



PHINMA
Making Lives Better

FORCE FOR GOOD




PHINMA CORPORATION
2024 SUSTAINABILITY REPORT



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The PHINMA Corporation 2024 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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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, 2024 and was prepared in accordance with the Global Reporting Initiative (GRI Standards: Core option). This is the Company's 6th Sustainability Report.

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

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The PHINMA Group is a conglomerate that has reached into several aspects of Filipinos' lives. Yet, while business may be what we do, it is not all that we are. We profit for a purpose: to lift and to better the lives of those who have allowed us into their day-to-day.

Our Businesses

PHINMA Corporation is a public company listed with the Philippine Stock Exchange (PSE) under the trading symbol PHN. We have outlined the businesses we will focus on: Education, Construction Materials, Property Development and Hospitality. These businesses support a growing and younger demographic in different ways: from the facilities that meet the needs of travelers and home buyers, to quality education within the financial reach of the bottom quintiles.



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



HOSPITALITY
 Making lives better by providing safe and comfortable stays

Mission, Vision, and Values

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.



Focusing on a 3-tier bottomline

SUSTAINABILITY FRAMEWORK

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 hope to promote inclusive growth to maximize the potential of our people.

Making Lives Better for the PLANET. We recognize 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 and we allocate financial resources for appropriate sustainable investments to support the progress of our nation.



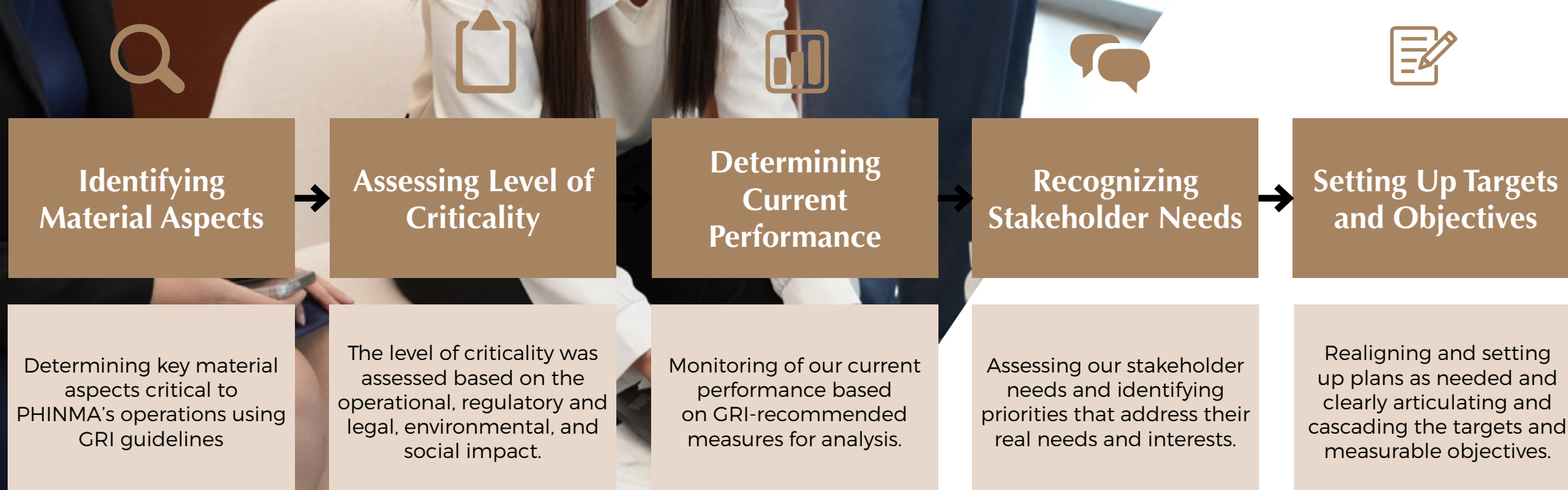


MATERIALITY

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.

The process resulted in identification of the following relevant material topics. PHINMA Corporation employs this in presenting its sustainability report and establishing ESG metrics for the PHINMA Group.



	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

Through inclusive growth, we ensure that our strategy is consistent with our core values of integrity, patriotism, competence, and professionalism.

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 as 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.



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 2024, PHINMA continued engaging local communities through its annual 1PHINMA Reaches Out event. Over 3,000 volunteers in 20 nationwide sites participated in various community activities resulting in donation of 377 blood banks to the Philippine Red Cross, planting of 4,894 seedlings and mangrove propagules, and collection of 869 sacks of waste for sorting and processing. In addition, 1,977 PHINMA volunteers helped renovate schools at the Department of Education's annual Brigada Eskwela event which improves learning environments for thousands of teachers and students in 50 public schools nationwide. PHINMA scholars and employees also volunteered at Servathon 2024, producing educational materials promoting proper nutrition and early childhood development for young learners.

Occupational Health and Safety

The safety and health 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.





In 2024, the PHINMA Group acting through the PHINMA Foundation donated ₱413,935 worth of relief and disaster preparation goods to six disaster shelters across the PHINMA group, to benefit neighboring communities vulnerable to calamities. Over the year, PHINMA Foundation also provided ₱1,147,922 worth of disaster response through partner organizations, benefitting communities affected in Batanes by Typhoon Julian, in Naga by Typhoons Enteng and Kristine, and in Metro Manila by Typhoon Carina.

In 2024, total PHINMA Group consolidated donations increased to ₱34.8 million from ₱6.2 million the previous year as the Company and its subsidiaries donated funds to PHINMA Foundation for future projects.

Training

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 2024/2025 was 163,854 students, majority of whom also receive some form of tuition subsidy from PHINMA Education.

Through the PHINMA Foundation, PHINMA also provides scholarships to deserving students at other tertiary institutions. In 2024, PHINMA Foundation’s flagship program, the PHINMA National Scholarship (PNS), provided financial support to 109 scholars at institutions including Philippine Normal University Manila, University of the Philippines - Diliman, Polytechnic University of the Philippines, Technological University of the Philippines, as well as our own PHINMA University of Pangasinan.

Beyond financial assistance, PHINMA Foundation enriches scholars’ learning experiences through mentorship, leadership workshops, exposure trips, and internships. Scholars also complete their service program within the PHINMA Group and its expanded network, in some cases going on to employment within the group.

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.



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 2024, total water consumption of 1,523,384 cubic meters was a 15% increase over the previous year due to the addition of a new school, PHINMA Union College of Laguna, and a new cement facility, Petra Cement in Zamboanga del Norte. The majority of total water consumption (81%) came from domestic use of water in the common areas of communities managed by PHINMA Properties.

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.
- Recuperative Thermal Oxidizer at UGC Calamba reduces water consumption of Color Coating Line by 40%
- Waste water from sewage treatment plants recycled and used to water plants.

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 continues to implement Remote and Distant (RAD) learning for students who cannot attend school because of public health and safety restrictions or due to distance. Through the constant guidance of teachers through regular phone calls, students can continue with the coursework even at home.



Energy

In 2024, total electricity consumption of PHINMA and its subsidiaries was 40,235,312 Kwh. The majority of electricity was used by the Construction Material Group which accounted for 66% of total energy used. The 2024 total energy consumption is 41% higher than the previous year due to increased energy use by the Construction Materials group which acquired a cement facility in Zamboanga del Norte over the year. Of the total energy used, the PHINMA Group generated 9,602,809 Kwh from renewable sources, an increase of 12% over the previous year due to an increase in solar panels deployed at two PHINMA Education schools. Despite this, total renewable energy as a percent of total energy decreased from 30% in 2023 to 24% in 2024 since the new cement facility acquired as yet only uses conventional energy. Aside from the schools and manufacturing facilities, renewable energy is also generated from solar panels installed at PHINMA Hospitality 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, 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 (MRFs) 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 promotes a zero-plastic policy.



ECONOMIC

Biodiversity

In November 2024, the Company's annual 1PHINMA Reaches Out event engaged 3,014 PHINMA volunteers across 20 sites nationwide. The volunteers planted 4,894 seedlings and mangrove propagules and also engaged in a coastal clean-up activity, collecting 869 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 Performance

PHINMA contributes to nation-building through our diversified portfolio in education, construction materials, housing and hospitality. In 2024, PHINMA Corporation generated a direct economic value of P23.8 billion, an increase of 12% over the previous year. The Company distributed 99% or P23.6 billion to our stakeholders and communities while retaining P134 million.

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.



Environment

SUSTAINABILITY PERFORMANCE



SDG Target	Our Contribution
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Universal access to modern energy	Total new installed capacity by PHINMA Solar in 2024: 12.428 MWp
Increase global percentage of renewable energy	Incremental Renewable energy generated for clients: 15,535,000 kWh Renewable energy used by PHINMA in 2024: 9,602,809 kWh



GHG Emissions	Incremental GHG reduction for PHINMA Solar clients in 2024:
---------------	-------------------------------------------------------------

	7,878 MTCO₂ (196,945 trees)
	Annual GHG avoided from PHINMA's own renewable energy sources in 2023: 4,870 MTCO₂ (121,740 trees)

Communities

Water

Total Water Consumption

Energy

Direct by PHINMA Group

Total 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

	2024	2023
Total Water Consumption	1,523,384 cu. meter	1,327,410 cu. meter
Total Energy Consumption	40,235,312 Kwh	28,590,544 Kwh
Total Energy Used from Renewable Resources	9,602,809 Kwh	8,579,272 Kwh
Total Energy Used from Fuels	508,895 Liters	236,917 Liters
New Solar capacity Installed	12.428 MWp	7.075 MWp
Incremental Renewable Energy Generated	15,535,000 kWh	8,843,750 kWh
Incremental CO ₂ Avoided	7,877,799 kg.	4,484,666 kg.
Equivalent Trees Planted	196,945 trees	112,117 trees
Solid Waste Generated	4,745.2 MT	5,701.9 MT
Solid Waste Reused/Recycled	451.0 MT	678.9 MT
Hazardous Waste Generated	63.1 MT	69.4 MT
Hazardous Waste Transported	67.8 MT	54.3 MT
Hazardous Waste Stored	13.6 MT	16.4 MT



SUSTAINABILITY PERFORMANCE

Social

SDG Target	Our Contribution
4 QUALITY EDUCATION	<p>Literacy and numeracy Number of students served for SY 2024-25: 163,854 students</p> <p>No. of scholars supported by the PHINMA Foundation: 109 scholars</p>
5 GENDER EQUALITY	<p>Proportion of seats held by women Percentage of female managers and officers across PHINMA Group: 45%</p>
8 DECENT WORK AND ECONOMIC GROWTH	<p>Safe and secure working environments Safety training done: 90 trainings and safety drills</p>
11 SUSTAINABLE CITIES AND COMMUNITIES	<p>Safe and affordable housing Cumulative Residential homes and units sold by PHINMA Properties in 2023: 17,372</p> <p>PHINMA Foundation Donations to neighboring communities for disaster preparation in 2024: P1,561,857</p> <p>PHINMA Group consolidated donations in 2024: P34,785,560</p>

Total Enrollment, PHINMA Education (students)	163,854	146,546
Number of Scholars, PHINMA Foundation	109	150
Cumulative number of graduates, PHINMA Foundation	287	269
Cumulative Residential Units sold by PHINMA Properties	17,372	16,351
PHINMA Foundation Donations for community rehabilitation	P1,561,857	P348,937
PHINMA Group consolidated donations	P34,785,560	P6,202,000
Employee Data		
Total Number of Employees	6,600	5,046
Male	3,515	2,416
Female	3,085	2,640
Occupational Health and Safety		
Work-related injuries	29	15
Work-related fatalities	0	0
Work-related ill-health	0	0
Safety drills and trainings done	90	121
Diversity and Equal Opportunity		
Employee Gender Rate	53% male, 47% female	48% male, 52% female
Gender Ratio of Managers and Officers	55% male, 45% female	54% male, 46% female
Reported Incidents of Discrimination	0	0
Training and Empowerment		
Average training hours per employee	57 hours	42 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

- Capability-building Programs*
- 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

Integrity Programs

- PHINMA Core Values
- Integrity workshops

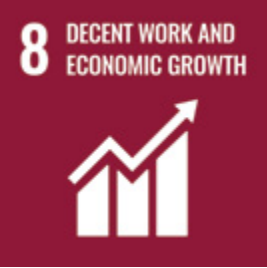

Culture of Safety

- Safety orientations
- BOSH training
- COVID-19 protocols
- First-aid training
- Mental health and resilience



Economic

SUSTAINABILITY PERFORMANCE

	SDG Target	Our Contribution
	Full employment and decent work	Direct Jobs Generated: 6,600
	Sustainable economic growth	Economic Value Distribution: 99% Economic Value Retention: 1%
	Reduce corruption and bribery	Incidents of Corruption: 0
	Develop effective, accountable and transparent institutions	Anti-competitive behavior, antitrust, and monopoly practices: 0

	2024	2023
Economic Value Generated	P23,759,158	P21,273,818
Economic Value Distributed	23,625,104	20,086,492
Operating Costs	17,584,035	15,222,394
Employee Wages and Benefits	3,436,122	3,063,373
Dividends given to stockholders and interest payment to loan providers	2,194,663	1,410,484
Taxes given to government	375,498	384,039
Investment to community	34,786	6,202
Economic Value Retained	P134,054	P1,187,326

**amounts in thousand pesos*



Making lives better

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.

This report 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.

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.

COMMITMENT TO SUSTAINABILITY



Annex

PHINMA Group Sustainability Metrics

Direct by PHINMA Group

- Total Direct Employment
- Total Student Enrollment, PHINMA Education
- Number of Scholars, PHINMA Foundation
- Cumulative graduates, PHINMA Foundation
- Cumulative Homes and Residential Units Built, PPHC
- Donations for community rehabilitation, PHINMA Foundation

- PHINMA Group consolidated Donations
- Energy Used from Renewable Sources
- Annual CO₂ Avoided
- Equivalent Trees Planted

Indirect for PHINMA Solar Clients

- New Solar Installed Capacity
- Annual Incremental Renewable Energy Generated
- Annual Incremental CO₂ Avoided
- Equivalent Trees Planted

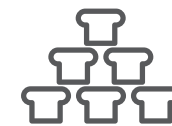
	2024	2023
Total Direct Employment	6,600	5,046
Total Student Enrollment, PHINMA Education	163,854	146,546
Number of Scholars, PHINMA Foundation	109	150
Cumulative graduates, PHINMA Foundation	287	269
Cumulative Homes and Residential Units Built, PPHC	17,372	16,351
Donations for community rehabilitation, PHINMA Foundation	P1,567,857	P348,937
PHINMA Group consolidated Donations	P34,785,560	P6,202,000
Energy Used from Renewable Sources	9,602,809 Kwh	8,579,272 Kwh
Annual CO ₂ Avoided	4,869,584 kg.	4,350,549 kg.
Equivalent Trees Planted	121,740 trees	108,754 trees
New Solar Installed Capacity	12.428 MWp	7.075 MWp
Annual Incremental Renewable Energy Generated	15,535,000 kWh	8,843,750 kWh
Annual Incremental CO ₂ Avoided	7,877,799 kg.	4,484,666 kg.
Equivalent Trees Planted	196,945 trees	112,117 trees



ENVIRONMENT

12%

Increase in renewable energy used from 8.6 MWH in 2023 to 9.6 MWH in 2024



SOCIAL

163,854

Students enrolled in 2024 from 146,536 in 2023



ECONOMIC

6,600

Jobs generated in 2024, an increase from 5,046 in 2023



Social Indicators per Company

CY 2024	CMG							
	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

CY 2023	CMG							
	PHINMA Corp.	PCC	UGC	PHINMA Solar	PEHI	PPHC	Hospitality	Total
Employee Data								
Total Number of Employees	19	173	739	30	3,523	486	86	5,056
Male	9	128	517	20	1,484	216	42	2,416
Female	10	45	222	10	2,039	270	44	2,640
Male Managers and Officers	5	39	59	7	97	23	23	253
Female Managers and Officers	3	5	39	5	113	30	18	213
Occupational Health and Safety								
Work-related injuries	0	3	12	0	0	0	0	15
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	1	15	61	3	13	20	8	121
Diversity and Equal Opportunity								
Employee Gender Ratio								
- male	47%	74%	70%	67%	42%	44%	49%	48%
- female	53%	26%	30%	33%	58%	56%	51%	52%
Gender Ratio of Managers and Officers								
- male	63%	89%	60%	58%	46%	43%	56%	54%
- female	37%	11%	40%	42%	54%	57%	44%	46%
Reported Incidents of Discrimination	0	0	0	0	0	0	0	0
Training and Empowerment								
Accounted Training Hours	165	2,067	4,991	345	200,705	166	6,192	214,631

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 – 19 employees. CBA will expire on June 30 2025.

LEGEND:

- CMG: Construction Materials Group
- PCC: Philcement Corporation
- UGC: Union Galvasteel Corporation
- PHINMA Solar: PHINMA Solar Energy Corporation
- Hospitality: PHINMA Hospitality, Inc. and subsidiaries
- PEHI: PHINMA Education Holdings, Inc. and Philippine subsidiaries
- PPHC: PHINMA Property Holdings Corporation and subsidiaries



Environmental Indicators per Location

CY 2024	PHINMA Plaza	CMG PCC	UGC	PEHI	PPHC	Hospitality	Total
Water							
Total Water Consumption (in cubic meter)	10,397	21,150	70,475	129,627	1,233,448	58,287	1,523,384
Energy							
Total Energy Consumption (in Kwh)	1,235,639	24,079,779	2,567,823	6,749,764	2,151,431	3,540,876	40,235,312
Total Energy Used from Renewable resources	-	7,499,089	489,906	1,567,414	-	46,400	9,602,809
Total Energy Used from Fuels (Liter)	3,200	309,098	152,333	32,845	11,419	-	508,895
Effluents and Waste							
Solid Waste Generated (MT)	1.20	1,589.12	165.84	341.95 ¹	2,647.13	na	4,745.24
Solid Waste Reused/Recycled	-	4.12	67.39	35.94 ²	343.52	na	450.97
Hazardous Waste Generated	0.10	4.53	31.09	-	9.32	18.05	63.08
Hazardous Waste Transported	-	7.31	34.37	-	8.11	18.05	67.83
Hazardous Waste Stored	1.39	-	11.01	-	1.21	-	13.62
GHG Emissions							
Direct (Fuels) MTCO ₂	7.60	734.14	361.81	78.01	27.12	-	1,208.68
Indirect (Energy) MTCO ₂	626.59	12,210.86	1,302.14	3,422.81	1,090.99	1,749.94	20,403.33

¹ Data not available for PHINMA Laguna schools
² Data not available for PHINMA Laguna schools

CY 2023	PHINMA Plaza	CMG PCC	UGC	PEHI	PPHC	Hospitality	Total
Water							
Total Water Consumption (in cubic meter)	9,895	17,075	67,341 ³	86,539	1,102,917	43,643	1,327,410
Energy							
Total Energy Consumption (in Kwh)	1,160,151	13,848,469	2,356,115	5,870,440	2,231,302	3,124,067	28,590,544
Total Energy Used from Renewable resources	-	6,952,069	470,209	1,151,124	-	5,870	8,579,272
Total Energy Used from Fuels (Liter)	6,396	7,249	152,825	43,319 ⁴	16,756	10,372	236,917
Effluents and Waste							
Solid Waste Generated (MT)	1.07	2,284.15	152.60	293.10	2,965.00	5.85	5,701.77
Solid Waste Reused/Recycled	-	212.30	56.50	84.84	323.16	2.07	678.88
Hazardous Waste Generated	0.03	15.65	36.45	0.02	6.51	10.71	69.36
Hazardous Waste Transported	-	14.90	22.16	0.02	6.47	10.71	54.26
Hazardous Waste Stored	1.28	0.75	14.29	-	0.04	-	16.36
GHG Emissions							
Direct (Fuels) MTCO ₂	15.19	17.22	362.97	102.89	39.80	24.63	562.70
Indirect (Energy) MTCO ₂	588.31	7,022.56	1,194.79	2,976.90	1,131.49	1,584.21	14,498.26

³ Data not available for Davao plant
⁴ Data not available for Republican College

LEGEND:
 CMG: Construction Materials Group
 PCC: Philcement Corporation
 UGC: Union Galvasteel Corporation
 PHINMA Solar: PHINMA Solar Energy Corporation
 Hospitality: PHINMA Hospitality, Inc. and subsidiaries
 PEHI: PHINMA Education Holdings, Inc. and Philippine subsidiaries
 PPHC: PHINMA Property Holdings Corporation and subsidiaries



GRI 102-55 (In Accordance – Core Option)

	Page	Details or Reasons for Omission
GRI 101: Foundation 2016 General Disclosures GRI 102: General Disclosures 2016		
ORGANIZATIONAL PROFILE		
102-1	Name of the organization	p. 1 PHINMA Corporation
102-2	Activities, brands, products and services	p. 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 March 31, 2025, PHINMA Corp. is 79.4% owned by PHINMA, Inc., directors, and officers.
102-6	Markets served	17A Business and General Information
102-7	Scale of the organization	p. 11
102-8	Information on employees and other workers	p. 11
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

	Page	Details or Reasons for Omission
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	p. 1
GOVERNANCE		
102-18	Governance structure	17A Corporate Governance
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	17A Management's Discussion and Analysis, Corporate Governance
102-41	Collective bargaining agreements	p. 15
102-42	Identifying and selecting stakeholders	p. 3
102-43	Approach to stakeholder engagement	p. 4-9
102-44	Key topics and concerns raised	p. 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	p. 1
102-47	List of material topics	p. 3
102-48	Restatements of information	Energy from Renewable Sources in 2023 was restated using more complete data. Number of employees in 2023 was restated to be consistent with the Company's 17A report.
102-49	Changes in reporting	There were no significant changes in the reporting framework from Sustainability Report CY 2023
102-50	Reporting period	January 2024 to December 2024
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	p.1 This report is in accordance with GRI Standards: Core Option
102-55	GRI content index	p.17-20
102-56	External assurance	This report has not been externally assured

GRI Content Index



ENVIRONMENTAL DISCLOSURES

			Page	Details or Reasons for Omission
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 3	
	103-2	The management approach and its components	p. 4-9	
	103-3	Evaluation of the management approach	p. 4-9	
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	p. 16	
	305-2	Energy indirect (Scope 2) GHG emissions	p. 16	
	305-3	Other indirect (Scope 3) GHG emissions		Not monitored during reporting period
	305-5	Reduction of GHG emissions	p. 10	
	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	p. 3	
	103-2	The management approach and its components	p. 4-9	
	103-3	Evaluation of the management approach	p. 4-9	
GRI 306: Waste	306-1	Waste generation and significant-waste related impact	p. 16	
	306-2	Management of significant waste-related impact	p. 8	
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 3	
	103-2	The management approach and its components	p. 4-9	
	103-3	Evaluation of the management approach	p. 4-9	
GRI 307: Environmental Compliance	307-1	Non-compliance with environmental laws and regulations		UGC Calamba incurred a fine in 2024 for importation of chemicals listed under Priority Chemical List without PCL Certificate. Certification is expected by May 2025.
				PPHC incurred fines in 2024 for non-compliant water discharge at San Benisa Garden Villas. Short term corrective actions taken with long term plan for a Sewage Treatment Plant.
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 3	
	103-2	The management approach and its components	p. 4-9	
	103-3	Evaluation of the management approach	p. 4-9	
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	Details or Reasons for Omission
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 3	
	103-2	The management approach and its components	p. 4-9	
	103-3	Evaluation of the management approach	p. 4-9	
GRI 401: Employment	401-1	New employee hires and employee turnover	p. 11	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 11	
	401-3	Parental leave	p. 11	
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 3	
	103-2	The management approach and its components	p. 4-9	
	103-3	Evaluation of the management approach	p. 4-9	
GRI 403: Occupational Health and Safety	403-1	Workers' representation in formal joint management-worker health and safety committees	p. 5	
	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	p. 11	
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 3	
	103-2	The management approach and its components	p. 4-9	
	103-3	Evaluation of the management approach	p. 4-9	
GRI 404: Training and Education	404-1	Average hours of training per year per employee	p. 11	
	404-2	Programs for upgrading employee skills and transition assistance programs	p. 11	
	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	p. 3	
	103-2	The management approach and its components	p. 4-9	
	103-3	Evaluation of the management approach	p. 4-9	
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	p. 11	
	405-2	Ratio of basic salary and remuneration of women to men		Salary is based on competency and performance, regardless of gender



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