



PHINMA
Making Lives Better




Transforming Lives

PHINMA CORPORATION
2025 Sustainability Report

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The PHINMA Corporation 2025 Sustainability Report is created in interactive PDF. This allows the viewer to navigate the publication. Click on the text hyperlinks on the navigation bar at the top of each page to go directly to subsections.

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Click here to view the PHINMA Corporation 2025 Annual Report

ABOUT THIS REPORT

This Sustainability Report presents the sustainability performance of PHINMA Corporation (PHINMA) measuring material economic, social and environmental impacts in its areas of operation.

The report covers the Company's operation for the calendar period January 1 to December 31, 2025 and was prepared in accordance with the Global Reporting Initiative (GRI Standards: Core option). This is the Company's 7th Sustainability Report.

A copy of this Report may be downloaded at <https://phinma.com.ph/sustainability/>.

Inquiries and concerns related to this report may be sent to the following: PHINMA Investors Relations investorrelations@phinma.com.ph (+632) 8 870 0100

PHINMA

Making Lives Better

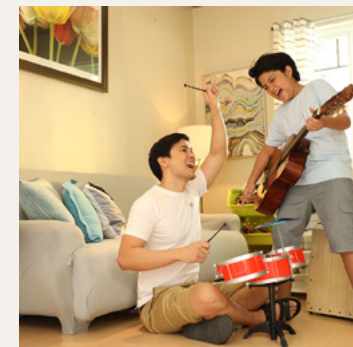
The PHINMA Group touches many aspects of Filipino lives. While business is what we do, it does not fully define who we are. Our purpose remains clear and unchanged, to uplift and improve the lives of underserved Filipinos. Anchored on our core values of Integrity, Competence, Professionalism and Love of Country, our purpose remains clear and unchanged: to uplift and improve the lives of underserved Filipinos.



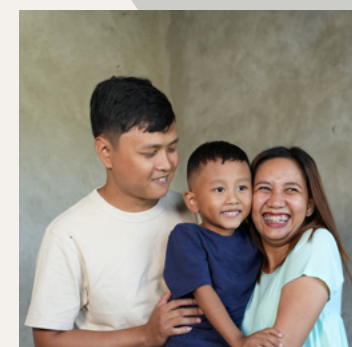
EDUCATION
Making lives better by educating underserved youth



CONSTRUCTION MATERIALS
Making lives better by boosting construction and infrastructure



PROPERTY DEVELOPMENT
Making lives better by creating sustainable communities



COMMUNITY HOUSING
Making lives better by developing dignified, affordable homes



HOSPITALITY
Making lives better by providing safe and comfortable stays

Our Businesses

Our core businesses in education, construction materials, property development, hospitality, and community housing intentionally cater to the evolving needs of the communities we serve: affordable and quality education for first-generation college students, reliable and readily available construction materials for building and infrastructure projects, and secure and accessible shelter and accommodations for homeowners and travelers.

Mission and Vision

The PHINMA Group's Mission is to help build our Nation through competitive and well-managed business enterprises that enable Filipinos to attain a better quality of life. With professional and effective management as our distinctive edge, we aim to give communities not only in the Philippines but wherever else we might find the need, improved access to the essentials of a dignified life. In the pursuit of our Mission, we look to our tradition, our experience, our reputation, and above all, our people, as the principal factors that will enable us to achieve our lofty goals. The PHINMA Group will demonstrate that private business can mutually serve the needs of society and the aspirations of shareholders.

Sustainability Framework

FOCUSING ON A 3-TIER BOTTOM LINE

PHINMA Corporation focuses on a 3-tier bottom line, assessing our impact from the perspective of People, Planet, and Profit. PHINMA's sustainability strategy recognizes the Company as a good corporate citizen must focus on and measure its impact not just in terms of profits, but in other areas including the economy, society, and the environment, in order to sustainably continue its mission of making lives better today and for future generations. Guided by our triple bottom line commitment to a sustainable future, PHINMA hopes to prosper and pursue its mission for many more generations to come.

Making Lives Better for our PEOPLE. Our business operations directly impact our employees, stakeholders, and adjacent communities and also trickle down to society where we actively promote inclusive growth to maximize the potential of our people.

Making Lives Better for the PLANET. We recognize that, in order to sustainably continue our mission to benefit future generations, we must minimize any adverse environmental impact of our business operations.

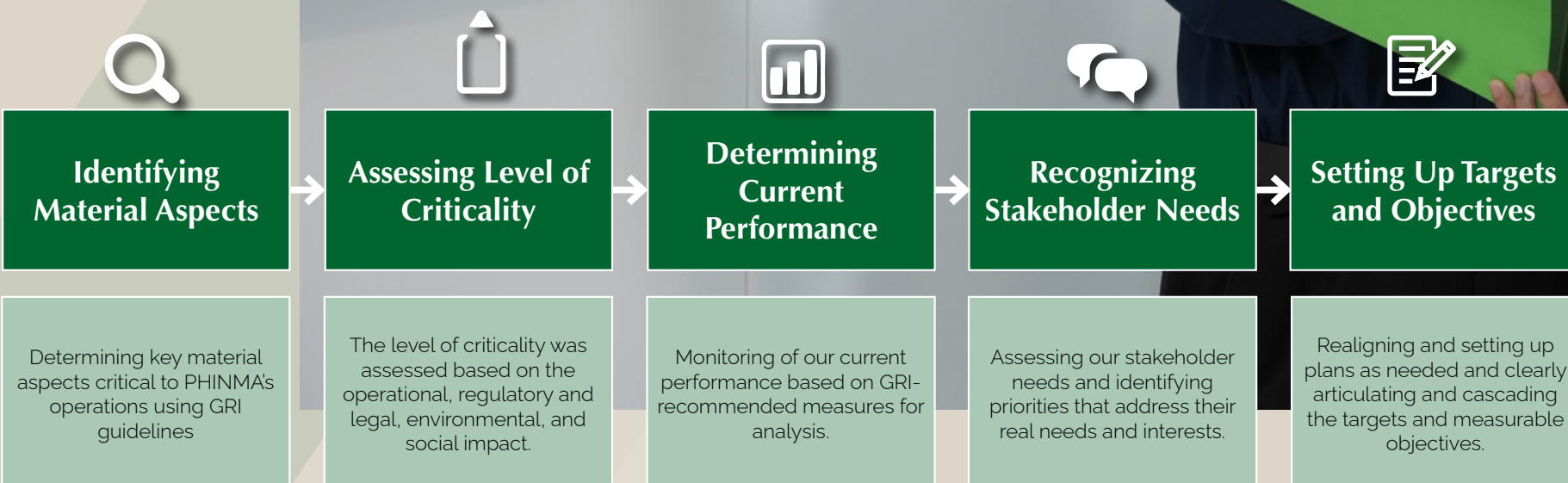
Making Lives Better through PROGRESS. We recognize that integrity, empathy and good corporate governance are essential elements in employing business as an avenue for inclusive development. We allocate financial resources for appropriate sustainable investments to support the progress of our nation.



Materiality

IDENTIFYING RELEVANT TOPICS

PHINMA Corporation follows the process recommended by the GRI to identify areas affecting the economy, society and environment, which are relevant to our business and our stakeholders. In 2021, PHINMA conducted a materiality assessment through questionnaires and focus group discussions resulting in the identification of the following areas used in presenting the sustainability report and establishing Environmental, Social, and Governance (ESG) metrics for both the parent company and its subsidiaries. The materiality assessment is updated periodically when merited by changes in business scope or operations.



ECONOMIC 	Economic Performance Anti-Corruption Indirect Economic Performance Procurement Practices
SOCIAL 	Employment and Labor Relations Occupational Health and Safety Local Communities Training and Education Diversity and Equal Opportunity Customer Health and Safety
ENVIRONMENT 	Water Energy Environmental Compliance Materials Effluents and Waste Biodiversity

Management Approach

EMBEDDING SUSTAINABILITY IN OUR BUSINESS

Our mission of Making Lives Better has guided us in providing products and services that are important to nation-building, and delivering long-term value to our stakeholders. Through inclusive growth, we ensure that our strategy is consistent with our core values of integrity, patriotism, competence and professionalism.

PHINMA Corporation is well-positioned for growth through our diverse portfolio. Our strategic business units play an important part in creating sustainable economic growth in the country. Here are the management approaches on how we embed sustainability at the core of our business processes.

SOCIAL

Employment and Labor Relations

PHINMA is committed to taking care of our own employees through competitive compensation and benefits, talent development programs and ensuring a deep management bench. The ability to attract and retain talent is essential in maintaining and further improving the performance and service standards that the Company has set for itself. The ability to retain quality employees has a direct impact on operations, and consequently on the bottom line. Among the top drivers of employee retention is the quality of relationship between the Company and its employees.



Occupational Health and Safety

The health and safety of our own employees are a priority of the Company. PHINMA manages the impacts of the company's operation by integrating safety and operational policies for all of its employees. Safety training sessions are done online and on-site, especially in areas where employees have to report physically to the operation site. It is our responsibility to provide a safe and healthy workplace as part of our commitment to our employees. PHINMA also ensures that our employees have good medical benefits and access to support.

Pandemic Response

The safety of employees during time of pandemic is a top priority for the Company. Although the last pandemic-related public health emergency was lifted in July 2023, the Company remains ready to reactivate existing pandemic health and safety protocols as needed to limit transmissions and safeguard the health and safety of its employees and customers.

Mental Health

PHINMA provides mental well-being webinars and provides access to counseling for employees. Mental health hotlines are available for employees to call when needed.

Local Communities

In November 2025, PHINMA continued engaging local communities through its annual 1PHINMA Reaches Out event. Around 3,634 volunteers across 21 sites nationwide participated in community activities centered on environmental protection, disaster resilience, and support

for underserved students and the elderly. This year's efforts resulted in 4,500 seedlings and mangrove propagules planted, 959 blood bags donated to the Philippine Red Cross, and 100 sacks of waste collected and turned over to partner organizations for sorting and processing.

At the Department of Education's annual Brigada Eskwela event, PHINMA Foundation Inc. and the PHINMA CSR Council mobilized 1,745 employee volunteers and guests, renovating classrooms and facilities at 53 public schools nationwide.

In 2025, in response to typhoon and fire-related emergencies, PHINMA Foundation, working with PHINMA business units and partner NGOs, donated ₱1,708,750 worth of relief and disaster assistance to 2,608 families at affected communities in Metro Manila, Pangasinan, Nueva Ecija, Laguna, Cebu, and Cagayan de Oro.

In 2025, total PHINMA Group consolidated donations decreased slightly to ₱29.0 million from ₱34.8 million the previous year.

Learning and Development

PHINMA believes in developing talents within the organization to deepen our pool of leaders and to prepare the business in anticipation of future growth. Our Company and its subsidiaries focus on the continuous learning program of its employees through leadership and competency-based training. With the Company's commitment to development of employees' potential, measures are continuously undertaken to provide our workforce with training programs and meaningful job interactions.





Education

PHINMA’s commitment to Education is a core component of providing the essentials of a dignified life and building the nation. Through affordable education, the Company provides a better future for its students, their families, and the country.

The PHINMA Education schools provide affordable tertiary education to students from low income families in the Philippines and Southeast Asia. Enrollment at the various PHINMA Education schools for School year 2025/2026 was 177,851 students, majority of whom also receive some form of tuition subsidy from PHINMA Education.

Through the PHINMA Foundation, PHINMA provides scholarships to deserving students at other tertiary institutions. In 2025, PHINMA Foundation’s flagship program, the PHINMA National Scholarship (PNS), provided financial support to 118 scholars at institutions including Philippine Normal University Manila, University of the Philippines Diliman, Polytechnic University of the Philippines Sta Mesa, Technological University of the Philippines Manila, as well as our own PHINMA University of Pangasinan.

In 2025, through the Science Education and Engineering Fund (SEEF), PHINMA Foundation also provided financial assistance to 140 students pursuing science and engineering tracks in 21 science high schools and universities across the Philippines.

Beyond financial assistance, the PNS program continued to integrate structured mentorship and leadership formation with academic support. The 2025 PHINMA Youth Leadership “Survivor Camp” responded to academic, social, and economic pressures facing scholars through modules developing resilience and adaptive problem-solving—competencies essential for employability and leadership.

PHINMA Foundation also launched the first Big Brother, Big Sister Mentorship Camp in 2025. This one-day competency-building program trained mentors on feedback models and scholar support tools, providing mentors with more tools to guide and support their scholars.

PHINMA also enriches its scholars’ learning experiences through internships. Scholars typically complete their service program within the PHINMA Group and its expanded network, in some cases going on to employment within the group.

In collaboration with HONOR Philippines, PHINMA Foundation facilitated the distribution of tablets to selected senior high and college scholars, to enhance access to digital learning tools to improve participation in technology-enabled learning environments.

Diversity and Equal Opportunity

We provide equal opportunities to all stakeholders regardless of gender, cultural background, religion, political affiliation and ethnicity. We value the diversity of our workforce and there is no preferential treatment on wages and benefits.

Customer Health and Safety

PHINMA continues to maintain a safe environment for its community and other stakeholders.

- When required, PHINMA Hospitality implements strict precautionary measures to prevent the spread of infectious disease. Our Microtel and TRYP by Wyndham hotels have received Safety Seal certification from the Department of Tourism as proof of their compliance to the public health standards. As needed, our hotels follow guidelines established by the World Health Organization, Department of Health, Department of Tourism and local government units.
- PHINMA Education remains ready to implement Remote and Distant (RAD) learning for students who cannot attend school because of public health and safety restrictions. Through the constant guidance of teachers through regular phone calls, students can continue with the coursework even at home.



ENVIRONMENT

Water

PHINMA ensures that the Company together with its subsidiaries are in conformance with the Philippine Clean Water Act of 2004, and ensures that it shall pass all requirements set by the Department of Environment and Natural Resources with its water effluent standards.

In 2025, total water consumption of 1,795,169 cubic meters was an 18% increase over the previous year due to increased water consumption at PHINMA Properties. Domestic water use in the common areas of communities managed by PHINMA Properties accounts for the majority (85%) of total water consumption of the PHINMA group.

Each subsidiary continues to improve internal business practices to aid reduction in water consumption. Following are various water conservation measures employed by the group:

- Daily water monitoring, leak detection and repair and systems monitoring to ensure efficient operations of water systems within our operation sites
- Rainwater catchment facility installed in some properties and schools intended for back-up water supply.
- Installation of Recuperative Thermal Oxidizer at UGC Calamba plant, greatly reducing the water consumption of Color Coating Line by up to 40%
- Waste water from Sewage Treatment Plants recycled and used to water plants.

Energy

In 2025, total grid electricity consumption of PHINMA and its subsidiaries was 38,293,467 kWh. The majority of grid electricity was used at Philcement's energy intensive business which accounted for 59% of total grid energy used by the group. The 2025 total grid energy consumption is 20% higher than the previous year due to increased energy use by Philcement at its new facilities in Dipolog, Zamboanga del Norte and Tibungco, Davao City. In addition to energy from the grid, the PHINMA Group generated 3,505,632 kWh from renewable sources, an increase of 67% over the previous year, due to an increase in solar panels deployed at PHINMA Education schools. Total renewable energy as a percent of total energy increased to 8.4% in 2025 from 6.2% in 2024. The PHINMA group generates renewable energy from solar panels installed at its schools, manufacturing facilities, and hotels.

PHINMA aims to promote the efficient use of electricity through its energy conservation programs. PHINMA and its subsidiaries established processes to improve their energy efficiency to contribute to sustainability. Here are some of the program highlights:

- Efficient use of lights in common areas especially during daytime and use of LED lights.
- Implementing the use of electronic equipment that are more energy efficient such as inverter-type appliances
- Monitoring of utility consumption and regular preventive maintenance.
- Optimization of the usage of Solar PV systems in several properties of PHINMA Education, UGC, Philcement, and PHINMA Hospitality.



Environmental Compliance

As part of environmental compliance, PHINMA and its subsidiaries abide by the regulations from existing laws such as Clean Water Act of 2004 and Clean Air Act of 1999. Continuous coordination and dialogues with local government agencies such as the Department of Environment and Natural Resources and Laguna Lake Development Authority ensure environmental compliance.

Effluents and Waste

Operation sites of PHINMA are well equipped to handle solid and hazardous wastes generated from the operations.

Solid wastes are being collected by local government agencies while hazardous wastes are hauled off-site by DENR-accredited transporters and treaters. A material recovery facility is also being maintained to manage its solid wastes and identify wastes that can still be recycled.

PHINMA subsidiaries also maintain their water quality effluent standards aligned with the Philippine Clean Water Act of 2004, and ensure that it shall pass all requirements set by the Department of Environment and Natural Resources.

Here are the highlights of PHINMA operations particularly with respect to the circular economy.

- Materials Recovery Facilities are utilized for segregating of wastes in all of our properties. For Philcement, all wood pallets are being re-used by production and recycled as shelves for storage. Tonner bags as packaging materials were also recycled and reused.
- PHINMA schools still continue their advocacy against the use of single-use plastics. The school promotes proper solid waste disposal and a zero-plastic policy.

Biodiversity

In 2025, PHINMA Foundation partnered with the PHINMA Construction Materials companies and the Masungi Georeserve Foundation Inc. to adopt two hectares of the 2,700-hectare Masungi Geopark Project located in Baras, Rizal. This partnership supports reforestation efforts in the mountainous areas of the southern Sierra Madre, a critical watershed that protects against floods and landslides and secures fresh water supply.

In November 2025, the Company’s annual 1PHINMA Reaches Out event engaged 3,634 volunteers across 21 sites nationwide. The volunteers planted 4,500 seedlings and mangrove propagules and collected 100 sacks of waste turned over to partner organizations for sorting and processing.

Aside from reforestation efforts, PHINMA protects biodiversity within its areas through the responsible operation of our businesses. We continue to assess risk operations critical to the environment and create proper measures to improve our environmental performance. Moving forward, PHINMA will continue its environment programs and explore new opportunities to contribute to biodiversity protection.

ECONOMIC

Economic Performance

PHINMA contributes to nation-building through our diversified portfolio in education, construction materials, housing and hospitality. In 2025, PHINMA Corporation generated a direct economic value of ₱22.8 billion, a decrease of 4% over the previous year. The Company distributed 103% or ₱23.6 billion to our stakeholders and communities.

Integrity and Good Governance

Integrity and good governance are integral to PHINMA’s way of doing business. We are committed to uphold the law and we conduct our business in an ethical manner. Launched in 2014, the PHINMA Group’s Integrity Assurance Program institutionalizes the adoption of policies, programs and practices that foster and sustain an ethical business environment, and affirm PHINMA’s steadfast commitment to integrity by going beyond compliance to regulatory requirements and adopting best practices on transparency, good governance and ethical business practices.

Indirect Economic Impact

Through our business portfolio, PHINMA is committed to invest in infrastructure and services that will trickle down to our local communities through local hiring and spending on local suppliers and service providers.

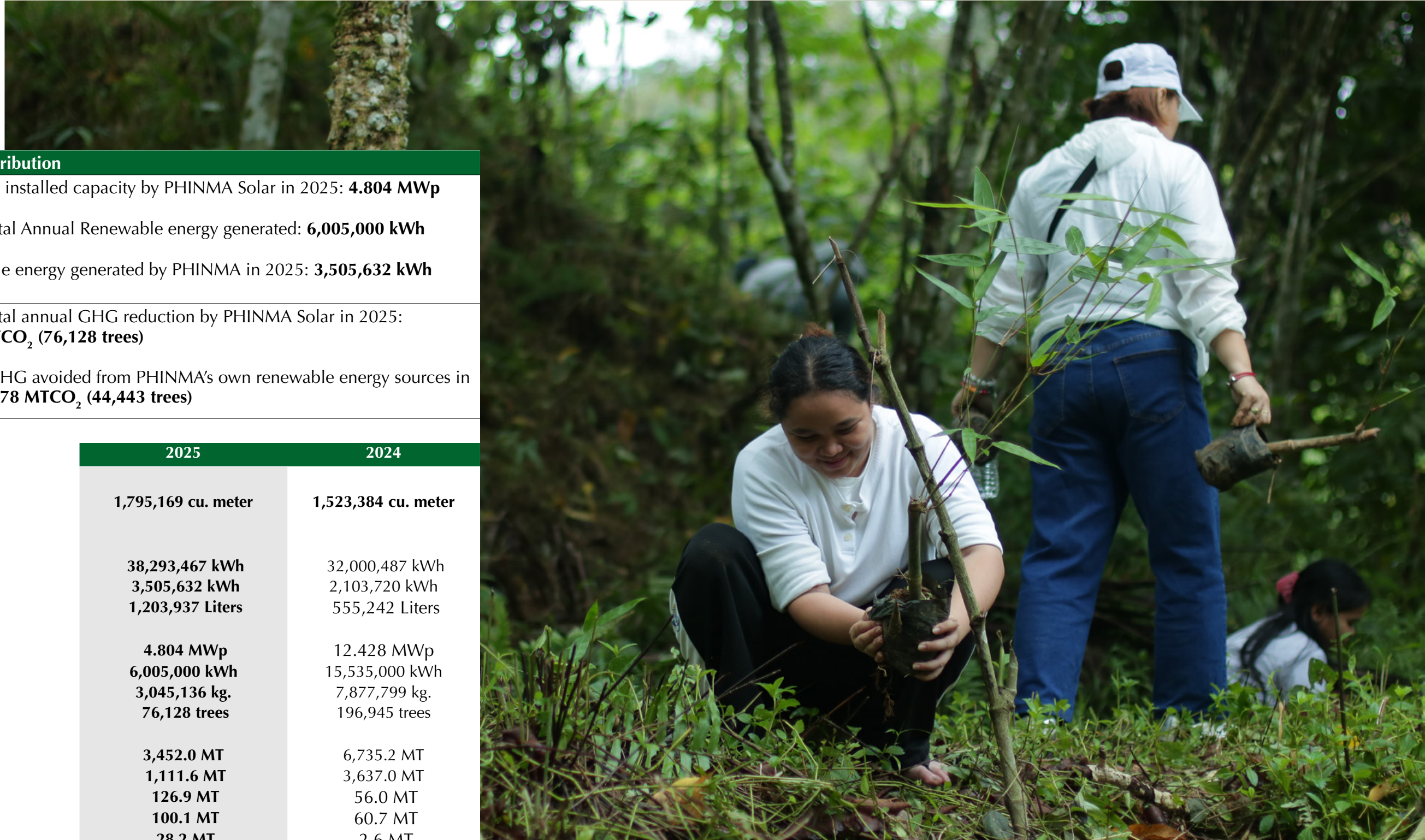
Aside from our core business operations, PHINMA also has advocacies in place to uplift the economic status of our immediate stakeholders. All graduates of the PHINMA National Scholarship program of PHINMA Foundation have passed their relevant professional board examination.

Procurement Practices: Vendor integrity

This program aims at raising compliance standards and creating awareness among all vendors about the Integrity Assurance Program and the Code of Business Conduct. It sets out to guide employees and vendors in creating an ethical and sustainable business partnership with the organization.

Sustainability Performance

ENVIRONMENT



SDG Target	Our Contribution
Universal access to modern energy	Total new installed capacity by PHINMA Solar in 2025: 4.804 MWp
Increase global percentage of renewable energy	Incremental Annual Renewable energy generated: 6,005,000 kWh Renewable energy generated by PHINMA in 2025: 3,505,632 kWh
GHG Emissions	Incremental annual GHG reduction by PHINMA Solar in 2025: 3,045 MTCO₂ (76,128 trees) Annual GHG avoided from PHINMA's own renewable energy sources in 2025: 1,778 MTCO₂ (44,443 trees)

Water

Total Water Consumption

Energy

Direct by PHINMA Group

Total Grid Energy Consumption

Total Energy Used from Renewable Resources

Total Energy Used from Fuels

Indirect for PHINMA Solar Clients

New Solar capacity Installed

Incremental Renewable Energy Generated

Incremental CO₂ Avoided

Equivalent Trees Planted

Effluents and Waste

Solid Waste Generated

Solid Waste Reused/Recycled

Hazardous Waste Generated

Hazardous Waste Transported

Hazardous Waste Stored

	2025	2024
Total Water Consumption	1,795,169 cu. meter	1,523,384 cu. meter
Total Grid Energy Consumption	38,293,467 kWh	32,000,487 kWh
Total Energy Used from Renewable Resources	3,505,632 kWh	2,103,720 kWh
Total Energy Used from Fuels	1,203,937 Liters	555,242 Liters
New Solar capacity Installed	4.804 MWp	12.428 MWp
Incremental Renewable Energy Generated	6,005,000 kWh	15,535,000 kWh
Incremental CO ₂ Avoided	3,045,136 kg.	7,877,799 kg.
Equivalent Trees Planted	76,128 trees	196,945 trees
Solid Waste Generated	3,452.0 MT	6,735.2 MT
Solid Waste Reused/Recycled	1,111.6 MT	3,637.0 MT
Hazardous Waste Generated	126.9 MT	56.0 MT
Hazardous Waste Transported	100.1 MT	60.7 MT
Hazardous Waste Stored	28.2 MT	2.6 MT



Sustainability Performance

SOCIAL



SDG Target	Our Contribution
Literacy and numeracy	Number of students served for SY 2025-26: 177,851 students No. of scholars supported by the PHINMA Foundation: 118 scholars
Proportion of seats held by women	Percentage of female managers and officers across PHINMA Group: 50%
Safe and secure working environments	Safety training done: 112 trainings and safety drills
Safe and affordable housing	Cumulative Residential homes and units sold by PHINMA Properties in 2025: 17,963 PHINMA Foundation Donations to neighboring communities for disaster preparation in 2025: ₱1,708,750 PHINMA Group consolidated donations in 2025: ₱28,976,000

	2025	2024
Total Enrollment, PHINMA Education (students)	177,851	163,854
Number of Scholars, PHINMA Education	106,867	92,163
Number of Scholars, PHINMA Foundation	118	109
Cumulative number of graduates, PHINMA Foundation	298	287
Cumulative Residential Units sold by PHINMA Properties	17,963	17,372
PHINMA Foundation Donations for community rehabilitation	₱1,708,750	₱1,567,857
PHINMA Group consolidated donations	₱28,976,000	₱34,785,560
Employee Data		
Total Number of Employees	6,383	6,600
Male	3,225	3,515
Female	3,158	3,085
Occupational Health and Safety		
Work-related injuries	34	29
Work-related fatalities	0	0
Work-related ill-health	0	0
Safety drills and trainings done	112	90
Diversity and Equal Opportunity		
Employee Gender Rate	51% male, 49% female	53% male, 47% female
Gender Ratio of Managers and Officers	50% male, 50% female	55% male, 45% female
Reported Incidents of Discrimination	0	0
Training and Empowerment		
Average training hours per employee	37 hours	57 hours

- Benefits Provided**
- SSS
 - PhilHealth
 - Pag-IBIG
 - Parental leaves (maternity, paternity, solo parent)
 - Vacation leaves
 - Sick leaves
 - Emergency/Calamity leaves
 - Medical benefits
 - Retirement fund
 - Telecommuting
 - Flexible working hours
 - Rice, laundry and clothing allowance

- Training Highlights**
- | | |
|--|---|
| <p><i>Capability-building Programs</i></p> <ul style="list-style-type: none"> • Critical problem solving and decision-making • Goal-setting • Customer service training • Employee development talks • Skills training specific to job function • Data privacy trainings • IT security trainings • Social media ethics | <p><i>Integrity Programs</i></p> <ul style="list-style-type: none"> • PHINMA Core Values • Integrity workshops <p><i>Culture of Safety</i></p> <ul style="list-style-type: none"> • Safety orientations • BOSH training • COVID-19 protocols • First-aid training • Mental health and resilience |
|--|---|



Sustainability Performance

ECONOMIC



SDG Target	Our Contribution
Full employment and decent work	Direct Jobs Generated: 6,383 Economic Value Distribution: 103% Economic Value Retention: -3%
Sustainable economic growth	
Reduce corruption and bribery	Incidents of Corruption: 0
Develop effective, accountable and transparent institutions	Anti-competitive behavior, antitrust, and monopoly practices: 0

	2025	2024
Economic Value Generated	P22,840,846	P23,759,158
Economic Value Distributed	23,610,642	23,823,317
Operating Costs	17,115,879	17,550,321
Employee Wages and Benefits	3,602,812	3,469,836
Dividends given to stockholders and interest payment to loan providers	2,218,550	2,194,663
Taxes given to government	644,425	573,711
Investment to community	28,976	34,786
Economic Value Retained	P-769,796	P-64,159

*amounts in thousand pesos



PHINMA **upholds its commitment to build the nation** through its businesses while remaining **steadfast in finding new solutions to improve its sustainability practices** for its people, for the planet and for economic development.

COMMITMENT TO SUSTAINABILITY

PHINMA is aware of the impact of its operations on a shared global environment.

We affirm that our people are our greatest asset and that they are fundamental in ensuring the sustainability of our Company. We take pride in the passion, innovation and commitment to our core values of our employees, and we will continue to provide opportunities for growth and career development while ensuring their safety and well-being. PHINMA will also continue to look into promoting inclusive growth for our partners through our business and our corporate social responsibility programs.

PHINMA and its subsidiaries have also established programs and protocols to reduce the impact of the operations of its businesses on the environment. Your Company will continue to pursue new avenues to go beyond compliance and advance where possible businesses in the circular economy.

Moreover, PHINMA understands that our sustainability strategy is crucial in ensuring that we are able to protect key resource systems and continue providing for future generations.

PHINMA upholds its commitment to build the nation through its businesses while remaining steadfast in finding new solutions to improve its sustainability practices for its people, for the planet and for economic development. The Sustainability Report also serves as a motivation to explore new opportunities, and to move forward in improving our policies and internal business practices as we continue to make lives better.

Annex

PHINMA Group Sustainability Metrics

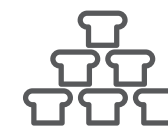
	2025	2024
Direct by PHINMA Group		
Total Direct Employment	6,383	6,600
Total Student Enrollment, PHINMA Education	177,851	163,854
Number of Scholars, PHINMA Education schools	106,867	92,163
Number of Scholars, PHINMA Foundation	118	109
Cumulative Graduates, PHINMA Foundation	298	287
Cumulative Homes and Residential Units Built, PPHC	17,963	17,372
Donations for Community Rehabilitation, PHINMA Foundation	₱1,708,750	₱1,567,857
PHINMA Group Consolidated Donations	₱28,976,000	₱34,785,560
Energy Used from Renewable Sources	3,505,632 kWh	2,103,720 kWh
Annual CO ₂ Avoided	1,777,706 kg.	1,066,796 kg.
Equivalent Trees Planted	44,443	26,670
Indirect for PHINMA Solar Clients		
New Solar Installed Capacity	4.804 MWp	12.428 MWp
Annual Incremental Renewable Energy Generated	6,005,000 kWh	15,535,000 kWh
Equivalent Trees Planted	3,045,136 kg.	7,877,799 kg.
	76,128 trees	196,945 trees



ENVIRONMENT

67%

Increase in renewable energy used from 2,104 MWh in 2024 to 3,506 MWh in 2025



SOCIAL

177,851

Students enrolled in 2025 from 163,854 in 2024



ECONOMIC

6,383

Jobs generated in 2025, a decrease from 6,600 in 2024

Social Indicators per Company

CY 2025	PHINMA CORP.	PIBI	CoHo	PCC	UGC	PHINMA Solar	UIPC	PEHI	PPHC	Hospitality	TOTAL
Employee Data											
Total Number of Employees	32	8	18	309	704	17	87	4,272	833	103	6,383
Male	11	1	7	242	476	13	68	1,775	585	47	3,225
Female	21	7	11	67	228	4	19	2,497	248	56	3,158
Male Managers and Officers	5	1	3	56	49	4	9	540	38	25	730
Female Managers and Officers	4	2	2	15	42	1	3	615	32	22	738
Occupational Health and Safety											
Work-related injuries	0	0	0	2	17	0	0	0	14	1	34
Work-related fatalities	0	0	0	0	0	0	0	0	0	0	0
Work-related ill-health	0	0	0	0	0	0	0	0	0	0	0
Safety drills and trainings done	2	2	2	9	47	0	0	15	15	20	112
Diversity and Equal Opportunity											
Employee Gender Ratio											
- male	34%	13%	39%	78%	68%	76%	78%	42%	70%	46%	51%
- female	66%	88%	61%	22%	32%	24%	22%	58%	30%	54%	49%
Gender Ratio of Managers and Officers											
- male	56%	33%	60%	79%	54%	80%	75%	47%	54%	53%	50%
- female	44%	67%	40%	21%	46%	20%	25%	53%	46%	47%	50%
Reported Incidents of Discrimination	0	0	0	0	0	0	0	0	0	0	0
Training and Empowerment											
Accounted Training Hours	238	18	0	5,810	3,654	550	949	213,600	5,259	8,544	238,621

CY 2024	PHINMA CORP.	PCC	UGC	PHINMA Solar	PEHI	PPHC	Hospitality	TOTAL
Employee Data								
Total Number of Employees	34	318	822	22	4,084	1,224	96	6,600
Male	12	249	573	16	1,658	961	46	3,515
Female	22	69	249	6	2,426	263	50	3,085
Male Managers and Officers	6	58	59	7	86	33	21	270
Female Managers and Officers	3	12	49	1	102	33	21	221
Occupational Health and Safety								
Work-related injuries	0	4	21	0	0	0	4	29
Work-related fatalities	0	0	0	0	0	0	0	0
Work-related ill-health	0	0	0	0	0	0	0	0
Safety drills and trainings done	3	23	31	2	4	9	19	90
Diversity and Equal Opportunity								
Employee Gender Ratio								
- male	35%	78%	70%	73%	41%	79%	48%	53%
- female	65%	22%	30%	27%	59%	21%	52%	47%
Gender Ratio of Managers and Officers								
- male	67%	83%	55%	88%	46%	50%	50%	55%
- female	33%	17%	45%	12%	54%	50%	50%	45%
Reported Incidents of Discrimination	0	0	0	0	0	0	0	0
Training and Empowerment								
Accounted Training Hours	86	5,858	24,732	432	334,888	2,751	8,544	377,291

Employees of PHINMA Corporation and its subsidiaries are not subject to a Collective Bargaining Agreement (CBA) except for the following subsidiaries:

UPANG – 50 employees. CBA will expire in June 10 2027

UGC – 16 employees. CBA expired on June 30 2025; currently pending renewal

LEGEND:

- CoHo: PHINMA Community Housing
- Hospitality: PHINMA Hospitality, Inc. and subsidiaries
- PCC: Philcement Corporation
- PEHI: PHINMA Education Holdings, Inc. and Philippine subsidiaries
- PHINMA Solar: PHINMA Solar Energy Corporation
- PIBI: PHINMA Insurance Brokers, Inc.
- PPHC: PHINMA Property Holdings Corporation and subsidiaries
- UGC: Union Galvasteel Corporation
- UIPC: Union Insulated Panel Corporation

Environmental Indicators per Location

CY 2025	PHINMA Plaza	PCC	UGC	PEHI	PPHC	Hospitality	Total	CY 2024	PHINMA Plaza	PCC	UGC	PEHI	PPHC	Hospitality	Total
Water								Water							
Total Water Consumption (in cubic meter)	9,564	17,129	71,685	117,266	1,526,211	53,314	1,795,169	Total Water Consumption (in cubic meter)	10,397	21,150	70,475	129,627	1,233,448	58,287	1,523,384
Energy								Energy							
Grid Energy Consumption (in kWh)	1,270,330	22,723,077	2,077,917	6,836,986	2,247,515	3,137,643	38,293,467	Grid Energy Consumption (in kWh)	1,235,639	16,640,739	1,772,038	6,749,764	2,151,431	3,450,876	32,000,487
Total Energy Used from Renewable resources	-	140,602	433,084	2,890,277	-	41,669	3,505,632	Total Energy Used from Renewable resources	-	0	489,906	1,567,414	-	46,400	2,103,720
Total Energy Used from Fuels (Liter)	2,800	926,349	173,964	35,482	59,804	5,538	1,203,937	Total Energy Used from Fuels (Liter)	3,200	309,098	198,680	32,845	11,419	-	555,242
Effluents and Waste								Effluents and Waste							
Solid Waste Generated (MT)	1.20	714.24	1,022.51	259.58	1,454.50	na	3,452.03	Solid Waste Generated (MT)	1.20	1,589.12	3,550.36	341.95	1,252.60	na	6,735.23
Solid Waste Reused/Recycled	-	37.44	936.10	49.88	88.20	na	1,111.62	Solid Waste Reused/Recycled	-	4.12	3,448.59	35.94	148.30	na	3,636.95
Hazardous Waste Generated	0.01	19.75	76.28	0.23	0.92	29.71	126.90	Hazardous Waste Generated	0.10	4.53	31.09	-	2.21	18.05	55.97
Hazardous Waste Transported	-	0.06	74.48	0.23	0.75	24.59	100.11	Hazardous Waste Transported	-	7.31	34.37	-	1.00	18.05	60.72
Hazardous Waste Stored	1.40	19.69	1.80	-	0.18	5.12	28.18	Hazardous Waste Stored	1.39	-	-	-	1.21	-	2.60
GHG Emissions								GHG Emissions							
Direct (Fuels) MTCO ₂	6.65	2,200.17	413.18	84.27	142.04	13.15	2,859.47	Direct (Fuels) MTCO ₂	7.60	734.14	471.88	78.01	27.12	-	1,318.76
Indirect (Energy) MTCO ₂	644.18	11,522.87	1,053.71	3,467.04	1,139.71	1,591.10	19,418.62	Indirect (Energy) MTCO ₂	626.59	8,438.52	898.60	3,422.81	1,090.99	1,749.94	16,227.45

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- PHINMA Solar: PHINMA Solar Energy Corporation
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GRI Content Index

GRI 102-55 (In Accordance – Core Option)

GRI 101: Foundation 2016

General Disclosures

GRI 102: General Disclosures 2016

	ORGANIZATIONAL PROFILE	PAGE NUMBER/ REFERENCE	NOTE
102-1	Name of the organization	1	PHINMA Corporation
102-2	Activities, brands, products and services	1	
102-3	Location of headquarters		12F PHINMA Plaza, 39 Plaza Drive, Rockwell Center, Makati City 1200
102-4	Location of operations	17A Business and General Information	
102-5	Ownership and legal form		PHINMA Corp. is registered with the Philippine Securities and Exchange Commission. As of December 31, 2025, PHINMA Corp. is 79.53% owned by PHINMA, Inc., directors and officers.
102-6	Markets served	17A Business and General Information	
102-7	Scale of the organization	10	
102-8	Information on employees and other workers	10	
102-9	Supply chain	17A Financial Statements, Note on Financial Assets at FVPL, major supplier	
102-10	Significant changes to the organization and its supply chain	17A Management's Discussion and Analysis	
102-11	Precautionary Principle or approach	17A Corporate Governance	
102-12	External initiatives		ASEAN Corporate Governance Scorecard
102-13	Membership of associations		Philippine Stock Exchange
STRATEGY			
102-14	Statement from senior decision-maker	17A Management's Discussion and Analysis	
ETHICS AND INTEGRITY			
102-16	Values, principles, standards, and norms of behavior	1	
GOVERNANCE			
102-18	Governance structure	17A Corporate Governance	
STAKEHOLDER ENGAGEMENT			
102-40	List of stakeholder groups	17AR Management's Discussion and Analysis, Corporate Governance	
102-41	Collective bargaining agreements	14	
102-42	Identifying and selecting stakeholders	3	
102-43	Approach to stakeholder engagement	4-8	
102-44	Key topics and concerns raised	3	
REPORTING PRACTICE			
102-45	Entities included in the consolidated financial statements	17A Financial Statements, Note 1	
102-46	Defining report content and topic boundaries	1	
102-47	List of material topics	3	
102-48	Restatements of information		Energy used from renewable Sources in 2024 was corrected
102-49	Changes in reporting		There were no significant changes in the reporting framework from Sustainability Report CY 2024
102-50	Reporting period		January 2025 to December 2025
102-51	Date of most recent report		April 2025
102-52	Reporting cycle		Annual
102-53	Contact point for questions regarding the report		PHINMA Investors Relations investorrelations@phinma.com.ph (+632) 8 870 0100
102-54	Claims of reporting in accordance with the GRI Standards		This report is in accordance with GRI Standards: Core Option
102-55	GRI content index	17-19	
102-56	External assurance		This report has not been externally assured

ECONOMIC DISCLOSURES			PAGE NUMBER/ REFERENCE	NOTE
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	3	
	103-2	The management approach and its components	4-8	
	103-3	Evaluation of the management approach	4-8	
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	11	
	201-3	Defined benefit plan obligations and other retirement plans	10	
	201-4	Financial assistance received from government		None in 2025
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	3	
	103-2	The management approach and its components	4-8	
	103-3	Evaluation of the management approach	4-8	
GRI 203: Indirect Economic Impact	203-1	Infrastructure investments and services supported	1	
	203-2	Significant indirect economic impacts	8	
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	3	
	103-2	The management approach and its components	4-8	
	103-3	Evaluation of the management approach	4-8	
GRI 205: Anti-Corruption	205-1	Operations assessed for risks related to corruption	11	
	205-2	Communication and training about anti-corruption policies and procedures	8	
	205-3	Confirmed incidents of corruption and actions taken	11	
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	3	
	103-2	The management approach and its components	4-8	
	103-3	Evaluation of the management approach	4-8	
GRI 206: Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		No substantiated incidents of anti-competitive behaviour, anti-trust, or monopoly practices

ENVIRONMENTAL DISCLOSURES			PAGE NUMBER/ REFERENCE	NOTE
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	3	
	103-2	The management approach and its components	4-8	
	103-3	Evaluation of the management approach	4-8	
GRI 301: Materials	301-2	Recycled input materials used	8	
	301-3	Reclaimed products and their packaging materials	8	
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	3	
	103-2	The management approach and its components	4-8	
	103-3	Evaluation of the management approach	4-8	
GRI 302: Energy	302-1	Energy consumption within the organization	7	
	302-2	Energy consumption outside of the organization		Company does not track energy used in its value chain
	302-4	Reduction of energy consumption	7	
	302-5	Reductions in energy requirements of products and services	7	
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	3	
	103-2	The management approach and its components	4-8	
	103-3	Evaluation of the management approach	4-8	
GRI 303: Water and Effluents	303-1	Interactions with water as a shared resource	7-8	
	303-2	Management of water discharge-related impacts	7-8	
	303-4	Water discharge	7-8	
	303-5	Water consumption	7-8	
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	3	
	103-2	The management approach and its components	4-8	
	103-3	Evaluation of the management approach	4-8	
GRI 304: Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		Operation sites are outside high biodiversity and critically-protected areas
	304-2	Significant impacts of activities, products, and services on biodiversity	8	
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		No national conservation and IUCN red list species affected by operations

ENVIRONMENTAL DISCLOSURES			PAGE NUMBER/ REFERENCE	NOTE
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	3	
	103-2	The management approach and its components	4-8	
	103-3	Evaluation of the management approach	4-8	
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	15	
	305-2	Energy indirect (Scope 2) GHG emissions	15	
	305-3	Other indirect (Scope 3) GHG emissions		Not monitored during reporting period
	305-5	Reduction of GHG emissions	9	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		Air emission results done by DENR-accredited laboratories are way below Philippine Clean Air Act on 1999 limits and pose insignificant risks
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	3	
	103-2	The management approach and its components	4-8	
	103-3	Evaluation of the management approach	4-8	
GRI 306: Waste	306-1	Waste generation and significant-waste related impact	15	
	306-2	Management of significant waste-related impact	8	
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	3	
	103-2	The management approach and its components	4-8	
	103-3	Evaluation of the management approach	4-8	
GRI 307: Environmental Compliance	307-1	Non-compliance with environmental laws and regulations		In 2025 PPHC incurred total fines amounting to ₱20.8 M majority for noncompliant water discharge at San Benisa Garden Villas. Araullo University incurred a penalty of ₱25k relating to water discharge permit application for AU South's STP. The STP permit was subsequently granted.
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	3	
	103-2	The management approach and its components	4-8	
	103-3	Evaluation of the management approach	4-8	
GRI 308: Supplier Environmental Assessment	308-2	Negative environmental impacts in the supply chain and actions taken		No suppliers or service providers within the value chain posed any severe negative environmental impact

SOCIAL DISCLOSURES			PAGE NUMBER/ REFERENCE	NOTE
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	3	
	103-2	The management approach and its components	4-8	
	103-3	Evaluation of the management approach	4-8	
GRI 401: Employment	401-1	New employee hires and employee turnover	10	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	10	
	401-3	Parental leave	10	
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	3	
	103-2	The management approach and its components	4-8	
	103-3	Evaluation of the management approach	4-8	
GRI 403: Occupational Health and Safety	403-1	Workers' representation in formal joint management-worker health and safety committees	5	
	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	10	
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	3	
	103-2	The management approach and its components	4-8	
	103-3	Evaluation of the management approach	4-8	
GRI 404: Training and Education	404-1	Average hours of training per year per employee	10	
	404-2	Programs for upgrading employee skills and transition assistance programs	10	
	404-3	Percentage of employees receiving regular performance and career development reviews		All employees receive regular performance reviews
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	3	
	103-2	The management approach and its components	4-8	
	103-3	Evaluation of the management approach	4-8	
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	10	
	405-2	Ratio of basic salary and remuneration of women to men		Salary is based on competency and performance, regardless of gender

SOCIAL DISCLOSURES			PAGE NUMBER/ REFERENCE	NOTE
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	3	
	103-2	The management approach and its components	4-8	
	103-3	Evaluation of the management approach	4-8	
GRI 406: Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	10	
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	3	
	103-2	The management approach and its components	4-8	
	103-3	Evaluation of the management approach	4-8	
GRI 408: Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor		No reported incidents of child labor
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	3	
	103-2	The management approach and its components	4-8	
	103-3	Evaluation of the management approach	4-8	
GRI 409: Forced and Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		No reported incidents of forced or compulsory labor
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	3	
	103-2	The management approach and its components	4-8	
	103-3	Evaluation of the management approach	4-8	
GRI 411: Rights of Indigenous Peoples	411-1	Incidents of violations involving rights of indigenous peoples		No reported violations involving rights of indigenous peoples
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	3	
	103-2	The management approach and its components	4-8	
	103-3	Evaluation of the management approach	4-8	
GRI 413: Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	5	
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	3	
	103-2	The management approach and its components	4-8	
	103-3	Evaluation of the management approach	4-8	
GRI 414: Supplier Social Assessment	414-2	Negative social impacts in the supply chain and actions taken		No suppliers and service providers within the value chain were assessed to pose negative social impact.

SOCIAL DISCLOSURES			PAGE NUMBER/ REFERENCE	NOTE
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	3	
	103-2	The management approach and its components	4-8	
	103-3	Evaluation of the management approach	4-8	
GRI 416: Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	5	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		No reported incidents of non-compliance
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	3	
	103-2	The management approach and its components	4-8	
	103-3	Evaluation of the management approach	4-8	
GRI 418: Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		No substantiated complaints concerning breach of customer privacy or loss of customer data
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	3	
	103-2	The management approach and its components	4-8	
	103-3	Evaluation of the management approach	4-8	
GRI 419: Socio-economic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area		No reported incidents of non-compliance



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Tel. (6349) 8545-0084
www.ugc.ph

PHILCEMENT CORPORATION
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PHINMA SOLAR ENERGY CORPORATION
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UNION INSULATED PANEL CORPORATION
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