

Global-Estate Resorts, Inc.

ESG Report

Financial Year 2020



Credits

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About Trucost

Trucost is part of S&P Global. A leader in carbon and environmental data and risk analysis, Trucost assesses risks relating to climate change, natural resource constraints, and broader environmental, social, and governance factors. Companies and financial institutions use Trucost intelligence to understand their ESG exposure to these factors, inform resilience and identify transformative solutions for a more sustainable global economy. S&P Global's commitment to environmental analysis and product innovation allows us to deliver essential ESG investment-related information to the global marketplace. For more information, visit www.trucost.com.

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About Global-Estate Resorts, Inc.

Global-Estate Resorts, Inc. (Hereafter GERI) is a subsidiary of Megaworld Corporation and is based in the Philippines. GERI is registered in the Philippines Stock Exchange. GERI's diverse portfolio of projects include residential communities integrated with golf, resort, leisure and commercial complexes, mixed-use condominium developments, and a business park. GERI specializes in development of tourism estates with a vision to establish itself as a leading developer of master-planned and fully integrated tourism estates in the Philippines catering to both the domestic and foreign markets.

The real estate sector consumes significant amounts of energy primarily related to space heating, air conditioning, water heating, lighting, and use of equipment and appliances. In addition, the sector consumes significant amounts of water in its operations through water fixtures, building equipment, appliances, and irrigation. Moreover, the sector generates large amounts of waste through its operations that requires responsible disposal.

The real estate sector is subjected to stringent government rules and regulations. It is also exposed to a number of governance-related risks. In order to manage and avoid these risks, companies in the industry can implement a range of governance measures, including employee training, oversight, policies, procedures, and enforcement systems focused on transparency and appropriate disclosures. Effective management of these risks can lead to increased client trust and better brand value in the market, adding to long-term revenue growth. Inadequate management of risks may lead to regulatory fines and penalties, as well as decreased client trust, and a loss of its social license to operate.

Introduction

GERI engaged Trucost to review reporting of its environmental, social and governance (ESG) impacts for the financial year of 2020 (FY2020), which comprised of January 2020-December 2020. GERI is interested in measuring its baseline ESG impact that it can use to track progress against ESG-related activities over time. The results from this report are in line with common sustainability reporting frameworks such as Global Reporting Initiative (GRI), Climate Disclosure Projects (CDP), Sustainability Accounting Standards Board (SASB), and Task Force on Climate-related Financial Disclosures (TCFD), among others, and can satisfy the sustainability reporting requirements for the Philippines Stock Exchange.

Proactively identifying key materiality issues provides companies with the opportunity to increase their value, both in business and financial terms. Focusing on these material ESG issues can allow companies to positively impact their growth in terms of profit and customers, while failure to address these issues can have a negative effect on a company's reputation and profits. Through an ESG report, GERI can communicate the company's commitment to sustainable development and its key achievements, practices, and management approaches to its target audiences and stakeholders.

Scope

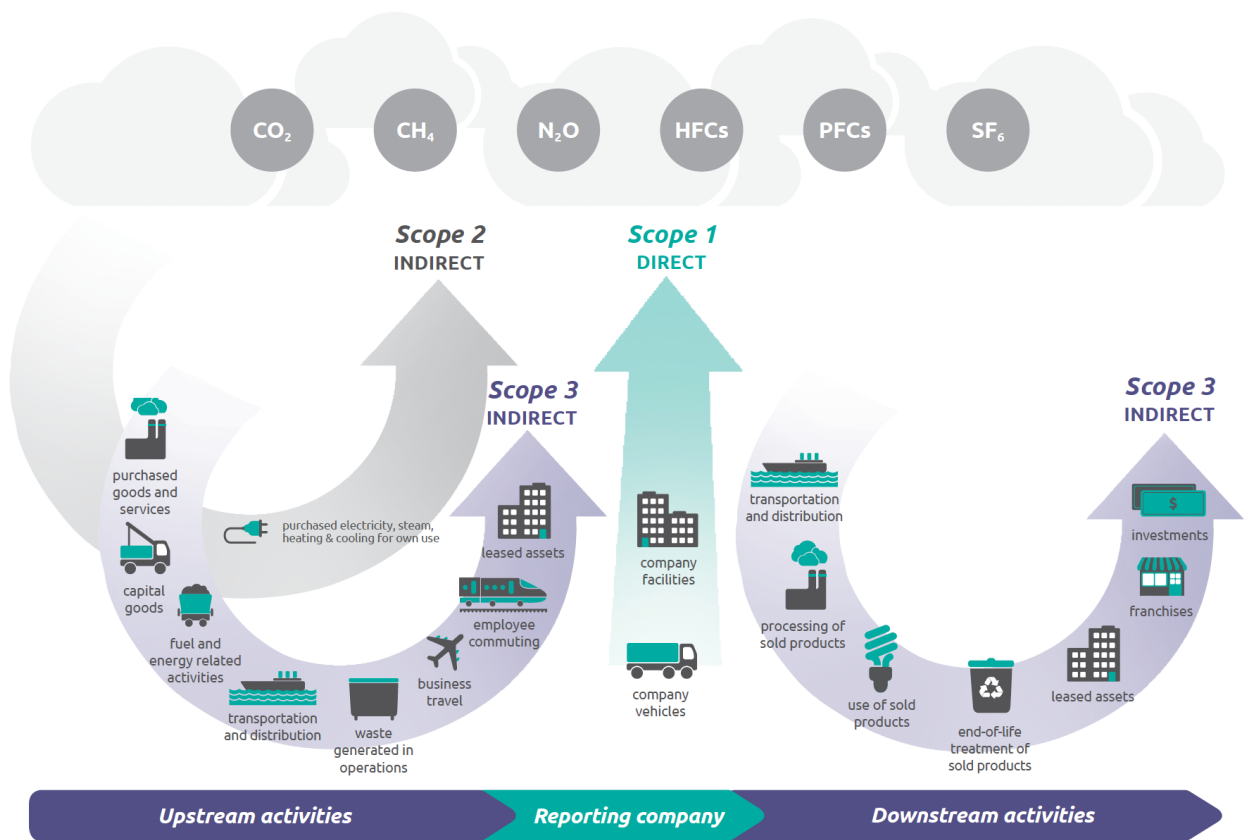
GERI assessed and disclosed environmental, social, and governance impacts for its owned buildings and operations.

Environmental indicators covered include:

- GHG emissions, scope 1, 2 and select scope 3 (see exhibit 1 below)
- Electricity use
- Waste generation
- Water use
- Environmental standards

The figure below summarizes an organization's sources of GHG emissions, across scope 1 (direct emissions), scope 2 (indirect emissions, primarily purchased electricity), and scope 3 (indirect emissions from upstream suppliers and downstream customers).

FIGURE 1: SCOPE OF VALUE CHAIN GHG EMISSIONS FOOTPRINT



Source: WRI (2015) GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

Social indicators covered include:

- Workforce diversity
- Employee training and development

Governance indicators covered include:

- Data privacy and security
- Electronic waste
- Stakeholder management
- Business ethics

Methodology

This report includes material ESG data from all business units, subsidiaries, and operations where GERI maintains majority operational control.

GERI provided Trucost with site location records, electricity data, water data use data, waste data, and business travel data. Based on the information provided, the data covers 100% of the sites' full-time employees (FTEs). Where data was not available for individual sites, Trucost applied assumptions.

Trucost calculated Scope 1 emissions from fuel usage for stationary consumption and for vehicles.

Trucost calculated Scope 2 emissions from electricity consumption data. Trucost also calculated Scope 3 emissions related to waste, e-waste, and business air travel.

The Greenhouse Gas Protocol methodology for compiling GHG data is used to assess carbon footprint. This includes the following material GHGs: CO₂ (carbon dioxide), N₂O (nitrous oxide), and CH₄ (methane). The following emission conversion factor sources are used in calculations:

- Fuel usage: Defra 2020
- Purchased electricity Philippines GRID factor
- Business travel: Defra 2020
- Waste: Defra 2020

All commentary and metrics in the social and governance sections of this report were provided by GERI. No calculations were required to compile these metrics.

Board Statement

The board of directors of the Company (the "Board" or the "Directors") is committed to maintaining a high standard of corporate governance and transparency within the Group and adopt sustainability reporting practices based on the Securities Exchange Commission's Sustainability Reporting Guidelines for Publicly-Listed Companies ("Guidelines"). The Board has adopted the Guidelines where appropriate so as to strengthen corporate governance and reporting practice and foster greater corporate disclosure.

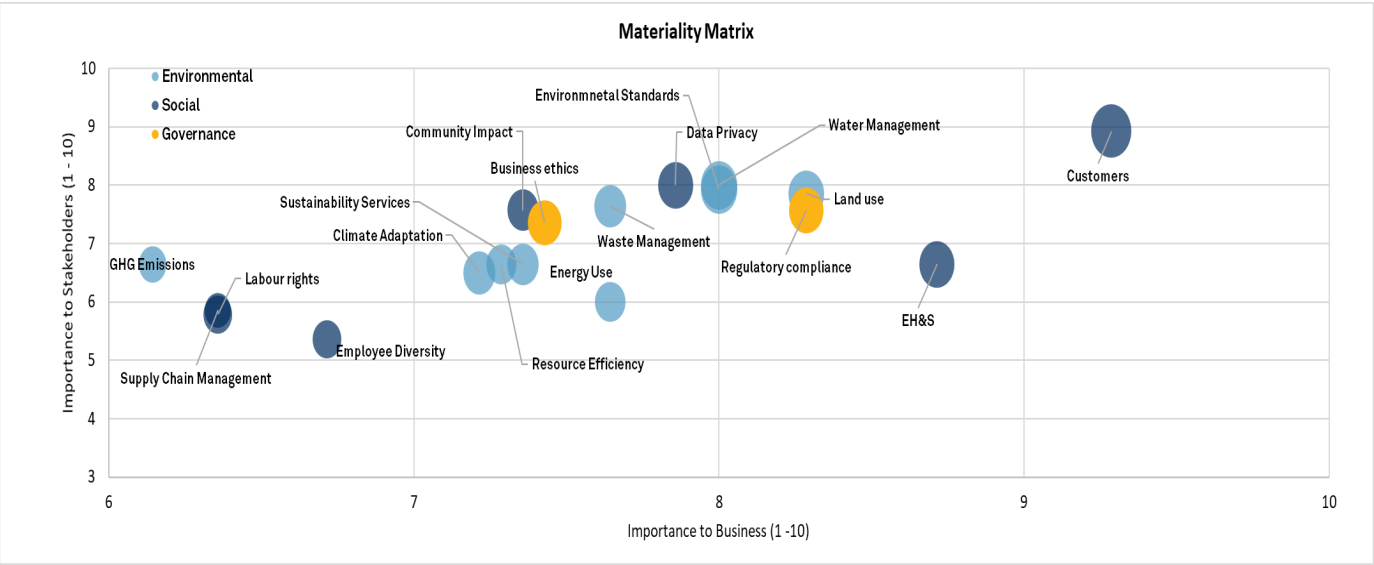
In addition, it has embraced the SEC Memorandum Circular, which requires every listed issuer to prepare an annual sustainability report. This report is developed in line with the Guidelines on a 'comply or explain' basis. The policies, targets, risks and opportunities identified within an external independent review are monitored and reported within this ESG report and the Board commits to oversee the appropriate activities are undertaken to achieve the good practice targets set.

The Company recognizes the importance of good governance for continued growth and investors' confidence. In line with the commitment by the Company to maintaining high standards of corporate governance, the Company will continually review its corporate governance processes to strive to fully comply with the Guidelines. The Board confirms that for the financial year ended 31 December 2020 ("FY2020"), the Company has generally adhered to the principles and guidelines set out in the Guidelines, and where there are deviations from the Guidelines, appropriate explanations are provided.

ESG Materiality

Trucost considered sector-level materiality to identify ESG issues relevant to companies operating in the associated sectors. These themes were identified using GRI, SASB, investor trend review and a wider literature review. Sector-level materiality was identified and refined based on specific practices of the company. Exhibit 1 shows the ESG materiality graph for GERI. The material topics shown in the graph are identified across three categories – environment, social and governance. The bubbles in light blue represent material environmental topics, the bubbles in dark blue represent material social topics and the bubbles in yellow represent the governance topics material to GERI in FY2020.

EXHIBIT 1: GERI ESG MATERIALITY MATRIX, FY2020



The y-axis represents the importance of the material topics to stakeholders on a scale of 1 to 10. These stakeholders include internal and external stakeholders of GERI. The x-axis represents the importance of the material topics to the business on a scale of 1 to 10, with 1 being the lowest and 10 being the highest score. The size of the bubble for each material topic signifies the financial impact of each material topic.

SDG Materiality

In 2015, the United Nations developed a blueprint for achieving peace and prosperity for people and the planet by 2030 in the form of 17 global goals and 169 targets for sustainable development. The United Nations Sustainable Development Goals (SDGs) are a call to action for governments, society and the private sector to achieve a more sustainable future. Since their launch in 2015, the SDGs have garnered widespread backing among companies and investors who have made progress towards aligning business strategies and capital allocation with the SDGs.

Exhibit 2 displays the top material SDGs for GERI based on the company's operating sector and geographies and financial materiality¹. The matrix ranks the SDGs for GERI based on the level of importance of SDG-related issues based on GERI's operating sectors and geographies and the degree of financial materiality of issues underlying each SDG. SDGs in the right-hand upper quadrant of the matrix are considered high in both financial materiality and potential risk exposure related to the SDGs; it is recommended that GERI prioritize activities related to addressing these SDGs in order to mitigate any adverse impacts to or by the company. These include SDG 3 (Good Health and Well-being), SDG 12 (Responsible Consumption and Production), and SDG 14 (Life Below Water). Areas to focus on related to these SDGs include healthcare access to employees, decreasing pollution from operations (SDG 3), reducing material use and increasing operational efficiencies (SDG 12), and reducing water pollution that runs off into marine waterways (SDG 14). In the right-hand lower quadrant are SDGs that are considered high in financial materiality, but lesser in magnitude in terms of SDG-related issues that may affect or be affected by GERI; it is recommended to monitor these SDG-related issues. These include SDG 7 (Affordable and Clean Energy), SDG 13 (Climate Action), SDG 15 (Life on Land), and SDG 17 (Partnerships for the Goals). Areas to monitor related to these SDGs include energy consumption and efficiency, access to renewable energy (SDG 7), reduction of GHG emissions, resiliency planning for the impacts of climate change (SDG 13), practicing transparent and accountable tax disclosure, and becoming a signatory to the United Nations Global Compact (SDG 17).

EXHIBIT 2: SDG MATERIALITY MATRIX

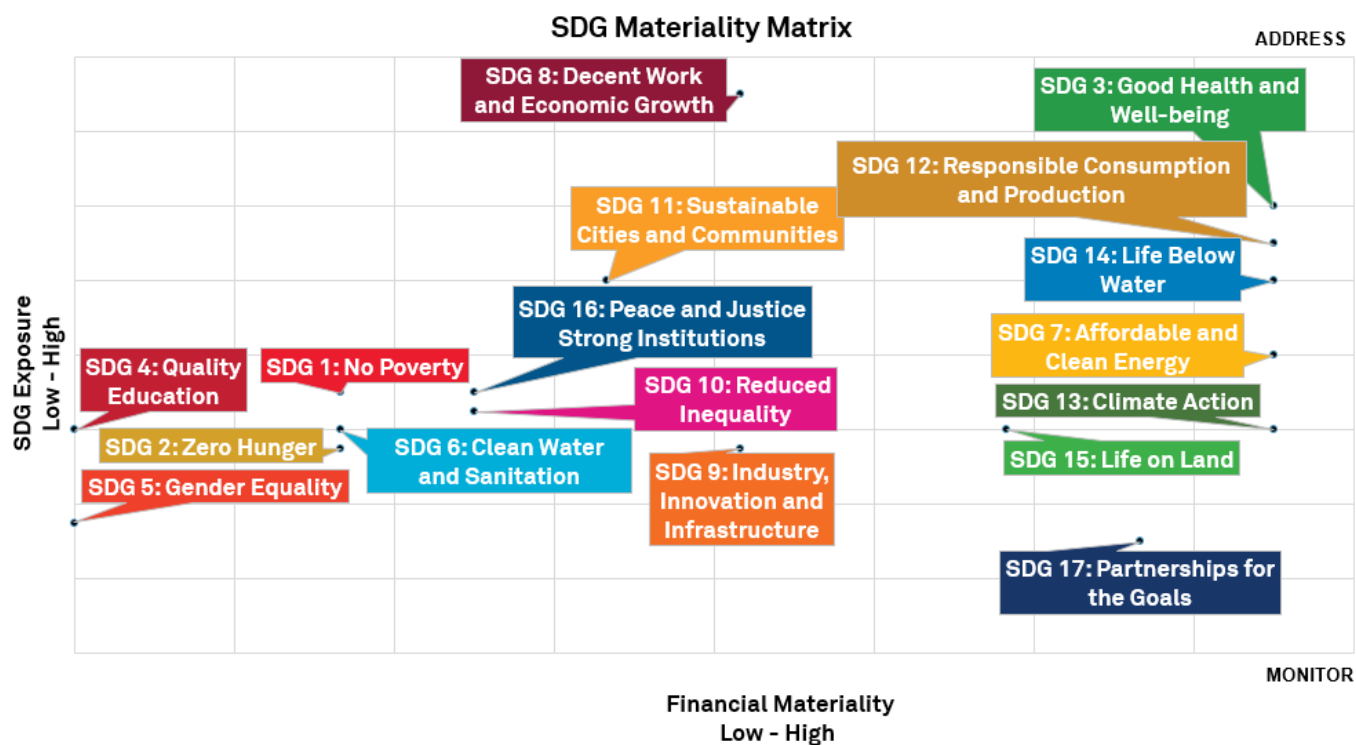


EXHIBIT 3: SDG RELATED INITIATIVES

¹ Top financial material issues are provided by the SASB Materiality Matrix (<https://materiality.sasb.org/>) and mapped by Trucost to associated SDGs.

SDG Related Initiatives	Details	SDG and Target
Showcasing locally-made products from merchants and local farmers	GERI has designated space for local farmers and merchants to sell their local food, produce and other products in its “Lokal Market” campaign in Southwoods Mall, Binan City, Laguna	SDG 2 - Target 2.3; By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment.
Migration to Google Suite	In June 2020, the Company intensified its digitization efforts by launching G Suite or Google Workspace to improve productivity and accessibility of employees even during community quarantine. G Suite introduced the different essential apps to employees such as Gmail, Google Drive, Calendar and the different collaborative apps such as: Docs, Sheets and Slides.	SDG 9: target 9.c - Significantly increase access to information and communications technology and strive to provide universal and affordable access to the Internet in least developed countries by 2020
Re-use/ Re-purpose of excess materials	Excess materials such as tiles, furniture, lighting and similar items from previous projects are re-allocated to other projects.	SDG 12; target 12.5 - By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse
Selection of Environment-friendly Materials/ Finishes	Use of natural materials such as wood, textile and paper with minimum plastic content. Use of water-based paint. Use of UV-reflective film for windows to reduce the heat inside the interiors.	SDG 12; Target 12.2 - By 2030, achieve the sustainable management and efficient use of natural resources
Energy Efficient Design for hotel rooms and property units	<ul style="list-style-type: none"> • Microswitch: Automatically shuts off the FCU when the balcony door is opened. • Use of inverter type AC. 	SDG 7; target 7.b - By 2030, expand infrastructure and upgrade technology for supplying modern and sustainable energy services for all in developing countries, in particular least developed countries, small island developing States, and land-locked developing countries, in accordance with their respective programmes of support

Environmental Impact

Operational Greenhouse Gas Emissions

Trucost reviewed GERI's environmental data for FY2020. Exhibit 3 below relates the key findings for environmental impacts. These impacts are described in absolute terms, or their total volume, as well as in intensity terms by m² of GERI's floor area (569,254 m²), by employee (700 employees) and by revenue (2,057 mPHP).

EXHIBIT 3: COMBINED DIRECT AND INDIRECT OPERATIONAL GREENHOUSE GAS EMISSIONS, FY2020

Scope	Absolute Emissions	Carbon Intensity		
		tCO2e per m ² of floor area	tCO2e per employee	tCO2e per million PHP revenue
Scope 1	2,546	0.004	3.64	1.24
Scope 2 (Location-Based)	12,658	0.022	18.08	6.15
Scope 3	34	0.0001	0.05	0.02
Total Emissions	15,238	0.027	21.77	7.41

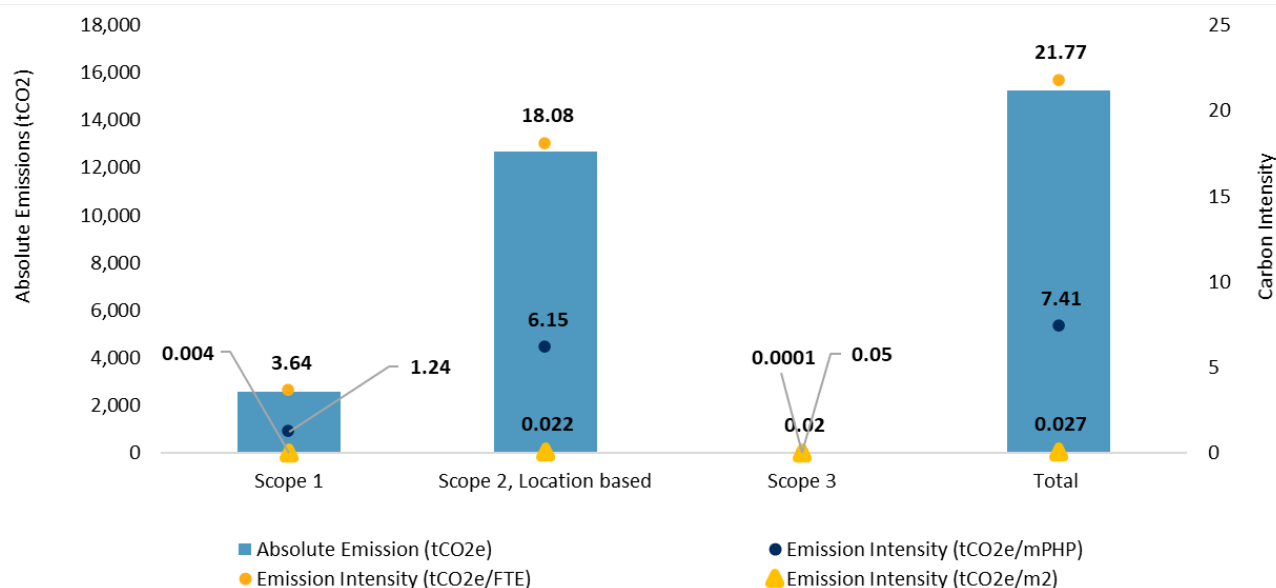
Breakdown of emissions

Scope	Category	Absolute emissions tCO2e
Scope 1	Stationary Emissions	2,224
Scope 1	Mobile Emissions	323
Scope 2	Electricity: Location Based	12,658
Scope 3	Category 5: Waste generated in operations	15
Scope 3	Category 6: Business travel	18
Total Emissions		15,238

GERI has proactively taken measures to reduce emissions and protect the environment. The following are a sample of the initiatives taken by GERI:

- Excess materials such as tiles, furniture, lighting, and similar items from previous projects are reallocated to other projects
- Use of natural materials such as wood, textile, and paper with minimum plastic content
- Use of energy efficient materials such as microswitch and inverter type ACs

EXHIBIT 4: GHG EMISSIONS ABSOLUTE VALUES AND INTENSITY VALUES, FY2020



Direct (Scope 1) GHG Emissions

Direct emissions are GHG emissions from organizational operations (or scope 1) derived from propane, diesel, natural gas consumption for boiler, gas turbine, diesel generators, owned transportation and refrigeration processes. GERI's scope 1 emissions during FY2020 was 2,546 tCO₂e, and the intensities of GHG emissions normalized by square meter of floor area, employees and revenue were 0.004 tCO₂e/m², 3.64 tCO₂e/employee and 1.24 tCO₂e/PHP million, respectively.

Indirect (Scope 2) GHG Emissions

A second component of GHG emissions related to organizational operations are indirect (or scope 2) emissions primarily from the consumption of purchased electricity. GERI's scope 2 emissions (location-based) during FY2020 was 12,658 tCO₂e. 100% of the electricity was purchased from an electric grid. The intensities of GHG emissions normalized by square meter floor area, employees and revenue were 0.02 tCO₂e/m², 18.08 tCO₂e/employee and 6.15 tCO₂e/PHP million, respectively.

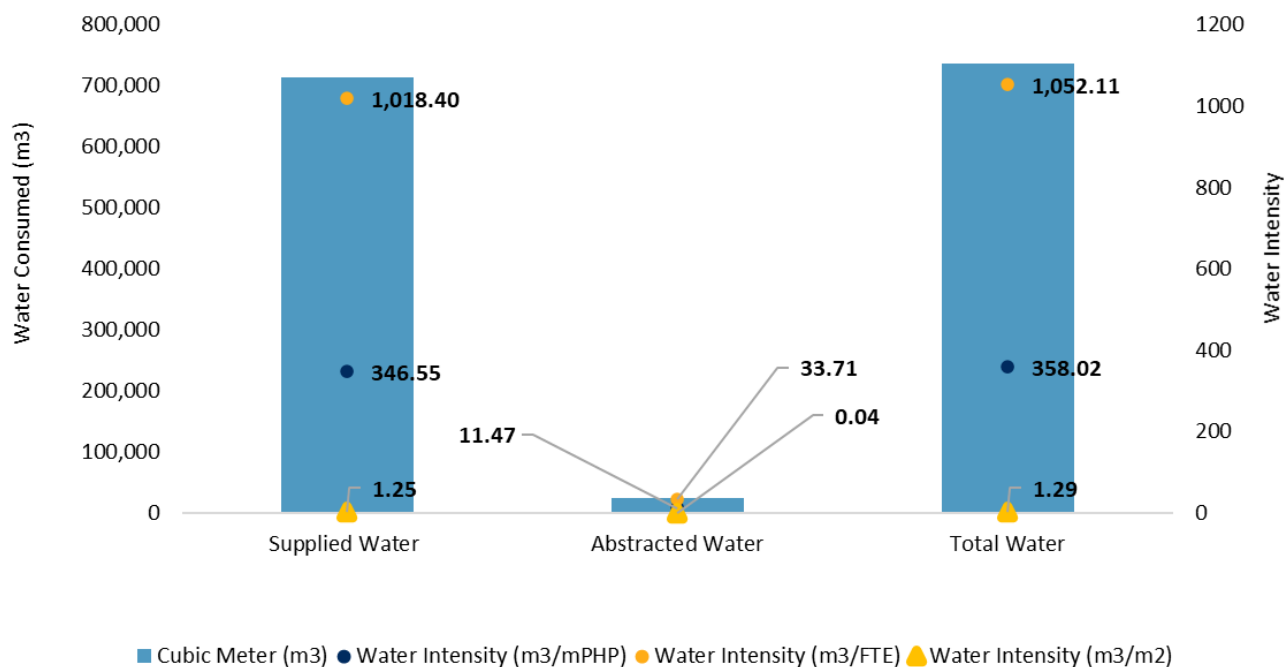
Indirect (Scope 3) GHG Emissions

A final component of GHG emissions related to organizational operations are indirect (or scope 3). GERI's scope 3 emissions during FY2020 were calculated for category 5, waste generated in operations, and category 6, business travel. The intensities of GHG emissions normalized by square meter floor area, employees and revenue were 0.0001 tCO₂e/m², 0.05 tCO₂e/employee and 0.02 tCO₂e/PHP million.

Water Use

In FY2020, absolute water use from supplied water from local utilities was 712,883 cubic meters. In addition, GERI extracts water for its operations. The amount of water abstracted is 23,596 cubic meters and GERI has received permits from the National Water Resource Board (NWRB) for water extraction. Water use intensity normalized by square meter of floor area, employee and revenue were 1.29 m³/m², 1,052.11 m³/employee and 358.02 m³/PHP million respectively.

EXHIBIT 5: WATER USE, FY2020



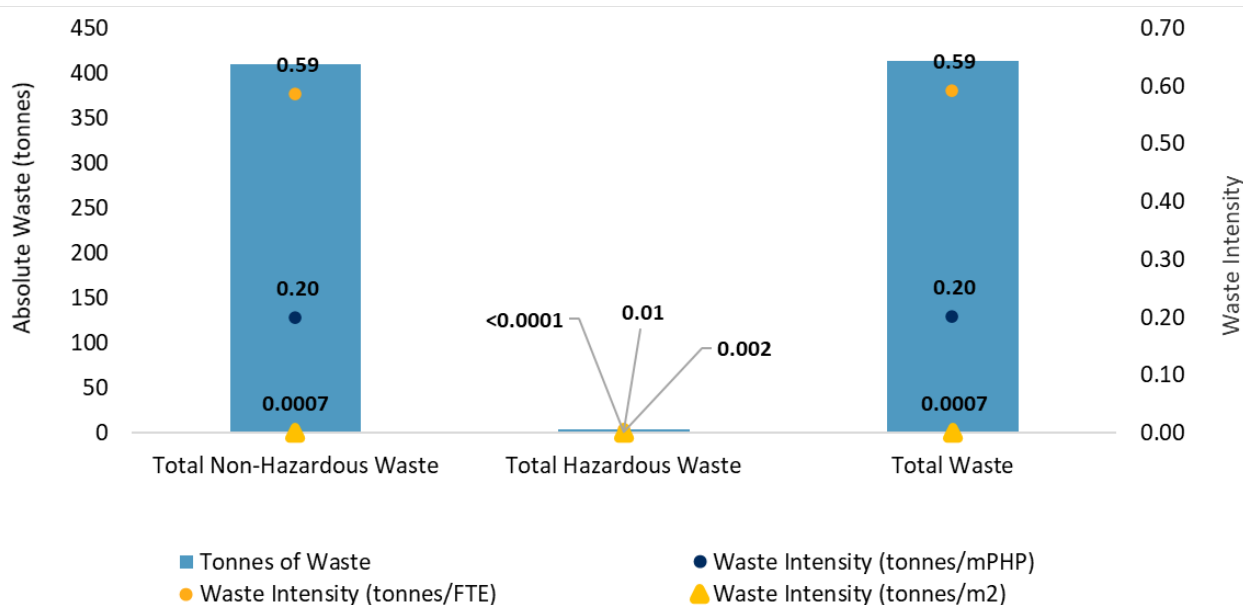
GERI has taken steps to safeguard the quantity and quality of water, a sample of which are listed below:

- Provision of Sewage Treatment Facility (with disinfection process)
- Implementation and practice of water conservation programs
- Strict compliance to RA 9275 and other water and wastewater related regulations
-

Waste Generation and Recycling

Absolute non-hazardous waste and hazardous waste generated in FY2020 was 410 and 4 tonnes, respectively. Major types of waste that contributed to the total mass were solid waste, metal, plastic and paper. The intensity of total waste generated normalized by square meter of floor area, employee and revenue were 0.0007 tonnes/m², 0.59 tonnes/employee and 0.20 tonnes/PHP million.

EXHIBIT 6: LANDFILLED AND RECYCLED WASTE, FY2020



The following are sample measures taken by the management of GERI to handle waste generated in operations:

- Strict compliance to RA 6969, other hazardous waste-related policies & regulations and RA 9003 for non-hazardous waste

Environmental Standards

GERI aspires to be a leader in tourism real estate with properties designed to safeguard the environment. GERI has targets in place to craft environmental policies in the future. It also has considered accrediting facilities towards LEED certification. Presently, Fairways and Bluewater Resort Golf and Country Club have been assessed and registered by Veritas Assurance International to be compliant to the requirements of ISO 14001:2015, ISO 9001:2015 and ISO 45001:2018. The certificates were issued last in December 17, 2018 and are valid until December 16, 2021.

Social Impact

Workforce Diversity

Overall, the company has 40% male and 60% female representation. The largest age group of all staff in the company is between the ages of less than 30 (59%), followed by 30-50 (33%), then over 50 (8%).

EXHIBIT 7: GROUP DIVERSITY AND EMPLOYEE REPRESENTATION, FY2019

Diversity		Number of Staff		
		Executive	Non-executive	Total
Gender	Male	13	270	283
	Female	13	404	417
Age group	Under 30	-	413	413
	30-50	14	220	234

Diversity		Number of Staff		
	Over 50	12	41	53

Employee Training and Development

GERI recognizes that training and education form an important part in the development of employee skills and supporting career development. In 2020, the Company dedicated 32,200 hours on training employees, which entailed a total expenditure of 15,000 PHP.

Additionally, performance reviews are scheduled bi-annually to support in career development, promotion and merit enhancement. GERI also provides several governments mandated and voluntary benefits to its employees such as leaves, salary loans, several loans options, medical benefits, etc.

EXHIBIT 8: EMPLOYEE TRAINING AND DEVELOPMENT, FY2020

Employee Training	
Number of hours of training completed	32,200
Total expenditure on employee training programs	15,000 PHP
Employee Development, % of employees receiving regular performance and career development reviews	
Male	100%
Female	100%

Resource Efficiency

In wake on pandemic (COVID) and to streamline its operations, GERI has undertaken several resource efficiency measures which are listed below:

- Re-use/ Re-purpose of excess materials: Excess materials such as tiles, furniture, lighting and similar items from previous projects are re-allocated to other projects.
- Selection of environment-friendly materials/ finishes: Use of natural materials such as wood, textile and paper with minimum plastic content, use of water-based paint, use of UV-reflective film for windows to reduce the heat inside the interiors.
- Energy efficient design for hotel rooms and property units: Use of microswitch which automatically shuts off the FCU when the balcony door is opened, use of inverter type air conditioning

CSR Initiatives

- Donations for COVID -19 Front liners: In April 2020, GERI's Twin Lakes Hotel distributed packed meals, bottled waters and two (2) boxes of face masks to Bureau of Fire Philippines (BFP) and the Local Government Disaster Unit of Laurel, Batangas
- Showcasing locally made products from merchants and local farmers: GERI has designated space for local farmers and merchants to sell their local food, produce and other products in its "Lokal Market" campaign in Southwoods Mall, Binan City, Laguna

- Relief Operations for local government units: Global-Estate Resorts, Inc. (GERI) conducted relief goods operations for local government units of Cavinti, Laguna, Trece Martires City and Tanza, Cavite in partnership with Megaworld Corporate Security Management (CSM), CitiLink & Uni World Logistics Company
- COVID-19 Code of Discipline: In September 2020, GERI introduced the Code of Discipline in relation to COVID-19. This outlines the mandatory rules on consistent health declaration of all employees, proper conduct of employees on handling social media information in relation to COVID-19, and proper conduct and behaviour of employees inside the workplace in compliance with the different COVID-19 safety protocols.
- COVID-19 Health & Safety Protocol: In May 2020, GERI cascaded the company's health and safety protocols for employees prior to the resumption of work in the office. This involves the COVID-19 prevention and control measures.
- Health & Safety Protocol Campaign through Signages: When work resumed last May 2020, Corporate Administration (CAD) in coordination with Corporate Communications (GComm) section of HRCAD installed various signages in all our main, site and sales and marketing offices in the country that highlights the health and safety protocols which employees must adhere to especially in specific key areas such as: biometrics area, elevator lobby, conference rooms, restrooms, pantry lavatory areas and others.
- Installation of Acrylic Barriers together with the continuous supply of alcohol & tissue paper for company vehicles: To keep our drivers and employees healthy and safe, CAD installed acrylic barriers in all our company vehicles in September 2020. These barriers will safeguard our drivers and employees alike from possible contraction of the virus. All service vehicles were also provided with disinfectant solution and tissue paper for use by passengers and drivers. Supplies are being replenished regularly.
- Temporary Closure of the Pantries and selected conference rooms: In connection as well with the resumption of work in the offices last May 2020, GERI temporarily closed all pantries for employees to mitigate the risk of virus transmission during breaks.
- Weekly/ Daily Disinfection/ Sanitation of Workplaces: Weekly/ daily disinfection and sanitation of workplaces, offices are consistently conducted every weekend, nightly during community quarantine
- Work-From-Home (WFH) Option for "Most At Risk Persons:" At present, "Most At Risk Persons" are being offered a work-from-home option. Most at risk persons are those who are older than 60 years old or those who have pre-existing health conditions such as: lung or heart disease, diabetes, or conditions that affect the immune system.
- Shifting Work Schedule during Stricter Community Quarantine: When operations resumed at 80% manpower, employees were given an option to take two alternate schedules of working hours which is one (1) hour apart on a daily basis. This reduces the risk of transmission especially when employees use the elevators and other common areas of the office building.
- WEARe All in This Together Campaigns & Training Series: In all Fridays of September 2020, Global-Estate Center of Excellence (GCE), the training and development arm and Organization Development of HRCAD came up with a campaign to reiterate the Health & Safety protocols of the company and its importance to safeguard the employees from the spread of COVID-19 in the workplace.
- Quarantreat: A Holistic Approach on Wellness: This training was administered to all registered GERI employees last October 2020.
- Growing from the inside Webinar Series: This is a virtual webinar series that was provided to employees who were doing work-from-home during the stricter community quarantine last May 2020. Global-Estate Center for Excellence (GCE) delivered mental health & wellness and invited speakers who shared their insights. The webinar series ran for 10 days.

Governance

Data Privacy and Security

In FY2020, GERI has collected and stored data for 100,000 clients. Data was safely disposed of after it is utilized. Prior to discarding the hard disks, GERI formats and delete the data stored on the hard disks.

EXHIBIT 9: DATA PRIVACY AND SECURITY, FY2019

Data Management Practices	
Number of individual clients for whom data was primarily stored	100,000
Number of companies for which secondary data is stored	None
Data Breaches	
Number of data security breaches in financial year	None

Electronic Waste

GERI discards its electronic waste in a responsible manner. Outdated and defective electronic equipment are inspected and evaluated by the ITC Department prior to disposal. None of the electronic equipment was discarded in FY2020.

Electronic waste is not processed on site. All wastes are temporarily stored until collected by Department of Environment and Natural Resources (DENR) accredited transporters and treaters. No e-waste was transported in FY2020. As per RA 6969, hazardous wastes can be stored on site for up to a year for small and medium waste generators.

EXHIBIT 10: ELECTRONIC WASTE, FY2020

Electronic Waste Management	
Fate of electronic waste not processed at site	Sent for disposal to DENR accredited treaters
Record maintained regarding end fate of waste electronics	Certificate of treatment from a DENR-Accredited Treater
Disposal criteria	Disposed only through DENR accredited transporter and treaters

Stakeholder Management

GERI considers suppliers, communities and customers as its primary stakeholders. The company has a vendor code of conduct and suppliers must have relevant permits to operate with GERI. The company is committed in resolving issues raised by customers through its Accounts Management group. The company also has programs and initiatives for the betterment of the communities it operates within.

EXHIBIT 11: STAKEHOLDER MANAGEMENT, FY2019

Procurement and Supply Chain Management	
Supply chain procurement policies	Yes
Supplier code of conduct	Yes
Relationship with community	
Policy for development and maintenance of communities	Yes
Customer Satisfaction	

Procurement and Supply Chain Management	
Policy for developing and maintaining customer satisfaction?	Tool for customer satisfaction

Business Ethics

GERI has implemented several policies to ensure that it conducts business in a fair manner. GERI has anti-money laundering policies, anti-corruption policies and mechanisms for raising grievances. All GERI projects have an Environmental Impact Assessment/Statement (EIS), and an Environmental Compliance Certificate from the Environmental Management Bureau of the Department of Environment & Natural Resources (EMB-DENR) on all its developments. In addition, GERI strictly complies with the following laws and other rules and regulations in the conduct of its business:

- Republic Act 6969: Control of toxic substances and hazardous and nuclear wastes
- Republic Act 8749: Clean Air Act of 1999
- Republic Act 9003: Ecological & Solid Waste Management Act of 2000
- Republic Act 9275: Clean Water Act of 2004

EXHIBIT 12: GOVERNANCE INDICATORS, FY2019

Anti-Money Laundering	
Total amount of monetary losses as a result of legal proceedings associated with money laundering	N/A
Anti-money laundering policy in place	Company's manual of corporate governance
Anti-corruption policy in place	Company's manual of corporate governance
Grievance mechanism in place	Company's manual of corporate governance
Environmental management policy	Environmental compliance certificate from EMB-DENR
Contamination management policy	Comply with Republic Act 6969
Contamination risk policy	GERI strictly complies with the: 1. Republic Act 8749: Clean Air Act of 1999 2. Republic Act 9003: Ecological & Solid Waste Act of 2000 3. Republic Act 9275: clean Water Act of 2004

Year-on-Year Comparison

Exhibit 13 below details year-on-year comparison for various environmental, social and governance KPI's

EXHIBIT 12: YEAR-ON-YEAR COMPARISON

		Units	FY2020	FY2019
Environment				
Emissions	Scope 1	tCO2e	2,546	2,857
	Scope 2	tCO2e	12,658	23,918
	Scope 3	tCO2e	34	95
	Total Emissions	tCO2e	15,238	26,869
	Emission Intensity	tCO2e/mPHP	7.41	6.46
Waste	Total Waste	tonnes	414	140
	Waste Intensity	tCO2e/mPHP	0.20	0.03
Water	Total Volume	m3	736,479	581,424
	Water Intensity	m3/mPHP	358.02	152.07
Social				
Workforce by Gender	Male (Executive)	#	13	12
	Female (Executive)	#	13	13
	Male (Non-Executive)	#	270	322
	Female (Non-Executive)	#	404	454
Workforce by Age	<30	#	413	515
	30-50	#	234	238
	>50	#	53	48
Employee Training	Total expenditure on employee training programs	PHP	15,000	1,058,875
Employee Development*	Male	%	100%	42%
	Female	%	100%	53%
Governance				
Data Privacy	Number of individual clients for whom data was primarily stored	#	100,000	15,000
	Number of data security breaches in financial year	#	None	None

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