

PREMIERE HORIZON ALLIANCE CORPORATION

2023 Sustainability Report in compliance with the SEC Sustainability Reporting Guidelines for Publicly Listed Companies

Contextual Information

Company Details	
Name of Organization	Premiere Horizon Alliance Corporation (“PHA”)
Location of Headquarters	1705 East Tower Philippine Stock Exchange Centre, Exchange Road, Ortigas Center, Pasig City
Location of Operations	PHA and its subsidiaries conduct businesses in the Philippines particularly in Metro Manila, Baguio City and Dinagat Islands.
Report Boundary: Legal entities (e.g. subsidiaries) included in this report*	<p>This report covers PHA and its operating subsidiaries, Goshen Land Capital, Inc. (“GLCI”), West Palawan Premiere Development Corp. (“WPP”), and Premiere Georesources and Development Inc. (“PGDI”).</p> <p>The other subsidiaries, namely, (i) Concepts Unplugged Business Environment Solutions (“CUBES”), Inc. (ii) Treasure Cove at Nagtabon Beach, Inc. (“TCNBI”), (iii) Pyramid Hill Mining & Industrial Corp. (“PHMIC”), (iv) Palawan Star Mining Ventures, Inc. (v) Premiere Horizon Business Services, Inc. (“PHBSI”), (vi) PH Mining and Development Corporation (“PHMDC”), (vii) PH Agriforest Corporation (“PHAC”), (viii) PH Big Bounty Entertainment, Inc. (“PBBEI”); and (ix) Digiwave Solutions Incorporated (“DSI”) do not have commercial operations at this point. Hence, this report did not include them except for the consolidated figures presented in the direct economic value generated and distributed.</p> <p>Data from the operating subsidiaries – GLCI, WPP, and PGDI for the calendar years 2023 and 2022 were consolidated as applicable. The limitations and the boundaries are specified in the disclosures.</p>
Business Model, including Primary Activities, Brands, Products, and Services	PHA operates as a holding company with business interests in corporate finance, real estate development, tourism estate development and mining services.
Reporting Period	January 1, 2023 to December 31, 2023
Highest Ranking Person responsible for this report	<p>Raul Ma. F. Anonas <i>Corporate Information and Compliance Officer</i></p> <p>Ana Liza G. Aquino <i>Investor Relations</i></p>

Materiality Process

Explain how you applied the materiality principle (or the materiality process) in identifying your material topics.

The Company conducted focused group discussions as part of its process to assess and determine the materiality of information forming part of and within the scope of this Sustainability Report. As a result of the focused group discussion activity, key areas with material relevance to the Group's operations were identified forming part of this sustainability report.

Stakeholder Engagement

PHA (referred to as the "Group") acknowledges the support and contribution of its different stakeholders so the Group continuously engages with the former through formal and informal feedback mechanism as part of its efforts to give back to its stakeholders and at the same time improve its operations. The Group's stakeholders include stockholders, officers and employees, customers/clients, creditors, oversight governing bodies and suppliers. The Group responds and gives feedback to comments and queries with merits or with impact on its operations.

As the group moves forward, it continues to improve and expand its stakeholder engagement activities through the concerted efforts of its investor relations and corporate affairs officers.

Report Boundary

This report only covers the activities of the operating companies under Group within the calendar year 2023. Those that are non-operating subsidiaries (not yet operational or have stopped operations as of reporting date, are not discussed in this report. Only the identified key areas relevant to the Group's operations is included in this report.

Process Prioritization

Back in 2020, the Group set baseline information, which was used as basis for measuring performance on each of the key materiality topics identified. The GRI Reporting Standards and the SFC Guidelines were closely followed by the Group. Existing management approaches and corporate policies of the Group were captured and formed part of the baseline information.

A gap analysis on each key materiality topic was conducted and the noted gaps were used in the target setting and in establishing the qualitative Key Performance Indicators (KPIs). The same KPIs are still used by the group to date.

ECONOMIC

Economic Performance

Direct Economic Value Generated and Distributed

Disclosure		Amount	Units
Direct economic value generated (revenue)		534,347,017	PhP
Direct economic value distributed:			
a.	Operating costs	136,717,870	PhP
b.	Employee wages and benefits	63,013,353	PhP
c.	Payments to suppliers, other operating costs	292,436,555	PhP
d.	Dividends given to stockholders and interest payments to loan providers	102,027,886	PhP
e.	Taxes given to government	30,736,321	PhP
f.	Investments to community (e.g. donations, CSR)	-	PhP

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
The direct impact is through the Group's Sales and Operations. The Group's revenue is distributed through payment to contractors, suppliers, salaries and wages and benefits to employees and taxes due to the government.	Employees, suppliers and the government	<p>The Group has adopted the following priority approach:</p> <ol style="list-style-type: none"> 1) Identify the long-term growth targets of the Group so that the yearly targets are anchored to the achievement of the long-term targets 2) Develop policies and actionable items to meet the targets and regularly review the policies for any improvements 3) Continuously identify and quantify all risks related to the policies and actions 4) Regularly track results against targets and constantly improve projected results.
The direct economic value is distributed to the community through the increased spending capacity of the stakeholders - suppliers and employees receiving economic value from the group. In the same manner, the said stakeholders pass on the same value to its stakeholders.	Community, government	<p>The Group will continue to develop community-focused residential projects, provide employment and revenues to the local community and nearby communities.</p> <p>True to its commitment to continue invigorating the countryside, the Group also contributes to the local community and local government unit in Dinagat Island through donations and CSR activities, local employment, small enterprise opportunities and the business and other taxes paid.</p>

What are the risk/s identified?	Which stakeholders are affected?	Management Approach
<p>Changes in the rules and laws governing the industries within which the Group operates continue to pose a threaten the operations and even the going concern of some business lines. The most vulnerable is the mining servicing company since the mining industry has been constantly subjected to resistance from environmental advocate groups.</p> <p>Health risks such as a pandemic have also been proven as a real threat that can put any business operations to a halt.</p>	<p>Customers, Suppliers, Creditors, Employees, Government</p>	<p>Compliance to the changing government rules and laws is a top priority of the Group and the management is constantly apprised of any changes and takes these changes into consideration in the future plans and actions.</p> <p>Learning from the recent Covid-19 pandemic, corresponding health and safety protocols are put in place including work from home arrangements, alternate working schedule and provisions for safety materials and supplies.</p>
What are the opportunity/ies identified?	Which stakeholders are affected?	Management Approach
<p>There are also corresponding changes in government policies that present opportunities for the Group's businesses such as incentives on mass housing projects that can generate a sustainable rate of growth and potential expansion of operations.</p> <p>There is also an opportunity to sell or develop into a tourist destination the biggest asset of the group – the white sand beach-front properties in Palawan. The properties continue to appreciate in value as the proximate properties were already acquired by big companies.</p>	<p>Customers, Suppliers, Creditors, Employees, Shareholders, Government, Partners</p>	<p>The Group is currently studying and developing a comprehensive strategic approach to seize the opportunities and mitigate the risks identified.</p> <p>Regular review and continuous improvement of these approaches is being done.</p>

Climate-Related Risks and Opportunities

Governance	Strategy	Risk Management	Metrics and Targets
<p><i>Disclose the organization's governance around climate-related risks and opportunities</i></p> <p>PHA's Board of Directors currently do not have specified roles and functions as it relates to climate-related risks.</p> <p>But the Group is working on adopting a policy that will include a committee with roles and responsibilities for the Board of Directors to oversee climate-related risks.</p>	<p><i>Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material</i></p> <p>Extreme weather condition affects the Group's mining service operating days Which consequently affects the revenue generated by the Group.</p> <p>Extreme weather conditions can also affect the development projects implementation in the beach-front properties in</p>	<p><i>Disclose how the organization identifies, assesses, and manages climate-related risks</i></p> <p>Climate-related risks are assessed early on based on previous years' experience.</p> <p>Work volume is front-loaded and started as early as possible during the dry season to mitigate the financial impact of the of the rainy season.</p>	<p><i>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material</i></p> <p>The Group is still in the process of putting together metrics and targets are it relates to climate-related risks and opportunities</p>

<p>However, in the event of an extreme weather condition, the Group ensures the safety of its employees and other stakeholders within its area of operations.</p>	<p>Palawan. It can cause delays in the project implementation and may result to a higher project cost.</p>		
<p>Recommended Disclosures</p>			
<p>a) <i>Describe the board's oversight of climate-related risks and opportunities</i></p> <p>The Group currently has no formal process in identifying and assessing climate-related risks. But the Group is working on formulating a formal process to identify and assess these climate-related risks including coming up with corresponding metrics and targets for reduction and mitigation.</p>	<p>a) <i>Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term</i></p> <p>The Group is working on formulating a formal process to identify and assess these climate-related risks including coming up with corresponding metrics and targets for reduction and mitigation.</p>	<p>a) <i>Describe the organization's processes for identifying and assessing climate-related risks</i></p> <p>The Group currently has no formal process in identifying and assessing climate-related risks. But the Group is working on formulating a formal process to identify and assess these climate-related risks.</p>	<p>a) <i>Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process</i></p> <p>The Group is working on formulating a formal process to identify and assess these climate-related risks including coming up with corresponding metrics and targets for reduction and mitigation.</p>
<p>b) <i>Describe management's role in assessing and managing climate related risks and opportunities</i></p> <p>The Group currently has no formal process in identifying and assessing climate-related risks. But the Group is working on formulating a formal process to identify and assess these climate-related risks including coming up with corresponding metrics and targets for reduction and mitigation.</p>	<p>b) <i>Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.</i></p> <p>The Group currently has no formal process in identifying and assessing climate-related risks. But the Group is working on formulating a formal process to identify and assess these climate-related risks including coming up with corresponding metrics and targets for reduction and mitigation.</p>	<p>b) <i>Describe the organization's processes for Managing Climate related risks</i></p> <p>The Group currently has no formal process in identifying and assessing climate-related risks. But the Group is working on formulating a formal process to identify and assess these climate-related risks including coming up with corresponding metrics and targets for reduction and mitigation.</p>	<p>b) <i>Describe the targets used by the organization to manage climate related risk and opportunities and performance against targets</i></p> <p>The Group is working on formulating a formal process to identify and assess these climate-related risks including coming up with corresponding metrics and targets for reduction and mitigation.</p>
	<p>c) <i>Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios including a 2°C or lower scenario</i></p> <p>The Group currently has no formal process in identifying and assessing climate-related risks. But the Group is working on formulating a formal</p>	<p>c) <i>Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management</i></p> <p>The Group currently has no formal process in identifying and assessing climate-related risks. But the Group is working on formulating a process to</p>	

	process to identify and assess these climate-related risks including coming up with corresponding metrics and targets for reduction and mitigation.	identify and assess these climate-related risks including coming up with corresponding metrics and targets for reduction and mitigation.	
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Procurement Practices

Proportion of spending on local suppliers

Disclosure	Quantity	Unit
Percentage of procurement budget used for significant locations of operations that is spent on local suppliers	90	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Impact is on primary business operations of GLCI and PGDI. Procurement is done mostly from local communities and suppliers.	Suppliers, contractors, service providers	Management approach used by the Group is the accepted ethical business practices applicable to the procurement of supplies and materials.
What are the risk/s identified?	Which stakeholders are affected?	Management Approach
Insufficient volume from local suppliers, poor quality and delays in delivery.	Suppliers, contractors, service providers	Sourcing from outside the local communities and also work with the local suppliers by providing them the needs of the Group ahead of time to allow them to source and stock up enough inventory.
What are the opportunity/ies identified?	Which stakeholders are affected?	Management Approach
Availability of supplies in the locality where the Group operates creates savings on the delivery and transportation charges for the Group.	Suppliers, contractors, service providers, Shareholders	Work with the local suppliers by providing them the needs of the Group ahead of time to allow them to source and stock up enough inventory.

Anti-corruption

Training on Anti-corruption Policies and Procedures

Disclosure	Quantity	Units
Percentage of employees to whom the organization's anti- corruption policies and procedures have been communicated to	100	%
Percentage of business partners to whom the organization's anti-corruption policies and procedures have been communicated to	100	%
Percentage of directors and management that have received anti-corruption training	75	%
Percentage of employees that have received anti-corruption training	12	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Anti-corruption policies and procedure helps the Group and the company from engaging in corrupt practices that may affect the integrity of the Group, its management and employees.	Employees, Suppliers, Service Providers, Government	The Group ensures adherence to ethical business practices and compliance to all applicable laws, rules and regulations in order to prevent corruption and bribery from occurring in the Group's business operations.
What are the risk/s identified?	Which stakeholders are affected?	Management Approach
Involving in corrupt practices can affect the Group's integrity and reputation within the business community and can potentially increase financing and operational costs. This can also lower share price as investors will shy away from the stock.	Employees, Suppliers, Service Providers, Government, Shareholders	As specified in the Group's Manual on Corporate Governance, corruption, dishonesty and other unlawful activities are not condoned by the Group. The Group is strictly implementing the corporate governance's code of conduct at all levels of the organization - from the directors, management down to the staff level
What are the Opportunity/ies identified?	Which stakeholders are affected?	Management Approach
Opportunities identified are improvement of the Group's current process and policies which can lead to better reputational image for the Group.	Employees, Suppliers, Service Providers, Government, Shareholders	The Group will continue to work on improving the current anti-corruption policies and procedures especially as it relates to the procurement process.

Incidents of Corruption

Disclosure	Quantity	Units
Number of incidents in which directors were removed or disciplined for corruption	0	#
Number of incidents in which employees were dismissed or disciplined for corruption	0	#
Number of incidents when contracts with business partners were terminated due to incidents of corruption	0	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Any corrupt practices in violation of the corporate governance's code of conduct can affect the reputation and integrity of the Group.	Employees, Suppliers, Service Providers, Government, Shareholders	The Group ensures adherence to ethical business practices and compliance to all applicable laws, rules and regulations in order to prevent corruption and bribery from occurring in the Group's business operations.
What are the risk/s identified?	Which stakeholders are affected?	Management Approach
Any corrupt practices in violation of the corporate governance's code of conduct can affect the reputation and integrity of the Group.	Employees, Suppliers, Service Providers, Government, Shareholders	The Group ensures adherence to ethical business practices and compliance to all applicable laws, rules and regulations in order to prevent corruption and bribery from occurring in the Group's business operations.

What are the opportunity/ies identified?	Which stakeholders are affected?	Management Approach
Opportunities for improvement of the Group's policies and processes as it relates to anti-corruption practices.	Employees, Suppliers, Service Providers, Government, Shareholders	The Group ensures adherence to ethical business practices and compliance to all applicable laws, rules and regulations in order to prevent corruption and bribery from occurring in the Group's business operations

ENVIRONMENT

Resource Management

Energy consumption within the organization:

Disclosure	Quantity	Units
Energy consumption (renewable sources)	0	GJ
Energy consumption (gasoline)	No sufficient data can be provided at this point but the Group is working on gathering the information for future reports.	GJ
Energy consumption (LPG)	0	GJ
Energy consumption (diesel)	No sufficient data can be provided at this point but the Group is working on gathering the information for future reports.	GJ
Energy consumption (electricity)	No sufficient data can be provided at this point but the Group is working on gathering the information for future reports.	kWh

Reduction of energy consumption

Disclosure	Quantity	Units
Energy reduction (gasoline)	No sufficient data can be provided at this point but the Group is working on gathering the information for future reports.	GJ
Energy reduction (LPG)	No sufficient data can be provided at this point but the Group is working on gathering the information for future reports.	GJ
Energy reduction (diesel)	No sufficient data can be provided at this point but the Group is working on gathering the information for future reports.	GJ
Energy reduction (electricity)	No sufficient data can be provided at this point but the Group is working on gathering the information for future reports.	kWh
Energy reduction (gasoline)	No sufficient data can be provided at this point but the Group is working on gathering the information for future reports.	GJ

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Consumption and use of electricity, gasoline, LPG and diesel has a direct impact on the environment as it relates to greenhouse CO2 emissions and corresponding air pollutants.	Community, employees, suppliers, shareholders, government	The Group is formulating and will be closely monitoring its energy usage and will ensure that the business operations will focus on energy efficient measures.
What are the risk/s identified?	Which stakeholders are affected?	Management Approach
Continuous high usage of these non-renewable energy sources poses risk on the environment and the Group's business operations as it relates to the costs of energy prices.	Community, employees, suppliers, shareholders, government	The Group is formulating and will be closely monitoring its energy usage and will ensure that the business operations will focus on energy efficient measures.
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
Review of the Group's energy efficiency will lead to potential identification of other energy sources and plans to transition to renewable energy for long term sustainability.	Community, employees, suppliers, shareholders, government	The Group will work on reviewing and identifying renewable energy alternatives for its current operations.

Water consumption within the organization

Disclosure	Quantity	Units
Water withdrawal	No sufficient data can be provided at this point but the Group is working on gathering the information for future reports.	Cubic meter
Water consumption	No sufficient data can be provided at this point but the Group is working on gathering the information for future reports.	Cubic meter
Water recycled and reused	No sufficient data can be provided at this point but the Group is working on gathering the information for future reports.	Cubic meter

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
The Group's water consumption directly impacts the water supply of the locales and communities where the Group operates. Water conservation is highly important in its environmental impact on the community and the ecosystem. The Group will ensure that water conservation measures are in place in all its operations.	Community, employees, suppliers, shareholders, government	Water conservation is highly important in its environmental impact on the community and the ecosystem. The Group will ensure that water conservation measures are in place in all its operations. Policies and procedures will be put in place to assure compliance.

What are the risk/s identified?	Which stakeholders are affected?	Management Approach
Risks posed are water shortage which can impact continuous operations and potentially increase operational costs.	Community, employees, suppliers, shareholders, government	Water conservation is highly important in its environmental impact on the community and the ecosystem. The Group will ensure that water conservation measures are in place in all its operations. Policies and procedures will be put in place to assure compliance.
What are the opportunity/ies identified?	Which stakeholders are affected?	Management Approach
Opportunities identified are review and improvement of current water consumption, waste water management and other environmental conservation measures. These, when properly implemented, can lead to lower environmental footprint and potential lower costs for the Group.	Community, employees, suppliers, shareholders, government	Water conservation is highly important in its environmental impact on the community and the ecosystem. The Group will ensure that water conservation measures are in place in all its operations. Policies and procedures will be put in place to assure compliance.

Materials used by the organization

Disclosure	Quantity	Units
Materials used by weight or volume		
Renewable	0	kg/ liters
Non-renewable	No sufficient data can be provided at this point but the Group is working on gathering the information for future reports.	kg/ liters
Percentage of recycled input materials used to manufacture the organization's primary products and services	0	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
The Group is currently not engaged in any manufacturing activities that use any substantial material.	Community, employees, suppliers, shareholders, government	The Group is working on reducing its reliance on physical documents in order to reduce paper usage. The Group is also looking into using recyclable and biodegradable materials in its everyday office operations.
What are the risk/s identified?	Which stakeholders are affected?	Management Approach
The Group is currently not engaged in any manufacturing activities.	Community, employees, suppliers, shareholders, government	The Group is working on reducing its reliance on physical documents in order to reduce paper usage. The Group is also looking into using recyclable and biodegradable materials in its everyday office operations.

What are the opportunity/ies identified?	Which stakeholders are affected?	Management Approach
The Group is currently not engaged in any manufacturing activities.	Community, employees, suppliers, shareholders, government	The Group is working on reducing its reliance on physical documents in order to reduce paper usage. The Group is also looking into using recyclable and biodegradable materials in its everyday office operations.

Ecosystems and biodiversity (whether in upland/watershed or coastal/marine)

Disclosure	Quantity	Units
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside	None	
Habitats protected or restored	None	ha
IUCN* Red List species and national conservation list species with habitats in areas affected by operations	None	

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Not Applicable	Not Applicable	Not Applicable
What are the risk/s identified?	Which stakeholders are affected?	Management Approach
Not Applicable	Not Applicable	Not Applicable
What are the opportunity/ies identified?	Which stakeholders are affected?	Management Approach
Not Applicable	Not Applicable	Not Applicable

**International Union for Conservation of Nature*

Environmental impact management

Air Emissions

GHG

Disclosure	Quantity	Units
Direct (Scope 1) GHG Emissions	No sufficient data can be provided at this point but the Group is working on gathering the information for future reports.	Tonnes CO2e
Energy indirect (Scope 2) GHG Emissions	No sufficient data can be provided at this point but the Group is working on gathering the information for future reports.	Tonnes CO2e
Emissions of ozone-depleting substances (ODS)	No sufficient data can be provided at this point but the Group is working on gathering the information for future reports.	Tonnes CO2e

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Not Applicable	Not Applicable	Not Applicable
What are the risk/s identified?	Which stakeholders are affected?	Management Approach
Not Applicable	Not Applicable	Not Applicable
What are the opportunity/ies identified?	Which stakeholders are affected?	Management Approach
Not Applicable	Not Applicable	Not Applicable

Air pollutants

Disclosure	Quantity	Units
NO _x	No sufficient data can be provided at this point but the Group is working on gathering the information for future reports.	kg
SO _x	No sufficient data can be provided at this point but the Group is working on gathering the information for future reports.	kg
Persistent organic pollutants (POPs)	No sufficient data can be provided at this point but the Group is working on gathering the information for future reports.	kg
Volatile organic compounds (VOCs)	No sufficient data can be provided at this point but the Group is working on gathering the information for future reports.	kg
Hazardous air pollutants (HAPs)	No sufficient data can be provided at this point but the Group is working on gathering the information for future reports.	kg
Particulate matter (PM)	No sufficient data can be provided at this point but the Group is working on gathering the information for future reports.	kg

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
The Group's business operations have negligible contribution to air pollutants. But the Group recognize the fact that air pollution can affect the health of the community and its employees.	Employees, Community, Shareholders	The Group ensures that all its operations are in compliance to the standards mandated by the Clean Air Act. Regular maintenance is done to all the Groups machineries and vehicles to ensure reduction and mitigation of air pollutants.
What are the risk/s identified?	Which stakeholders are affected?	Management Approach
The Group recognize the fact that air pollution can affect the health of the community and its employees	Employees, Community, Shareholders	The Group ensures that all its operations are in compliance to the standards mandated by the Clean Air Act. Regular maintenance is done to all the Groups machineries and vehicles to ensure reduction and mitigation of air pollutants.
What are the opportunity/ies identified?	Which stakeholders are affected?	Management Approach
The Group is working on improving its processes and policies and ensure that better technology and materials are used to reduce any potential harm to the environment as it relates to air pollution.	Employees, Community, Shareholders	The Group ensures that all its operations are in compliance to the standards mandated by the Clean Air Act. Regular maintenance is done to all the Groups machineries and vehicles to ensure reduction and mitigation of air pollutants.

Solid and Hazardous Wastes

Solid Waste

Disclosure	Quantity	Units
Total solid waste generated	No sufficient data can be provided at this point but the Group is working on gathering the information for future reports.	kg
Reusable	No sufficient data can be provided at this point but the Group is working on gathering the information for future reports.	kg
Recyclable	No sufficient data can be provided at this point but the Group is working on gathering the information for future reports.	kg
Composted	No sufficient data can be provided at this point but the Group is working on gathering the information for future reports.	kg
Incinerated	No sufficient data can be provided at this point but the Group is working on gathering the information for future reports.	kg
Residuals/Landfilled	No sufficient data can be provided at this point but the Group is working on gathering the information for future reports.	kg

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
The Group makes sure that all wastes generated by the operations of each company are disposed of properly and follows the standard environmental practices. Any deviation from the said standards may result to regulatory sanctions which can lead to business cessation.	Employees, Community, Suppliers, Government, Shareholders	The Group ensures that proper waste management and disposal are followed according to environmental and regulatory standards.
What are the risk/s identified?	Which stakeholders are affected?	Management Approach
The Group makes sure that all wastes generated by the operations of each company are disposed of properly and follows the standard environmental practices. Any deviation from the said standards may result to regulatory sanctions which can lead to business cessation.	Employees, Community, Suppliers, Government, Shareholders	The Group ensures that proper waste management and disposal are followed according to environmental and regulatory standards.
What are the opportunity/ies identified?	Which stakeholders are affected?	Management Approach
The Group can work on reviewing and improving its waste disposal processes and be able to help in mitigating negative environmental impact.	Employees, Community, Suppliers, Government, Shareholders	The Group ensures that proper waste management and disposal are followed according to environmental and regulatory standards.

Hazardous Waste

Disclosure	Quantity	Units
Total weight of hazardous waste generated	Unidentified	kg
Total weight of hazardous waste transported	To be identified	kg

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Not Applicable	Not Applicable	Not Applicable
What are the risk/s identified?	Which stakeholders are affected?	Management Approach
Not Applicable	Not Applicable	Not Applicable
What are the opportunity/ies identified?	Which stakeholders are affected?	Management Approach
Not Applicable	Not Applicable	Not Applicable

Effluents

Disclosure	Quantity	Units
Total volume of water discharges	No sufficient data can be provided at this point but the Group is working on gathering the information for future reports.	Cubic meters
Percent of wastewater recycled	No sufficient data can be provided at this point but the Group is working on gathering the information for future reports.	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
The Group recognize the negative impact of effluents in contaminating water supply if disposal is not properly done.	Community, employees, shareholders	The Group ensures compliance to proper waste water disposal according to accepted environmental standards. The Group is also ensuring use of recycled water and set up of rainwater harvesting facilities in its projects.
What are the risk/s identified?	Which stakeholders are affected?	Management Approach
The Group recognize the negative impact of effluents in contaminating water supply if disposal is not properly done.	Community, employees, shareholders	The Group ensures compliance to proper waste water disposal according to accepted environmental standards. The Group is also ensuring use of recycled water and set up of rainwater harvesting facilities in its projects.
What are the opportunity/ies identified?	Which stakeholders are affected?	Management Approach
The Group identifies the opportunity of reviewing and implementing better waste water disposal and improvement of its facilities as it relates to waste water.	Community, employees, shareholders	The Group ensures compliance to proper waste water disposal according to accepted environmental standards. The Group is also ensuring use of recycled water and set up of rainwater harvesting facilities in its projects.

Environmental compliance

Non-compliance with Environmental Laws and Regulations

Disclosure	Quantity	Units
Total amount of monetary fines for non-compliance with environmental laws and/or regulations	None	Php
No. of non-monetary sanctions for non-compliance with environmental laws and/or regulations	None	#
No. of cases resolved through dispute resolution mechanism	None	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Any non-compliance to environmental laws and regulations can directly impact the Group's operations through work stoppage, penalties, sanctions and litigation.	Community, employees, shareholders, government	The Group ensures that all its operations are in compliance with applicable environmental laws and regulations.
What are the risk/s identified?	Which stakeholders are affected?	Management Approach
Any non-compliance to environmental laws and regulations can directly impact the Group's operations through work stoppage, penalties, sanctions and litigation.	Community, employees, shareholders, government	The Group ensures that all its operations are in compliance with applicable environmental laws and regulations.
What are the opportunity/ies identified?	Which stakeholders are affected?	Management Approach
Opportunities identified are improvement of the Group's policies and management control as it relates to environmental compliance of all its operations.	Community, employees, shareholders, government	The Group ensures that all its operations are in compliance with applicable environmental laws and regulations.

SOCIAL

Employee Management

Employee Hiring and Benefits

Employee data

Disclosure	Quantity	Units
Total number of employees		
a. Number of female employees	46	#
b. Number of male employees	141	#
Attrition rate	1.63	rate
Ratio of lowest paid employee against minimum wage	1:1	ratio

Employee benefits

List of Benefits	Y/N	% of female employees who availed for the year	% of male employees who availed for the year
SSS	Y	50%	82%
Philhealth	Y	43%	82%
Pag-Ibig	Y	52%	82%
Parental leaves	Y	7%	1%
Vacation leaves	Y	61%	21%
Sick leaves	Y	63%	21%
Medical benefits (aside from Philhealth)	Y	46%	16%
Housing assistance (aside from Pag-ibig)	N	0%	0%
Retirement fund (aside from SSS)	N	0%	0%
Further education support	N	0%	0%
Company stock options	N	0%	0%
Telecommuting	N	0%	0%
Flexible working hours	Y	2%	0%
(Others)	N	0%	0%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
The Group recognizes the importance of good employee management as this directly impacts productivity and company growth.	The Group ensures compliance to all labor standards and policies as stipulated by the Department of Labor and Employment (DOLE). All mandatory benefits are provided to all employees including additional ones as approved by the board.
What are the risk/s identified?	Management Approach
Risk of attrition is a reality for the Group and losing the company's best employees will negatively affect productivity and growth.	Constant performance appraisals and evaluation are being done on all employees and corresponding benefits and incentives are identified.
What are the opportunity/ies identified?	Management Approach
Opportunities relate to improvement in the current company policies with regards to better employee benefits and incentives.	Improvement in the current company policies as it relates to better employee benefits and incentives in order to retain the Group best people and improve productivity and ensure long-term growth.

Employee Training and Development

Disclosure		Quantity	Units
Total training hours provided to employees			
a.	Female employees	148	hours
b.	Male employees	209	hours
Average training hours provided to employees			
a.	Female employees	7.00	hours/employee
b.	Male employees	6.50	hours/employee

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
The Group recognizes the importance and impact of training and development as this will upgrade the employees skills thereby improving productivity and ensuring long-term growth.	Constant training and development is provided to all employees in order to keep their knowledge and skills up to date especially as it relates to new technology and practices.

What are the risk/s identified?	Management Approach
Each hour of training outside an employee's regular work can affect work schedules and potential target achievements.	Trainings can be scheduled outside working hours and corresponding incentives can be given to employees to motivate them to attend these.
What are the opportunity/ies identified?	Management Approach
All trainings and skills development can lead to better productivity and result in business growth.	Constant training and development is provided to all employees in order to keep their knowledge and skills up to date especially as it relates to new technology and practices.

Labor-Management Relations

Disclosure	Quantity	Units
% of employees covered with Collective Bargaining Agreements	0	%
Number of consultations conducted with employees concerning employee-related policies	0	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
The Group recognizes that good labor management relations and practices will ensure productivity and business growth.	The Group maintains an open-door policy as it relates to the concerns, suggestions and opinions of its employees. The Group ensures that these are discussed and addressed.
What are the risk/s identified?	Management Approach
Unaddressed grievances and concerns can lead to labor suits and work stoppage thereby reducing productivity and business growth.	The Group maintains an open-door policy as it relates to the concerns, suggestions and opinions of its employees. The Group ensures that these are discussed and addressed.
What are the opportunity/ies identified?	Management Approach
Identify the opportunity/ies related to material topic of the organization.	The Group maintains an open-door policy as it relates to the concerns, suggestions and opinions of its employees. The Group ensures that these are discussed and addressed.

Diversity and Equal Opportunity

Disclosure	Quantity	Units
% of female workers in the workforce	24.60	%
% of male workers in the workforce	75.40	%
Number of employees from indigenous communities and/or vulnerable sector	1	#

**Vulnerable sector includes, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E).*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
The Group recognizes that diversity and equality in the workforce impact the business operations which leads to productivity improvement and long-term growth.	The Group is an equal opportunity employer and do not discriminate based on gender, age, race or religion. Hiring and promotion assessments are done based on skills and performance. Disciplinary cases are decided based on the facts of the case and applicable company policies and labor laws.
What are the risk/s identified?	Management Approach
Potential risks involve are conflicts and miscommunication brought about by diversity.	The Group will ensure that everyone is aware of the equal opportunity employer position of the companies and that continuous awareness trainings will be done to educate employees on diversity acceptance.
What are the opportunity/ies identified?	Management Approach
Improvement in the Group's policies as it relates to diversity and equality in the Group's human capital which can result in better productivity and business growth.	The Group is an equal opportunity employer and do not discriminate based on gender, age, race or religion. Hiring and promotion assessments are done based on skills and performance. In fact, two of the Group's employees are PWDs.

Workplace Conditions, Labor Standards, and Human Rights

Occupational Health and Safety

Disclosure	Quantity	Units
Safe Man-Hours	0	Man-hours
No. of work-related injuries	0	#
No. of work-related fatalities	0	#
No. of work related ill-health	0	#
No. of safety drills	0	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Work-related injuries can materially affect the Group's business operations. But the Group assures that all work set-ups follow the existing health and safety protocols.	The Group ensures that all work set-ups follow the existing health and safety protocols, and that all are compliant to existing rules and regulations as set forth by the government.
What are the risk/s identified?	Management Approach
The Group's failure to meet health and safety standards and follow all existing laws and regulations can result in work stoppage and corresponding lawsuits.	The Group ensures that all work set-ups follow the existing health and safety protocols, and that all are compliant to existing rules and regulations as set forth by the government.
What are the Opportunity/ies Identified?	Management Approach
Identify the opportunity/ies related to material topic of the organization	The Group ensures that all work set-ups follow the existing health and safety protocols, and that all are compliant to existing rules and regulations as set forth by the government.

Labor Laws and Human Rights

Disclosure	Quantity	Units
No. of legal actions or employee grievances involving forced or child labor	0	#

Do you have policies that explicitly disallows violations of labor laws and human rights (e.g. harassment, bullying) in the workplace?

Topic	Y/N	If Yes, cite reference in the company policy
Forced labor	N	The Group ensures compliance to existing labor standards and policies as it relates to forced labor.
Child labor	N	The Group ensures compliance to existing labor standards and policies as it relates to child labor.
Human Rights	N	The Group ensures compliance to existing labor standards and policies as it relates to human rights

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Identify the impact and where it occurs (i.e., primary business operations and/or supply chain). Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)	What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?
What are the risk/s identified?	Management Approach
Identify risk/s related to material topic of the Organization	
What are the opportunity/ies identified?	Management Approach
Identify the opportunity/ies related to material topic of the organization	

Supply Chain Management

Do you have a supplier accreditation policy? If yes, please attach the policy or link to the policy:

Do you consider the following sustainability topics when accrediting suppliers?

Topic	Y/N	If Yes, cite reference in the supplier policy
Environmental performance	Y	The Group does not have a formal supplier accreditation policy yet but we are in the process of formulating one that will ensure best practice and sustainability compliance of all suppliers who will be accredited.
Forced labor	Y	
Child labor	Y	
Human rights	Y	
Bribery and corruption	Y	

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
The Group recognizes the fact that good supply chain management will materially impact the business operations.	The Group is in the process of formalizing its policies with regards to sustainable supply chain practices and ensures that its employees comply to responsible sourcing for all its supplies.
What are the risk/s identified?	Management Approach
Risks associated with this material topic is non-delivery of the needed goods and services which can result in work stoppage and impact revenues and costs.	The Group is in the process of formalizing its policies with regards to sustainable supply chain practices and ensures that its employees comply to responsible sourcing for all its supplies.

What are the opportunity/ies identified?	Management Approach
The Group recognizes the opportunity of reviewing and improving its supply chain management.	The Group is in the process of formalizing its policies with regards to sustainable supply chain practices and ensures that its employees comply to responsible sourcing for all its supplies.

Relationship with Community

Significant Impacts on Local Communities

Operations with Significant (positive or negative) impacts on local communities (exclude CSR projects; this has to be business operations)	Location	Vulnerable groups (if applicable) *	Does the particular operation have impacts on indigenous people (Y/N)?	Collective or individual rights that have been identified that or particular concern for the community	Mitigating measures (if negative) or enhancement measures (if positive)

**Vulnerable sector includes children and youth, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E)*

For operations that are affecting IPs, indicate the total number of Free and Prior Informed Consent (FPIC) undergoing consultations and Certification Preconditions (CPs) secured and still operational and provide a copy or link to the certificates if available: N.A.

Certificates	Quantity	Units
FPIC process is still undergoing	Not Applicable	#
CP secured	Not Applicable	#

What are the risk/s identified?	Management Approach
Not applicable.	Not applicable
What are the opportunity/ies identified?	Management Approach
Not applicable	Not applicable

Customer Management

Customer Satisfaction

Disclosure	Score	Did a third party conduct the customer satisfaction (Y/N)?
Customer satisfaction	NA	N

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Not applicable.	Not applicable
What are the risk/s identified?	Management Approach
Not applicable	Not applicable
What are the opportunity/ies identified?	Management Approach
Not applicable	Not applicable

Health and Safety

Disclosure	Quantity	Units
No. of substantiated complaints on product or service health and safety*	0	#
No. of complaints addressed	NA	#

Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Not applicable.	Not applicable
What are the risk/s identified?	Management Approach
Not applicable	Not applicable
What are the opportunity/ies identified?	Management Approach
Not applicable	Not applicable

Marketing and labelling

Disclosure	Quantity	Units
No. of substantiated complaints on marketing and labelling*	0	#
No. of complaints addressed	0	#

**Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Not applicable.	Not applicable
What are the risk/s identified?	Management Approach
Not applicable	Not applicable
What are the opportunity/ies identified?	Management Approach
Not applicable	Not applicable

Customer privacy

Disclosure	Quantity	Units
No. of substantiated complaints on customer privacy*	0	#
No. of complaints addressed	0	#
No. of customers, users and account holders whose information is used for secondary purposes	0	#

**Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
PHIA as a holding company do not have any direct customers. It is the customer management and satisfaction for GJ.CI that can potentially affect the Group's business and reputation.	The Group ensures that customer experience is positive and that any concerns and complaints are speedily addressed.

What are the risk/s identified?	Management Approach
Complaints can lead to back-outs and loss in sales especially for GLCI with regards to its real estate projects.	The Group ensures that customer experience is positive and that any concerns and complaints are speedily addressed.
What are the opportunity/ies identified?	Management Approach
Satisfied customers can lead to upsells for other products and positive word of mouth.	The Group ensures that customer experience is positive and that any concerns and complaints are speedily addressed. Dedicated employees and teams handle customer service.

Data Security

Disclosure	Quantity	Units
No. of data breaches, including leaks, thefts and losses of data	0	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
The Group recognizes the vital importance of data security to its business operations.	The Group ensures compliance to all existing laws, rules and regulations as it relates to data privacy and the operations ensure implementation of the Data Privacy Act.
What are the risk/s identified?	Management Approach
Any data breach will pose operational risks to the Group. Sensitive and confidential information once leaked will affect not only the company's reputation but also its future operations and plans.	The Group ensures compliance to all existing laws, rules and regulations as it relates to data privacy and the operations ensure implementation of the Data Privacy Act. Corresponding data security measures are also being put in place.
What are the opportunity/ies identified?	Management Approach
Opportunity to constantly improve the Group's data management system and security.	The Group ensures compliance to all existing laws, rules and regulations as it relates to data privacy and the operations ensure implementation of the Data Privacy Act. Corresponding date security measures are also being put in place.

SUSTAINABLE DEVELOPMENT GOALS

Product or Service Contribution to UN SDGs

Key products and services and its contribution to sustainable development.

Key Products and Services	Societal Value / Contribution to UN SDGs	Potential Negative Impact of Contribution	Management Approach to Negative Impact
Horizontal and Vertical Projects (Lots and Housing)	The Group through GLCI provide families the opportunity of owning a home and in the cool climates of Baguio City which is considered to be the summer capital of the Philippines. The homes that were built by the Company not only provide shelter for the buyers but also passive income for those who choose to rent them out.	Apart from the environmental, social, and economic impacts identified above, the Group sees no further material impacts of this product to SDGs.	Nothing material that the Group could identify
Master planned mixed-use developments and townships	The Group through GLCI created master planned communities providing not only shelter but communities fostering to specific groups and demographics. The company's North Cambridge project put together a community catering to students while the Courtyards project is a master-planned resort-style community for families and retirees.	Apart from the environmental, social, and economic impacts identified above, the Group sees no further material impacts of this product to SDGs.	Nothing material that the Group could identify

**None/Not Applicable is not an acceptable answer. For holding companies, the services and products of its subsidiaries may be disclosed.*