving ESG Disclosures &amp; Standards.</li> </ul>

Stakeholder	Environmental	Social	Economic	Governance
General Public and Local Communities	<ul style="list-style-type: none"> <li>• Pollution Control (Construction)</li> <li>• Climate Change</li> <li>• Disaster Preparedness and Relief Operations</li> </ul>	<ul style="list-style-type: none"> <li>• Human Rights / Indigenous People (IP) Rights</li> <li>• People Centric Design of Development</li> </ul>	<ul style="list-style-type: none"> <li>• Leasing Space for local businesses</li> <li>• Hiring from local communities</li> </ul>	
Environment	<ul style="list-style-type: none"> <li>• Resource and Energy Efficiency</li> <li>• Renewable Energy</li> <li>• Green &amp; Resilient Building Design</li> <li>• GHG Emissions</li> <li>• Water Security</li> <li>• Waste &amp; Effluents</li> <li>• Land Conversion &amp; Biodiversity</li> </ul>			

**Stakeholder Engagement Channels and Concerns**

Stakeholders	Concerns	Engagement Channels	FLI Response
Employees	<ul style="list-style-type: none"> <li>• Occupational Health and Safety</li> <li>• Employee Wellbeing</li> <li>• Engagement and Culture</li> <li>• Workload and Benefits</li> <li>• Career Progression</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings (virtual / in-person)</li> <li>• Email</li> <li>• Town halls and General Assembly</li> <li>• Webinars and Seminars</li> <li>• Coaching and Mentoring Sessions</li> <li>• Employee Engagement and Satisfaction Survey</li> </ul>	<ul style="list-style-type: none"> <li>• Safety Training and Audits</li> <li>• Review of employee compensation and benefits</li> <li>• Periodic Employee Engagement Programs</li> <li>• Training programs on core, leadership, and functional competencies</li> </ul>
Customers, Tenants, Home Buyers & Homeowners	<ul style="list-style-type: none"> <li>• Project Location</li> <li>• Lease Rates</li> <li>• Quality and Affordability</li> <li>• Timeliness of Project Delivery</li> <li>• Facilities and Utilities Support</li> <li>• Meet Client Sustainability Targets</li> <li>• EV Charging</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings (virtual / in-person)</li> <li>• Email</li> <li>• Filinvest Land Website</li> <li>• Online Service Desk</li> <li>• FLI Offices and Branches Customer Care</li> </ul>	<ul style="list-style-type: none"> <li>• Different Projects located across the country</li> <li>• Housing brands aligned with buyers' financial capabilities</li> <li>• Project updates</li> <li>• Explore Green Mobility Solutions</li> <li>• Annual Tenant Feedback Survey</li> <li>• Property Maintenance Programs</li> <li>• Monthly touchpoints on Clients' EESG performance review</li> </ul>

Stakeholders	Concerns	Engagement Channels	FLI Response
Suppliers & Contractors	<ul style="list-style-type: none"> <li>• Jobs generation (indirect)</li> <li>• Accreditation and Performance Evaluation</li> <li>• Payments &amp; Transaction</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings (virtual/in-person)</li> <li>• Email</li> <li>• Online portal for payments</li> </ul>	<ul style="list-style-type: none"> <li>• Accreditation Requirements and Process</li> <li>• Service Level Agreements</li> <li>• Online payment scheme</li> </ul>
Government Agencies Regulators	<ul style="list-style-type: none"> <li>• Taxes</li> <li>• Regulatory Compliance</li> <li>• Good Governance</li> <li>• Disaster Readiness &amp; Response</li> </ul>	<ul style="list-style-type: none"> <li>• Public consultations</li> <li>• Government Events, Conferences</li> <li>• Meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Timely regulatory filings and permit renewals</li> <li>• Assignment of compliance officers</li> <li>• Updating internal policies and procedures based on new laws and regulations</li> <li>• Sustained PEZA accreditation</li> </ul>
Shareholders, Capital Providers	<ul style="list-style-type: none"> <li>• Financial stability and growth (Stock Price, Cash flow, Dividends, etc.)</li> <li>• Fund management and asset infusion (REIT)</li> <li>• Good governance, transparency in disclosures (incl. EESG)</li> </ul>	<ul style="list-style-type: none"> <li>• Filinvest Land Website</li> <li>• Philippine Stock Exchange Edge Portal</li> <li>• Philippine Securities and Exchange Commission i-View website</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate Disclosures</li> <li>• Analyst Briefings</li> <li>• Press Releases</li> <li>• Promptly respond to queries regarding company performance</li> </ul>
Environment	<ul style="list-style-type: none"> <li>• Climate Change Mitigation and Adaptation</li> <li>• Resource Efficiency</li> <li>• Water Security</li> <li>• Green and Resilient Design</li> <li>• Waste management</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings and Conferences</li> <li>• Training, Webinars, and Seminars</li> <li>• Forums and Events</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance with environmental regulations</li> <li>• Renewable Energy Sourcing, use of District Cooling for energy efficiency</li> <li>• Wastewater treatment and reuse</li> <li>• Green Building Certifications and Resilient Building Designs</li> <li>• Partnerships on Circular Economy Solutions</li> </ul>

## ENVIRONMENTAL PERFORMANCE

**F**ilinvest Land's commitment to environmental sustainability has become a core part of its identity. Sustainability is not just a goal, but a philosophy embedded throughout every stage of the project lifecycle—from design, based on green building principles, to operations, where performance is consistently compared to industry benchmarks. At every level, the company's guiding ethos of 'Building the Filipino Dream' drives its approach to continuously grow and improve. What was once considered best practice has now become the baseline. As sustainability challenges evolve, Filinvest Land must remain a leader by embracing the future of sustainability and Evolving for Unstoppable Growth.

Filinvest advances environmental sustainability by integrating it into every development, preserving nature, creating green spaces, and fostering resilient communities — ensuring that we continue Building Dreams for Unstoppable Growth for generations to come.



**Filinvest Land and Filinvest REIT Recognized at the PCCI E3 Awards for Sustainability Excellence**

Filinvest Land and Filinvest REIT were awarded by the Philippine Chamber of Commerce and Industry (PCCI) during the 50th Philippine Business and Conference Expo in October 2024, recognizing their commitment to sustainable development and economic growth.

Filinvest Land, Inc. (FLI), reaffirmed its leadership in sustainability by winning the 2024 Excellence in Ecology and Economy (E3) Award, and at the same time, Filinvest REIT (FILRT) was conferred the Environmental Stewardship Award for 2024 for Large Enterprise category.

The Excellence in Ecology and Economy (E3) Award honors businesses that go beyond regulatory



compliance to implement impactful environmental and sustainable initiatives. The winners were evaluated by a large panel of judges composed of technical experts from the governance, academe, and civil society and peers from the business sectors.

These awards serve as an inspiration for Filinvest to continue developing more programs that drive meaningful social impact, environmental stewardship, and economic benefits, reinforcing its commitment to building a more sustainable future.



## Sustainable Spaces: Building a Greener Future

Filinvest Land continues to lead the way in shaping communities that embody the principles of sustainability and innovation. Through green design and a people-first approach, the company prioritizes environmental responsibility while addressing the needs of its residents and tenants.

Key environmental strategies include renewable energy sourcing and installation, energy and resource efficiency, and water conservation. These are driven by the dual goals of reducing operational costs and minimizing ecological impact. The company integrates these strategies through the use of improved material specifications, modern construction methodologies, and cost-effective electromechanical systems.

Filinvest Land's achievements in sustainable design are validated by prestigious third-party certifications. These include globally recognized standards such as Leadership in Energy and Environmental Design (LEED), WELL Building Standard, Excellence in Design for Greater Efficiencies (EDGE) by the International Finance Corporation, and Building for Ecologically Responsive Design Excellence (BERDE), the Philippines' green building rating system.

In 2024, Filinvest REIT, sponsored by Filinvest Land, made significant strides in its sustainability journey by transitioning 16 of its 17 office properties to operate on 100 percent renewable energy. The shift brings 94 percent of FILRT's total office portfolio by GLA under renewable energy sources, significantly reducing carbon emissions. For the remaining single property, we continuously encourage the tenant to shift to a Renewable Energy Source since it's not under direct management of FLI's property management arm.

Recently, Filinvest One has achieved the EDGE Zero Carbon Certification, the highest recognition from the International Finance Corporation (IFC). Six (6) other office properties—Filinvest Two, Filinvest Three, Vector One, Vector Two, Plaza A, and Plaza D—have also secured EDGE certifications.

FILRT is on its way to achieving more than 200,000 square meters of space EDGE Certified, to become an EDGE Champion.

This commitment underscores Filinvest Land's vision of creating sustainable spaces that balance environmental responsibility with community well-being, paving the way for a greener future.

**Green Building Certifications**

Non-FILRT Project / Building	Green Certifications
Filinvest Cyberzone Bay City Phase 1	LEEDv3 Silver for Core and Shell
Filinvest Cyberzone Bay City Phase 2	LEEDv3 Silver for Core and Shell
Axis Tower Two	LEEDv3 Gold for Core and Shell & WELL
Axis Tower Three	LEEDv3 Gold for Core and Shell
Axis Tower Four	LEEDv3 Gold for Core and Shell
Activa - Mixed-Use	LEEDv3 Gold for Core and Shell**
IT Park - Building 1	LEEDv4 for Core and Shell*
IT Park - Building 2	LEEDv3 for Core and Shell*
One Filinvest	LEEDv3 Gold for Core and Shell
Studio 7	LEEDv3 Silver for Core and Shell

FILRT Project /Building	Green Certifications
Axis Tower One	LEEDv3 Gold for Core and Shell
Vector One	EDGE Level 1
Vector Two	EDGE Level 1
Vector Three	LEEDv3 Gold for Core and Shell
Filinvest One	EDGE Level 3- EDGE Zero Carbon
Filinvest Two	EDGE Level 1
Filinvest Three	EDGE Level 1
Plaza A	EDGE Level 1
Plaza D	EDGE Level 1

\*Certification in progress

\*\*Pre-certification

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

Building	EDGE* Certificate	Energy Savings	Water Savings	Less Embodied Carbon in Materials	Gross Floor Area (m <sup>2</sup> )
Filinvest One	Level Three EDGE Zero Carbon	48%	38%	50%	19,637
Filinvest Two	Level One	24%	51%	38%	23,784
Filinvest Three	Level One	25%	49%	36%	23,784
Vector One	Level One	25%	29%	66%	17,764
Vector Two	Level One	29%	29%	65%	17,889
Plaza A	Level One	25%	42%	65%	10,860
Plaza D	Level One	25%	33%	61%	10,860

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

**Evolving for Growth: The Race to Zero Carbon**

Filinvest is committed to aligning its operations and strategies with the global Zero Carbon Goal, empowering its customers, office tenants, and communities to achieve Net Zero by 2050.

In understanding how and where we can make an impact in reducing carbon emissions from our core operations, Filinvest enables its tenants to advance their Sustainability goals while addressing environmental impacts.

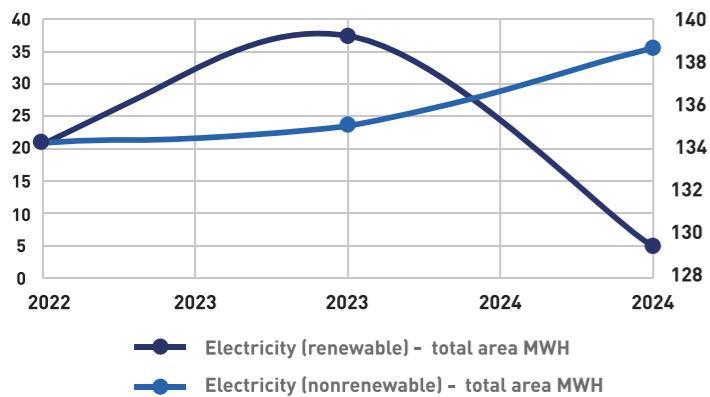
With the competitive landscape in the office leasing segment, our key focus is to provide sustainable solutions in reducing Scope 2 emissions from

purchased electricity. To support these goals, Filinvest’s office leasing business has accelerated its transition to renewable energy, having 94% of Filinvest REITs (FILRT) portfolio powered by 100% renewable energy.

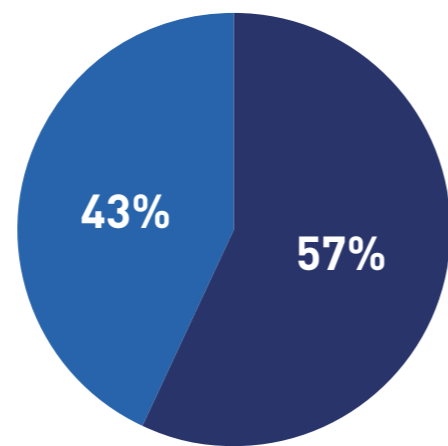
Festival Mall also demonstrates Filinvest’s leadership in renewable energy, with its 2.8-megawatt rooftop solar installation, the largest in Metro Manila, providing clean energy to augment its electricity supply from the distribution utility. Through these initiatives, Filinvest is not only reducing its carbon footprint but also contributing to a sustainable future for its tenants, partners, and communities.

Energy Consumption (GRI 302-1)	Unit	2022	2023	2024
Gasoline – property operations	L	0	115,538	90,556
Diesel – property operations	L	164,830	209,932	214,220
Diesel – construction projects	L	611,924	840,207	695,908
Electricity (renewable) – common area	KWH	5,108,971	6,624,488	11,267,418
Electricity (renewable) – total area	KWH	20,634,302	23,462,168	35,471,855
Electricity (non-renewable) – common area	KWH	62,682,666	63,317,092	57,837,290
Electricity (non-renewable) - total area	KWH	134,352,881	139,172,317	129,566,905
Electricity (RE & non-RE) – common area	KWH	67,791,637	69,941,580	69,104,708
Electricity (RE & non-RE) -- total area	KWH	154,987,183	162,634,485	165,038,760
Electricity – construction projects (non-RE)	KWH	2,315,796	3,381,122	2,608,336
Total Electricity – property ops (common) & projects	KWH	70,107,433	73,322,702	71,713,044

Note: Renewables consumption by FILRT and Non-FILRT Offices from (purchased electricity from renewables) and Festival Mall (rooftop solar) and other FLI residential properties.



In 2024, Renewable Energy increased by 51% from the previous year. This resulted in a decrease in non-renewable electricity consumption and avoided 25,263 Tonnes CO<sub>2</sub>-e of Greenhouse Gas



■ Electricity (RE & non-RE) - leased area  
 ■ Electricity (RE & non-RE) - common area

### % Energy Consumption

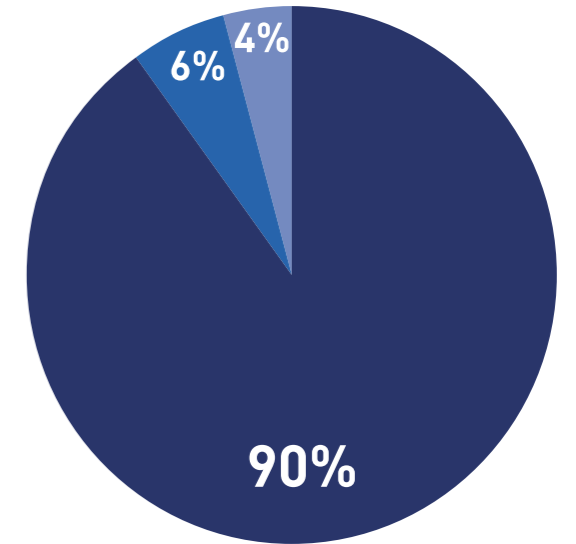
Common Area + Leased Area = Total Area (3 year Ave.)

This chart shows the average Energy consumed for the leased areas compared with the common areas that can be managed by Filinvest. We have calculated our GHG emissions in two ways, reflecting both the common and the total areas.

### Filinvest Land Emissions Profile

Scope 2 accounts for 90% of Filinvest Land’s emissions, which are Indirect Emissions from Electricity Consumption. The company’s decarbonization strategies are focused on finding Renewable Energy Sources and integrating Green Building Designs and Energy Efficiency measures to reduce Scope 2 emissions.

- Total Direct Emissions (Scope 1) (Tonnes CO<sub>2</sub>-e)
- Indirect Emissions (Scope 2) – purchased electricity, common areas (Tonnes CO<sub>2</sub>-e)
- Indirect Emissions (Scope 2) – purchased electricity, projects (Tonnes CO<sub>2</sub>-e)



Greenhouse Gas Emissions (GRI 305-1, 305-2, 305-3, 305-6)	2022	2023	2024
Direct Emissions (Scope 1) –diesel and gasoline – property operations	446	837	831
Direct Emissions (Scope 1) –diesel – projects	1,656	2,274	2,025
Direct Emissions (Scope 1) –diesel – property operations & projects	2,102	2,842	2,649
Indirect Emissions (Scope 2) – purchased electricity, common areas	44,643	45,094	41,192
Indirect Emissions (Scope 2) – purchased electricity, total area	95,686	99,119	92,278
Indirect Emissions (Scope 2) – purchased electricity, projects	1,649	2,408	1,858
Total GHG Emissions (Scope 1 & 2) – property operations, common area	45,088	45,931	42,023
Total GHG Emissions (Scope 1 & 2 –property operations, total area	96,132	99,956	93,109
Total GHG Emissions (Scope 1 & 2) – projects	3,305	4,682	3,883
Total GHG Emissions (Scope 1 & 2) –property operations (common areas) and projects	48,393	50,613	45,906
Total GHG Emissions (Scope 1 & 2) –property operations (total areas) and projects	99,437	104,637	96,992
Avoided GHG emissions	14,696	16,710	25,263

Note: Energy and emissions data have been calculated in the context of real estate operations, distinguishing between total area consumption—covering tenants and unit owners—and common areas, which are directly managed by Filinvest.

Emission factor (EF) Source: GHG Protocol for Diesel and Gasoline; Department of Energy Philippines for Electricity [https://ghgprotocol.org/sites/default/files/2024-05/Emission\\_Factors\\_for\\_Cross\\_Sector\\_Tools\\_V2.0\\_0.xlsx](https://ghgprotocol.org/sites/default/files/2024-05/Emission_Factors_for_Cross_Sector_Tools_V2.0_0.xlsx) <https://doe.gov.ph/electric-power/2015-2017-national-grid-emission-factor-ngef>

The Race to Zero Carbon with the adoption of renewable energy has a long way to go. Immediate progress lies in harnessing energy efficiency. A key example is the District Cooling System (DCS) in Alabang, developed through Filinvest Land's joint venture with ENGIE. For over eight years, the DCS has been a cornerstone of sustainable climate control for FILRT buildings, delivering substantial energy and water savings. Pre-DCS energy audits estimated that the system could reduce energy consumption by up to 40%, highlighting its transformative impact on operational sustainability.

Filinvest is also ensuring compliance with the Department of Energy (DOE) regulations by conducting regular energy audits across its properties. These audits are managed by property teams, with detailed reports submitted to the DOE, fostering transparency and accountability in energy management practices.

In 2024, Filinvest achieved a strong environmental compliance record, with no significant non-compliance risk events related to property development or operations. This reflects the company's commitment to not only meet but exceed regulatory requirements on its Zero Carbon journey.

**A Step Towards Climate-Resilient Development**

Filinvest Land remains committed to embedding climate resilience into its developments, ensuring that its communities and properties are well-prepared to withstand the challenges posed by climate change. As part of this effort, Filinvest Land is collaborating with the International Finance Corporation (IFC) through its Building Resilience Index Initiative, which provides a globally recognized framework for integrating climate adaptation strategies into real estate projects.

In parallel, Filinvest Land, together with Filinvest Development Corporation, has also embarked on an enterprise-wide Climate Risk Assessment in partnership with a reputable climate risk consultancy. This assessment aligns with global best practices, including the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, and leverages scenario analysis of climate and temperature targets to evaluate potential risks across the Filinvest Group's entire property portfolio.

By integrating IFC's Building Resilience Initiative with a comprehensive Climate Risk Assessment, Filinvest is taking a proactive stance in securing the future of its developments. **These resiliency**

**efforts reinforce the company's broader commitment to sustainable, climate-smart real estate under its guiding vision: "Building Dreams: Evolving for Unstoppable Growth."**

As climate risks continue to intensify, Filinvest Land remains steadfast in delivering safe, sustainable, and resilient communities, ensuring that its developments thrive amid evolving environmental challenges.



The Building Resilience Index (BRI) workshop was conducted on July 2024 by the International Finance Corporation (IFC) together with the Filinvest Group: Filinvest Development Corporation (FDC), Filinvest Land, Inc. (FLI), and Filinvest Subsidiaries. The focus was on enhancing the resilience of Filinvest projects to climate hazards. IFC's Building Resilience Index enables building developers and owners to go beyond code compliance, raising companies' climate ambitions and encouraging the industry to explore how to protect real estate assets from location-based hazards.

Filinvest has started the BRI self-assessment for selected FILRT offices and ready-built factories from FLI's Industrial segment while waiting for an IFC-accredited BRI 3rd party verifier.

**ECONOMIC PERFORMANCE**

**F**ilinvest Land operates as a full-range property developer, drawing from various sources of capital to create value. While financial capital from investors and lenders fuels capital expenditures, employees contribute human capital, benefiting from the company's success. Suppliers support operations with goods and services, driving profits and job creation across the supply chain. The natural environment provides essential ecosystem services, and Filinvest is committed to preserving it. Governments foster a favorable business environment, receiving taxes that drive economic growth.



**Economic Value Generated and Distributed**

	2023	2024
GRI Economic Disclosure	Total (in '000 PHP)	Total (in '000 PHP)
<b>Direct Economic Value Generated (revenue)</b>	22,554,334	24,445,898
<b>Direct Economic Value Distributed:</b>		
a.) Operating costs	11,800,774	18,805,527
b.) Employee wages and benefits	1,683,280	1,977,941
c.) Payments to suppliers and other operating costs	11,222,827	10,938,268
d.) Dividends given to stockholders and interest payments to lenders	1,535,380	7,151,387
e.) Taxes paid to the government	576,492	22,487
f.) Community social investments	1,000	1,400

**Local Economies and Supply Chain Value Creation**

Filinvest Land’s operations span the entire Philippines, with a predominant focus on Luzon and significant contributions from projects in the Visayas and Mindanao. Prioritizing local suppliers not only drives operational and cost efficiencies but also bolsters the local economy. In 2024, 81% of our procurement budget—amounting to 512 million pesos—was allocated to local suppliers, underscoring our commitment to community-centered growth.

**Filinvest: Enabling a Low-Carbon Economy**

Filinvest Innovation Parks (FIP) within New Clark City in Tarlac is envisioned to be a green and industrial hub designed to catalyze economic growth. The first phase of this development caters to light and medium manufacturing, logistics, warehousing, cold chain, and data centers which are critical sectors driving the country’s industrial advancement.

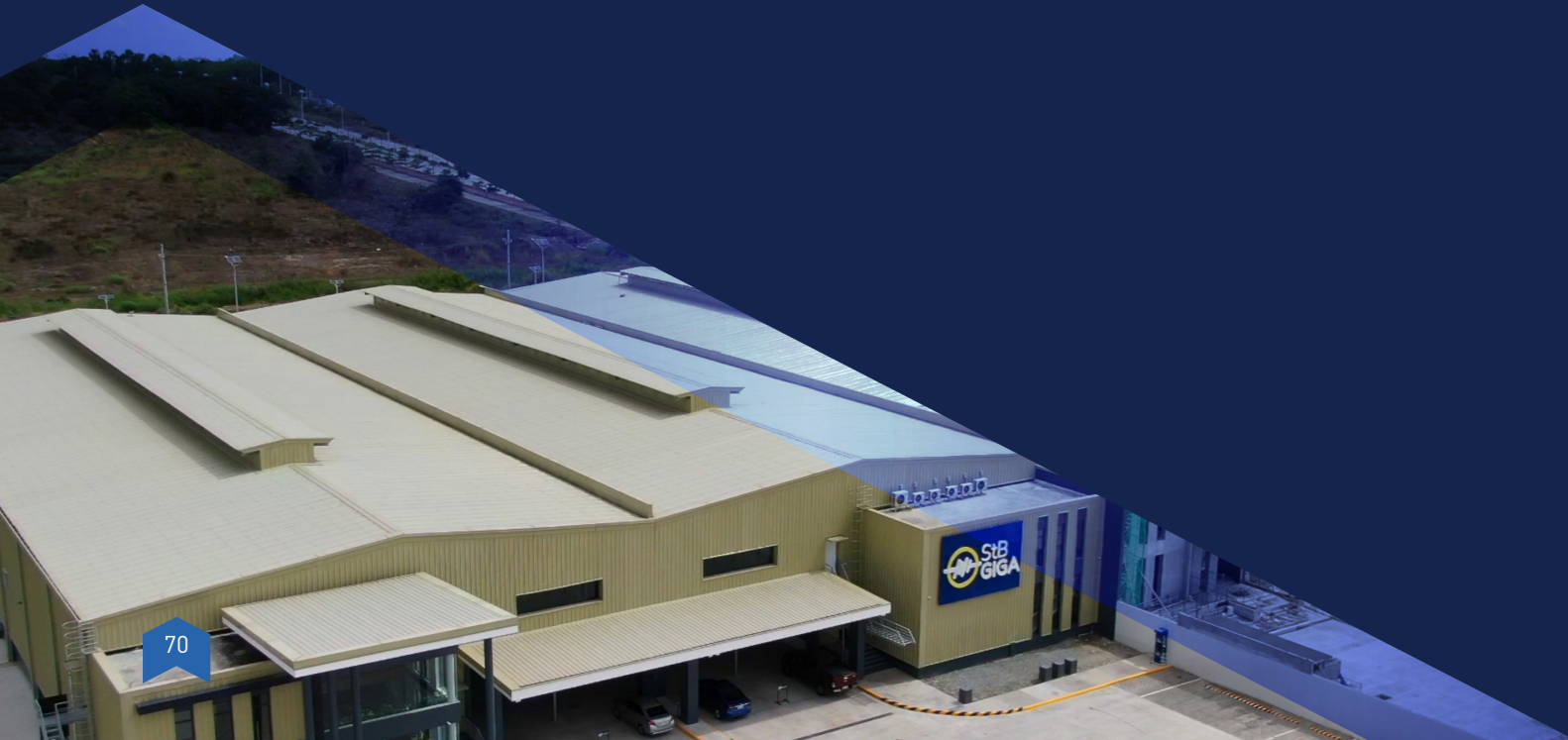
As part of Filinvest Land’s commitment to sustainability, our Ready-built Factories (RBFs) are designed to integrate the use of solar energy, providing cost savings and reducing carbon footprint for industrial and commercial tenants. Additionally, these facilities also incorporate rainwater harvesting systems, conserving water resources and enhancing operational efficiency.

FIP is also supporting the transition to a low-carbon economy by attracting innovative players in clean technology and circular economy. Among them is the StB Giga Factory, a pioneering

Electric Vehicle (EV) battery manufacturer. As the first Lithium Iron Phosphate (LFP) plant in the Philippines, it occupies two RBFs, further reinforcing the FIP role as a hub for green industries.

Beyond New Clark City, Filinvest Innovation Park (FIP) in Ciudad de Calamba continues to attract sustainability-driven businesses. Recently, ALPLA Philippines, a subsidiary of the global leader in plastic packaging solutions and recycling, signed a lease agreement with FIP. This expansion aligns with circular economy principles while creating new business opportunities, infrastructure investments, and jobs, underscoring Filinvest’s role in fostering sustainable economic development.

**“Prioritizing local suppliers not only drives operational and cost efficiencies but also bolsters the local economy.”**



**SOCIAL PERFORMANCE**

**F**ilinvest Land’s commitment to social sustainability remains at the heart of our mission. In 2024, our focus continues to be on our key stakeholders—customers, employees, and the communities we serve—ensuring that every initiative reinforces our core purpose of enabling Filipinos to achieve their dreams of homeownership.

**Filinvest Land Tackling the Philippine Housing Backlog**

With a persistent housing backlog affecting millions of informal settlers and low-income earners, our affordable housing brands, Pabahay and Futura, remain vital to our social impact. In 2024, we built on last year’s momentum by completing a record number of 1,888 affordable and low-cost housing units and launched 12 new projects across strategic regions. These efforts not only alleviate the national housing shortage but also empower first-time homeowners and strengthen community ties.

**Customer Journey Highlights**



**FLI Speaks**

Meet Marvin a proud resident owner of Panglao Oasis, who found the perfect balance between city life and peaceful living in this serene gated community:

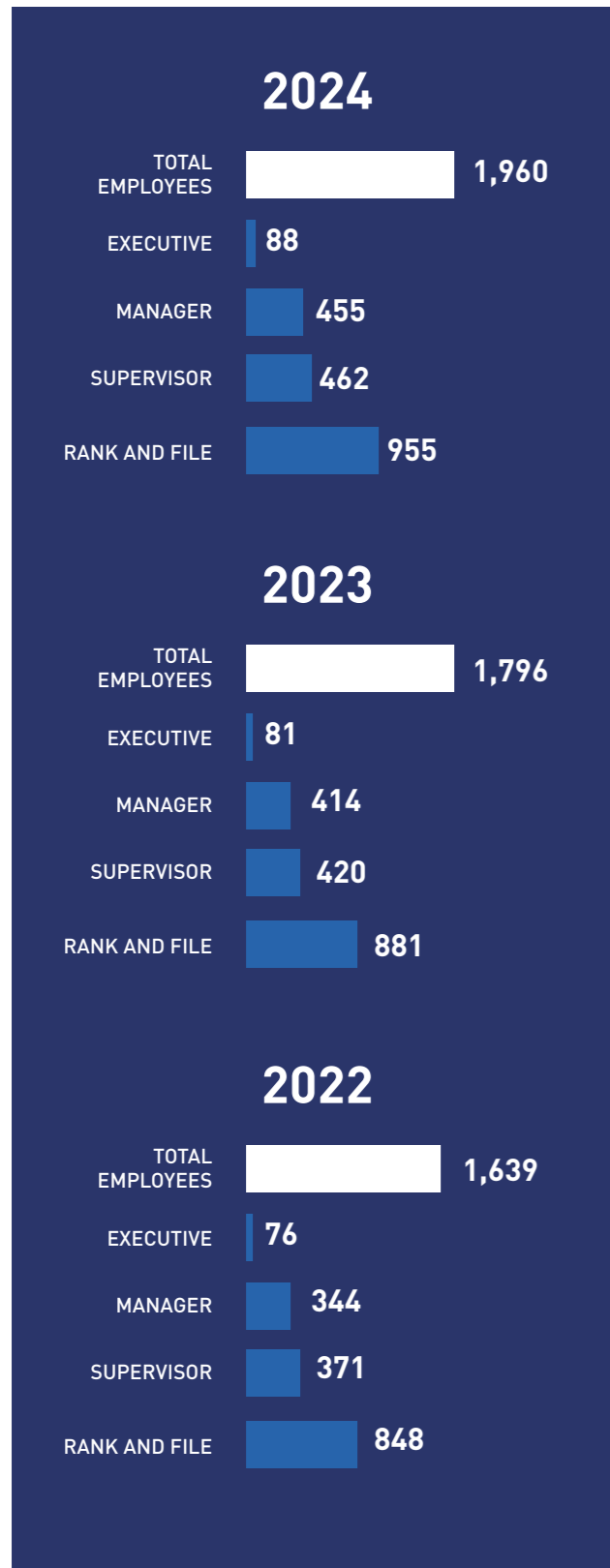
**“My first investment is very convenient, its located near my work and with the comfort of being close to my family - this makes it easy to make my dream home a reality”**



**Empowering Our People for Sustainable Growth**



Employee breakdown by Rank



Note: The companies included in the headcount of FLI are from Real Estate Operations, which include subsidiaries from Leasing, Fund Management, Property and Office Management, Marketing, and Asset Operators under Filinvest Land.

2024 Workforce Diversity Breakdown

Number of Employees by Age and Gender	Male	Female	Total
Under 30 years old	211	509	720
30 – 50 years old	489	594	1,083
Over 50 years old	76	81	157
<b>Total %</b>	<b>776</b>	<b>1184</b>	<b>1960</b>

Number of Employees by Rank and Gender	Male	Female	Total
Executive	47	41	88
Manager	211	244	455
Supervisor	247	215	462
Rank and File	271	684	955
<b>Total</b>	<b>776</b>	<b>1,184</b>	<b>1,960</b>

Diversity and Women in the Workplace

Filinvest Land has consistently maintained a high proportion of women across all employment categories, with women comprising of 60% of the workforce. This reflects the company’s strong commitment to gender-inclusive hiring and equal opportunities. At the senior leadership level, women hold 47% of executive positions, reinforcing the principle that leadership roles are earned based on merit, performance, and competency. Filinvest Land upholds a workplace culture where career progression is driven solely by skills, contributions, and potential, ensuring a truly equitable environment for all employees.

Investing in People: Performance, Learning and Engagement

At Filinvest Land, we remain committed to attracting and retaining top talent while continuously enhancing the employee experience. Through a culture of inclusivity and equal opportunity, we ensure that career growth is based on merit rather than social background. Our commitment to professional development aligns with our Shared Benefits corporate value, enabling employees to achieve their long-term career goals through structured learning, engagement programs, and leadership opportunities.

To support holistic growth, we implement a comprehensive Annual Performance Management system, ensuring employees receive clear feedback, career development pathways, and

structured goal-setting opportunities. Regular employee engagement activities foster a sense of belonging, collaboration, and shared purpose across teams.

Continuous learning remains a key priority. Through learning and training programs, e-learning platforms, and webinars, employees gain access to specialized knowledge, industry trends, and leadership skills. This empowers employees coupled with coaching and mentoring from seasoned professionals that enhance their competencies.

Filinvest Land offers a comprehensive range of training programs designed to enhance employee skills, leadership capabilities, and compliance awareness. These programs are categorized into five key areas:

Training Category	Description
<b>Core Competencies</b>	Focuses on strengthening company values, customer engagement, and strategic alignment through initiatives like the One Filinvest Core Values Series, Synergy Assembly, and Objectives & Key Results Writing.
<b>Leadership Development</b>	Equips employees with essential leadership skills, covering topics such as Emotional Intelligence, Effective Leadership Styles, Managing Conflict, and The Evolution of Leadership & Purpose
<b>Functional Competencies</b>	Provides specialized knowledge for operational and technical roles, including Incident Command Systems, Internal Audit Training, Sales Management, and Productivity Enhancement Programs.
<b>Employee Empowerment</b>	Enhances workplace culture and personal development with programs on Diversity & Inclusion, Psychological First Aid, Employee Retention, Stress Management, and Mental Health Awareness.
<b>Regulatory Compliance</b>	Ensures adherence to legal and corporate policies through mandatory training on the Safe Spaces Act, Data Privacy Act, Anti-Money Laundering, Cybercrime Prevention, and Occupational Health & Safety.

Through these initiatives, Filinvest Land continues to build a dynamic, engaged, and future-ready workforce, ensuring that every employee has the resources and opportunities to thrive.

2024 Training Hours

Employee Rank	Male		Female		Both	
	Total Hours	Average Training Hours	Total Hours	Average Training hours	Total Hours	Average Training hours
Executive	1,483	31.55	2,083	50.81	3,566	40.53
Manager	11,548	54.73	10,148	41.59	21,696	47.68
Supervisor	11,880	48.10	9,777	45.47	21,657	46.88
Rank & File	11,269	41.58	31,060	45.41	42,329	44.32
<b>Total</b>	<b>36,181</b>	<b>46.62</b>	<b>53,068</b>	<b>44.82</b>	<b>89,249</b>	<b>45.54</b>

Average Training Hours by Gend			
Gender	2022	2023	2024
Male	17.79	40.36	46.62
Female	21.12	44.02	44.82
<b>Both</b>	<b>19.48</b>	<b>42.77</b>	<b>45.54</b>

Filinvest Land provided employees with an **average of 46 training hours, totaling 89,249 learning hours**, fostering continuous professional development.

Employee Benefits

All full-time employees enjoy a comprehensive benefits package



**Medical Care / HMO**  
(for regular employees)



**Group Life and Accident Insurance**  
(for regular employees)



**Paid Leaves**  
(Vacation, Illness, Maternity, Paternity, Change of Civil Status, Birthday, Bereavement, and Calamity Leaves)



**Employee Home Discount and Assistance Program**  
(For Qualified Regular Employees)



**Car Financing Plan**  
(for managers and up)



**Emergency Load Fund**  
(Aid in Hospitalization, Home Repair After Natural Disaster or Fire)



**Educational Loan**  
(to cover employee dependent/s tuition fees)



**Rewards and Recognition**  
(Leadership Excellence Awards  
Team Breakthrough Awards  
Filinvest Service Awards)



**Employee Engagement Programs**

### Employee Engagement

In 2024, we deepened our commitment to employee well-being by prioritizing meaningful engagement across all levels of the organization. We rolled out targeted programs that foster open communication, collaboration, and recognition, while refining our performance management systems to align with individual and team growth. Through inclusive activities, regular feedback loops, and enhanced benefits, we continue to build a culture where employees feel heard, valued, and motivated to contribute their best.

#### Engagement Activities

- Chinese New Year Celebration

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- FIL The Love – Valentine’s Celebration

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- Nutrition Program with Loaves and Fish Foundation

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- Earth Hour Participation from Property Management Team

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- Easter Celebration

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- Blood Donation Drive with Red Cross and National Kidney and Transplant Institute

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- Filinvest Land Bibot Cup Sports Festival - Including E-Sports

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- Team Building Activities

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- Mother’s Day and Father’s Day Celebrations

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- Costume Fridays

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- Leaders Assembly

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- Health, Well-being and Mind Wellness Activities

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- Cosplay Uprising: A Legendary Halloween Special

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- We are Unstoppable Townhall

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- Unstoppable in Every Era: Christmas Party

### Employee Engagement Highlights

- The 2024 Eco Fun Run at Festival Mall Civic Drive had **600 registered runners and 50% attendance**. The sustainability-driven event promoted family bonding, health, wellness, and environmental responsibility.
- Attained a **90% Employee Engagement Score**, demonstrating a connected and involved workforce
- Recorded **20 Employer Net Promoter Score (NPS)** from employees indicating positive workplace sentiment with areas for enhancement
- **Reduced voluntary attrition by 8%** from previous years’ 25%, now down to 17%.



### Our Commitment to Safety and Health

Filinvest Land remains committed to Occupational Safety and Health, ensuring strict adherence to safety protocols and prioritizing investments in health and safety measures. The company fosters a safe and healthy environment for employees, contractors, and the public, holding its business partners to the same high standards.

A comprehensive safety framework guides its initiatives, including the Safety Policy, Accident Prevention Program, OHS Program, and Code of Safe Practices. Regular fire and earthquake drills

are conducted with local authorities to enhance preparedness.

Building on its commitment to continuous improvement in occupational health and safety reporting, Filinvest Land continues to track safe man-hours for both employees and outsourced service providers. In 2024, the company reported zero fatalities across its operations and supply chain. This covers both FLI employees and the staff of its supply chain, which includes contractors, vendors, and service providers. The safe man-hours recorded below demonstrate the effectiveness of FLIs proactive safety measures.

#### Occupational Health and Safety by theNumbers

Safe Manhours	2022	2023	2024
Employees in property operations)	2,346,255	2,071,004	2,278,450
Employees in projects	4,763,510	6,804,401	6,147,557
Service providers	No disclosure	6,799,997	6,324,630
Contractors’ employees	12,873,670	19,826,204	11,785,145
<b>Total Working Man-hours</b>			<b>26,535,782</b>

Safe Manhours	2022	2023	2024
Work-related injuries	0	2	0
Work-related fatalities	0	0	0
Work-related illnesses	0	2	0

2024 Safety Drills & Simulation	No.#
Fire	83
Hazardous – material	2
Medical	64
Bomb Threat	11
Civil Disturbance	35
Workplace Violence	2
Hostage and Kidnapping	6
Suspicious Mail	1
Severe Weather	13
Power Outage	11
Earthquake	82
Volcanic Eruptions	4
<b>Total Drills &amp; Simulation</b>	<b>314</b>





**Corporate Social Responsibility**

Beyond professional development, Filinvest Land strengthens its commitment to community involvement through various Corporate Social Responsibility (CSR) programs. Employees actively participate in outreach initiatives, reinforcing our mission to create a positive social impact while fostering a sense of purpose and shared responsibility.

- Disaster Relief Operations**
- Medical Drive**
- Coastal Clean Up**
- Tree Planting**
- Donations to Schools**

- Assisted **1,700 Families** through **Pusong Filinvest** Relief Operations, providing support to the victims of typhoons, floods, and fire, including Typhoons Carina and Enteng.

Coastal Clean-up and Mangrove Tree Planting in Davao – planted 200 mangrove seedlings and donated 200 gardening and cleaning tools to 2 barangays in Kaputian District, Davao.



**Safeguarding Data Privacy**

Filinvest Land remains committed to protecting the personal information of customers, employees, and other data subjects by adhering to stringent data protection, privacy, and information security regulations. In full compliance with the Data Privacy Act of 2012 and guidelines set by the National Privacy Commission, the company continuously strengthens its data security measures.

In 2024, Filinvest Land had zero data breaches, which is a testament to its robust privacy safeguards and commitment to responsible data management.

Security tools in place:



Firewall



Endpoint Security (Anti-Virus)



Information, Education, and Communication (IEC) Awareness Advisory



Simulation and Testing

Together, these initiatives form the foundation of Filinvest Land’s mission: addressing critical societal challenges, fostering inclusivity, and creating lasting value for the communities we serve. As we move forward, we remain committed to building not just homes, but opportunities—empowering individuals, strengthening families, and shaping a future where every Filipino can thrive.

# EESG PERFORMANCE METRICS

A. Economic Disclosures	2022	2023	2024
<b>Economic Performance</b>			
<b>Direct Economic Value Generated and Distributed (GRI 201-1)</b>	<b>Total (in '000 PHP)</b>	<b>Total (in '000 PHP)</b>	<b>Total (in '000 PHP)</b>
Direct economic value generated (revenue)	19,944,346	22,554,334	24,445,898
Direct economic value distributed			
a. Operating costs	15,696,130	11,800,774	18,805,527
b. Employee wages and benefits	1,398,808	1,683,280	1,977,941
c. Payments to suppliers and other operating costs	9,938,182	11,222,827	10,938,268
d. Dividends given to stockholders and interest payments to lenders (does not include principal debt payments)	5,741,968	1,535,380	7,151,387
e. Taxes paid to government	409,321	576,492	22,487
f. Community social investments (e.g. donations, CSR)	350	1,000	1,400
<b>Procurement Practices</b>			
<b>Proportion of Spending on Local Suppliers (GRI 204-1)</b>			
Percentage of procurement budget used for significant locations of operations that is spent on local suppliers	98%	99%	81%
Note: The geographic definition of 'local' is based on the region of the country where there are FLI operations.			
<b>Anti-Corruption</b>			
<b>Trainings on Anti-corruption Policies and Procedures (GRI 205-2)</b>			
Percentage of employees who have received written communication about corporate anti-corruption policies and procedures	0%	0%	0%
Percentage of business partners who have received written communication about corporate anti-corruption policies and procedures	0%	0%	0%
Percentage of directors and management who have received anti-corruption training	100%	100%	100%
Percentage of employees who have received anti-corruption training	100%	100%	100%

Operating Results	2022	2023	2024
<b>Anti-Corruption</b>			
<b>Incidents of corruption (GRI 205-3)</b>			
Number of incidents in which directors were removed or disciplined for corruption	0	0	0
Number of incidents in which employees were dismissed or disciplined for corruption	0	0	0
Number of incidents when contracts with business partners were terminated due to corruption	0	0	0

B. Environment Disclosures	Unit	2022	2023	2024
<b>Resource Management</b>				
<b>Energy Consumption (GRI 302-1)</b>				
Gasoline – property operations	L	0	115,538	90,556
Diesel – property operations	L	164,830	209,932	214,220
Diesel – construction projects	L	611,924	840,207	695,908
Electricity (renewable) – common area	KWH	5,108,971	6,624,488	11,267,418
Electricity (renewable) – total area	KWH	20,634,302	23,462,168	35,471,855
Electricity (non-renewable) – common area	KWH	62,682,666	63,317,092	57,837,290
Electricity (non-renewable) – total area	KWH	134,352,881	139,172,317	129,566,905
Electricity (RE & non-RE) – common areas	KWH	67,791,637	69,941,580	69,104,708
Electricity (RE & non-RE) – total area	KWH	154,987,183	162,634,485	165,038,760
Electricity – construction projects (non-RE)	KWH	2,315,796	3,381,122	2,608,336
Total Electricity – property ops (common) & projects	KWH	70,107,433	73,322,702	71,713,044

Note: Renewables consumption by FILRT and non-FILRT offices from (purchased electricity from renewables) Festival Mall (rooftop solar) and other FLI residential properties.

B. Environment Disclosures	Unit	2022	2023	2024
<b>Resource Management</b>				
<b>Energy Consumption (GRI 302-1)</b>				
Gasoline – property operations	L	0	3,951	3,097
Diesel – property operations	L	6,362	8,103	8,269
Diesel – construction projects	L	23,620	32,432	26,682
Electricity (renewable) – common area	KWH	18,932	23,848	40,563
Electricity (renewable) – total area	KWH	74,823	84,464	127,699
Electricity (non-renewable) – common area	KWH	225,658	227,942	208,214
Electricity (non-renewable) – total area	KWH	483,670	501,020	466,441
Electricity (RE & non-RE) – common areas	KWH	244,050	251,790	248,777
Electricity (RE & non-RE) – total area	KWH	557,954	585,484	594,140
Electricity – construction projects (non-RE)	KWH	8,337	12,172	9,390
Total Electricity – property ops (common) & projects KWH	KWH	252,387	263,962	258,167
Energy Density conversion: Gasoline –0.0342 GJ/L, Diesel –0.0386 GJ/L, Electricity – 0.0036 GJ/KWH				
<b>Water Consumption (GRI 303-5)</b>				
Water used – total area	m <sup>3</sup>	3,034,671	3,379,141	2,922,847
Water recycled and reused	m <sup>3</sup>	48,120	95,648	59,383
Note: Water used covers property management (2,722,016 m3) and construction projects (200,831 m3).				
<b>Materials Used (GRI 301-1)</b>				
Materials Used – steel	Tonnes	17,314	12,707	4,202
Materials Used – cement	Tonnes	25,296	35,388	27,236
Recycled waste for construction	Tonnes	12	Nil	11
Percentage of recycled input materials used to manufacture the organization's primary products and services	%	<1%	<1%	<1%

B. Environment Disclosures	Unit	2022	2023	2024
<b>Resource Management</b>				
<b>Ecosystems and Biodiversity (GRI 304-1 &amp; 304-3)</b>				
Filinvest Land's developments are mostly located in highly populated areas where there is no immediate threat of human activity on biodiversity.				
Operational sites owned, leased in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.				
The Timberland township is adjacent to but not within the boundaries or the buffer zone of the Upper Marikina Watershed Protected Landscape.				
The existing land bank also does not contain parcels of land within protected areas classified under the NIPAS Act.				
Habitats protected or restored			None	
IUCN Red List species and national conservation list species with habitats in areas affected by operations			None	
<b>Environmental Impact Management</b>				
<b>Greenhouse Gas Emissions (GRI 305-1, 305-2, 305-3, 305-6)</b>				
Direct Emissions (Scope 1) –diesel and gasoline – property operations	Tonnes CO2-e	446	837	831
Direct Emissions (Scope 1) –diesel – projects	Tonnes CO2-e	1,656	2,274	2,025
Direct Emissions (Scope 1) –diesel – property operations & projects	Tonnes CO2-e	2,102	2,842	2,649
Indirect Emissions (Scope 2) – purchased electricity, common areas only	Tonnes CO2-e	44,643	45,094	41,192
Indirect Emissions (Scope 2) – purchased electricity, total area	Tonnes CO2-e	95,686	99,119	92,278
Indirect Emissions (Scope 2) – purchased electricity, projects	Tonnes CO2-e	1,649	2,408	1,858
Total GHG Emissions (Scope 1 & 2) – property operations, common area	Tonnes CO2-e	45,088	45,931	42,023
Total GHG Emissions (Scope 1 & 2) – property operations, total area	Tonnes CO2-e	96,132	99,956	93,109
Total GHG Emissions (Scope 1 & 2) – projects	Tonnes CO2-e	3,305	4,682	3,883
Total GHG Emissions (Scope 1 & 2) – property operations (common areas) and projects	Tonnes CO2-e	48,393	50,613	45,906

AMOUNT	2022	2023	2024	
<b>Environmental Impact Management</b>				
<b>Greenhouse Gas Emissions (GRI 305-1, 305-2, 305-3, 305-6)</b>				
Total GHG Emissions (Scope 1 & 2) – property operations (total areas) and projects	Tonnes CO2-e	99,437	104,637	96,992
Avoided GHG emissions	Tonnes CO2-e	14,696	16,710	25,263
Emissions of ozone-depleting substances (ODS)	Tonnes	No disclosure	No disclosure	No disclosure

Notes:

- Scope 2 applies only to non-RE KWH consumption. By July 2024, all office buildings under FILRT property management have all transitioned to electricity sourced from renewables.
- FILRT buildings connected to the District Cooling System consumed 17,801,271 TRH, or 85.45% of the total DCS output of 20,831,680 TRH in 2024. DCS consumed 14,858,314 KWH of electricity, of which 12,696,858 KWH is indirectly attributable to FILRT. The corresponding GHG emissions of DCS on behalf of FILRT is a Scope 3 disclosure for FILRT but is covered as Scope 2 by FLI.
- Diesel EF: 2.706 kg CO2 per liter
- Luzon-Visayas Grid EF: 0.7122 tons CO2 per MWH

<b>Air Pollutant Emissions (GRI 305-7)</b>				
Nitrogen oxides (NOx)	Kg	Deemed immaterial. Standby gensets are operated only for a few minutes during preventive maintenance. There were no massive power failures in 2024 that necessitated the extended use of gensets in any of FLI's properties.		
Sulfur oxides (SOx)	Kg			
Persistent Organic Pollutants (POP)	Kg			
Volatile organic compounds (VOC)	Kg	The environmental regulator does not require testing and disclosure of air pollutant emissions if gensets are only run for periodic preventive maintenance.		
Hazardous air pollutants (HAP)	Kg			
<b>Solid Wastes Generation (GRI 306-3, 306-4, 306-5)</b>				
Reusable	Tonnes	0.29	Data not available	2.26
Recyclable	Tonnes		256	224
Composted	Tonnes	0	639	0
Residuals (landfilled)	Tonnes	10,224	10,266	17,512
Total	Tonnes	10,224	11,161	17,738

B. Environment Disclosures	UNIT	2022	2023	2024
<b>Environmental Impact Management</b>				
<b>Hazardous Wastes (GRI 306-4, 306-5)</b>				
Hazardous wastes generated	Kg	13,792	292,924	40,821
Hazardous wastes transported and treated	Kg	0	5,950	0
<b>Effluent (GRI 303-4)</b>				
Wastewater generated – total area	m <sup>3</sup>	1,032,858	2,043,877	1,847,830
Total volume of effluent discharge	m <sup>3</sup>	984,738	1,639,274	1,806,502
Total volume of effluent reused	m <sup>3</sup>	48,120	95,648	59,383
Percent of effluent recycled	m <sup>3</sup>	4.66%	4.68%	3.21.%

Notes: Wastewater generation attributable to FLI (incl. FILRT) property operations within Filinvest City are estimated as a fraction of the total influent measured in the centralized sewage treatment plant of the estate. This return factor changes from year to year. The same ratio applies to the estimation of effluent discharge and reuse. Recycled effluent is treated wastewater that is used internally in STP operations as well as irrigation of public spaces within Filinvest City.

<b>Environmental Compliance</b>				
Total amount of monetary fines for non-compliance with environmental laws and/or regulations	PHP	0	0	0

C. Social Performance									
Employee Management	2022			2023			2024		
Employee Hiring and Benefits (GRI 401-1)	TOTAL	M	F	TOTAL	M	F	TOTAL	M	F
Total number of regular employees	1,639	611	1,028	1,796	734	1,062	1,960	776	1,184
Voluntary attrition rate	25%			25%			17%		
Ratio of lowest paid employee against minimum wage	1.07			1.04			1.03		
Employee Training and Development	2022			2023			2024		
Employee Training and Development (GRI 404-1)	TOTAL	M	F	TOTAL	M	F	TOTAL	M	F
Total training hours provided to employees	39,648	17,826	21,822	74,730	15,460	32,270	89,249	36,181	53,086
Average training hours provided to employees	19.48	17.79	21.12	42.77	40.36	44.02	45.54	46.62	44.82
Labor Management Relations	2022			2023			2024		
Labor Management Relations									
% of employees covered by Collective Bargaining Agreements	0			0			0		
Number of consultations conducted with employees concerning employee related policies	0			2			0		
Diversity and Equal Opportunity	2022			2023			2024		
Diversity and Equal Opportunity (GRI 405-1)	TOTAL	M	F	TOTAL	M	F	TOTAL	M	F
% of workers in the workforce by gender	100%	37%	63%	100%	41%	59%	100%	40%	60%
Number of employees from indigenous communities and/or vulnerable sector	0			0			0		

C. Social Performance			
Workplace Conditions and Occupational Health and Safety	2022	2023	2024
Occupational Health and Safety (GRI 403-9, 403-10)			
Safe manhours (Filinvest employees – property operations & HQ)	2,346,255	2,071,004	2,278,450
Safe manhours (Filinvest employees – projects)	4,763,510	6,804,401	6,147,557
Safe manhours (service providers)	No disclosure	6,799,997	6,324,630
Safe manhours (contractors)	12,873,670	19,826,204	11,785,145
Number of work-related injuries	0	2	0
Number of work-related fatalities	0	0	0
Number of work-related ill-health	0	2	0
Number of safety drills	26	838	314
Labor Standards and Human Rights	2022	2023	2024
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	4
Number of legal actions or employee grievances involving forced or child labor	0	0	0

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

Relationship with Community	2022	2023	2024
Significant Impacts on Local Communities (GRI 413-1)			
For operations affecting IPs, total number of Free and Informed Prior Consent (FPIC) consultations and Certification Preconditions (CPs) secured			
FLI's operations are not located in any sites which have the presence of indigenous communities.			

C. Social Performance			
Customer Management	2022	2023	2024
<b>Customer Satisfaction</b>			
Customer Satisfaction Score	76%	81%	92%
Note: Filinvest Land undertakes customer satisfaction surveys annually.			
<b>Product/Service Health and Safety (GRI 416-2)</b>			
Number of substantiated complaints on product or service health and safety	615	0	0
Number of complaints addressed	418	0	0
<b>Marketing and Labeling (GRI 417-2, 417-3)</b>			
Number of substantiated complaints on product or service marketing and labeling	8	367	0
Number of complaints addressed	8	231	0
<b>Customer Privacy (GRI 418-1)</b>			
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
<b>Data Security and Privacy</b>			
<b>Data Security (GRI 418-1)</b>			
Number of data breaches, including leaks, thefts and loss of data	0	0	0

# SEC CONTENT INDEX

Disclosures	Reporting Location	Remarks / Explanation
<b>Company details</b>		
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, 2024
Highest Ranking Person for this report		Head of Investor Relations

A. Economic disclosures	Reporting Location	Remarks / Explanation
<b>Economic Performance</b>		
<b>Direct Economic Value Generated and Distributed</b>		
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	
<b>Climate-Related Risks and Opportunities</b>		
General Disclosures	Governance	Environmental Performance
	Strategy	
	Risk Management	
	Metrics and Targets	
		Ongoing assessment of assets through a partnership with a reputable 3rd party advisor

A. Economic disclosures		Reporting Location	Remarks / Explanation
<b>Procurement Practices</b>			
<b>Proportion of Spending on Local Suppliers</b>			
General Disclosures	Management Approach	Economic Performance	All major procurement is undertaken by SharePro, a shared services company that serves the Filinvest Group, spun off from Filinvest Land
	The Impact and Where it Occurs		
	Stakeholders Affected		
KPIs	Percentage of procurement budget used for significant locations of operations that is spent on local suppliers	Procurement Practices	
<b>Anti-Corruption</b>			
<b>Training on Anti-Corruption Policies and Procedures</b>			
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		

A. Economic disclosures		Reporting Location	Remarks / Explanation
<b>Anti-Corruption</b>			
<b>Training on Anti-Corruption Policies and Procedures</b>			
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		
<b>Incidents of Corruption</b>			
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
<b>Resource Management</b>			
<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 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		
KPIs	ESG Risks and Opportunities		
	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 main materials used in construction of FLI projects are steel and cement. Water consumption of projects is also tracked.
	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		

B. Environment Disclosures		Reporting Location	Remarks / Explanation
<b>Resource Management</b>			
<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.  94% of FILRT assets buy 100% renewables via the Open Access scheme, and one mall has onsite solar
	The Impact and Where it Occurs		
	Stakeholders Affected		
KPIs	ESG Risks and Opportunities		
	Direct (Scope 1) GHG Emissions		
	Energy indirect (Scope 2) GHG Emissions		
	Emissions of ozone-depleting substances (ODS)	--	Not material

B. Environment Disclosures		Reporting Location	Remarks / Explanation
<b>Environmental Impact Management</b>			
<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 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)		
<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. A partnership with a circular economy private entity was signed in 2023 to explore synergy opportunities.
	The Impact and Where it Occurs		
	Stakeholders Affected		
KPIs	Total solid waste generated - by type		
<b>Hazardous Waste</b>			
General Disclosures	Management Approach	Environmental Performance	FLI's operating units have respective Hazwaste IDs with the DENR and chain of custody documentation is in place when DENR-accredited service providers are engaged to transport, treat and dispose of hazardous wastes.
	The Impact and Where it Occurs		
	Stakeholders Affected		
KPIs	Total weight of hazardous waste generated		
	Total weight of hazardous waste transported		

B. Environment Disclosures		Reporting Location	Remarks / Explanation
<b>Environmental Impact Management</b>			
<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 water utility.
	The Impact and Where it Occurs		
	Stakeholders Affected		
KPIs	Total volume of water discharges		
	Percent of wastewater recycled		
<b>Environmental Compliance</b>			
<b>Non-compliance with environmental laws and regulations</b>			
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 Disclosure		Reporting Location	Remarks / Explanation	
<b>Employee Management</b>				
<b>Employee Hiring and Benefits</b>				
General Disclosures	Management Approach	Social Performance	Filinvest's hiring philosophy is based on competency and merit, irrespective of gender, race, ethnicity, religion or social background.	
	The Impact and Where it Occurs			
KPIs	Total number of employees			
	Attrition rate			
	Ratio of lowest paid employee against minimum wage	EESG Performance		
	List of employee benefits	Social Performance		
<b>Employee Training and Development</b>				
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	% of employees covered by Collective Bargaining Agreements			
	Number of consultations conducted with employees concerning employee-related policies			
<b>Labor Management Relations</b>				
General Disclosures	Management Approach	Social Performance	As of the end of 2024, there is no CBA in Filinvest Land or any of its subsidiaries	
	The Impact and Where it Occurs			
KPIs	% of employees covered by Collective Bargaining Agreements			
	Number of consultations conducted with employees concerning employee-related policies			

C. Social Disclosures		Reporting Location	Remarks / Explanation	
<b>Employee Management</b>				
<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.
	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			
<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			

C. Social Disclosures		Reporting Location	Remarks / Explanation
<b>Supply Chain Management</b>			
<b>Supplier Accreditation and Screening</b>			
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		
<b>Relationship with Community</b>			
<b>Significant Impacts on Local Communities</b>			
General Disclosures	Management Approach	Social Performance	Filinvest projects are not located in areas where there is a certificate of ancestral domain title. There are operating units that do engage indigenous peoples in the course of everyday operations, e.g. within Clark Mimosa where Aetas are part of the workforce of business partners.
	Operations with significant impacts on local communities (by location, vulnerable group/indigenous people (IPs))		
KPIs	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		
<b>Customer Management</b>			
<b>Customer Satisfaction</b>			
General Disclosures	Management Approach	Social Performance	Filinvest Land undertakes annual customer satisfaction surveys.
	The Impact and Where it Occurs		
KPIs	Customer Satisfaction Score(s)		

C. Social Disclosures		Reporting Location	Remarks / Explanation
<b>Customer Management</b>			
<b>Health and Safety</b>			
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		
<b>Marketing and Labelling</b>			
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		
<b>Employee Management</b>			
<b>Customer Privacy</b>			
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 2024.
	The Impact and Where it Occurs		
KPIs	Number of substantiated complaints on customer privacy		
	Number of complaints addressed		
<b>Data Security</b>			
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 2024.
	The Impact and Where it Occurs		
KPIs	No. of data breaches, including leaks, thefts and losses of data		