



BUILDING BETTER

REINFORCING A SUSTAINABLE FUTURE

**SUSTAINABILITY
REPORT 2023**

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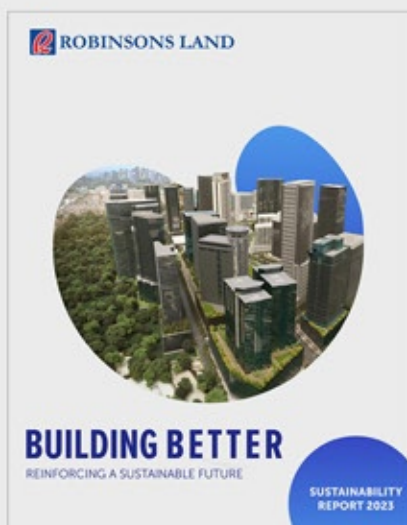
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About the Cover

This year's report is visually designed to reflect the principles of a circular economy and a healthy building life-cycle, symbolizing our holistic approach to sustainability. The blue and green hues are not merely representative of our brand, but embody our aspiration for a harmonious balance between economic growth and environmental stewardship.

At RLC, we believe that embracing circularity is essential for achieving long-term sustainability. By prioritizing the reuse and recycling of resources, minimizing waste, and designing for longevity, we aim to create systems that not only reduce our environmental footprint but also enhance the resilience of the communities we serve.

Our approach encourages collaboration with stakeholders at every level, promoting initiatives that facilitate the sharing of resources and knowledge. Through these efforts, we work towards a circular economy that benefits both our business and the environment, ensuring that our developments contribute to a sustainable future.

As we navigate the complexities of climate change and its impacts, we invite you to explore how RLC is taking proactive steps towards a resilient and sustainable future. Together, we can build a better world for generations to come. Thank you for your continued support as we embark on this journey toward a more sustainable tomorrow.

About the Report

This report serves as a comprehensive overview of our efforts to integrate sustainable practices across all facets of our operations, from resource management to community engagement. The following pages detail the company's performance and progress toward its sustainability targets for the fiscal year spanning January to December 2023. This report adheres to the Global Reporting Initiative (GRI) 2021 standards, one of the most widely recognized frameworks for sustainability reporting globally.

RLC's progress in 2023 is evaluated against baseline data from 2021, along with additional information from previous years. By focusing on outcomes, achievements, and areas for improvement relative to established goals, the company analyzes relevant data from the past three years (2021 to 2023) to identify trends and measure progress effectively. Additionally, the report outlines RLC's sustainability roadmap, unveiling ambitious targets and strategies across seven key sustainability focus areas.

For this reporting period, the material topics have been expanded to align with the industry-specific disclosure guidelines set forth by the Sustainability Accounting Standards Board (SASB). This ensures that RLC's reporting captures the essential aspects of its primary sectors: (1) Real Estate and Home Builders, and (2) Hotel and Lodging.

Other reporting frameworks considered in the preparation of this report include the following:

- Task Force on Climate-Related Financial Disclosures (TCFD)
- United Nations Global Compact Ten Principles
- United Nations Sustainable Development Goals

This sustainability report follows the Securities and Exchange Commission Memorandum Circular No. 4 Series of 2019: "Sustainability Reporting Guidelines for Publicly Listed Companies."

For feedback and comments about this sustainability report, you may reach us through email: investor.relations@robinsonsland.com.



2023 Report Highlights

RLC remains dedicated to improving the lives of Filipinos by delivering innovative lifestyle experiences, business solutions, and sustainable homes that enhance the way people live and work.

Through this report, we recognize the **importance of communicating our company's progress** in addressing the escalating environmental and social challenges that we are facing.

While our economic and financial performance is a crucial aspect of our business, it must be supported by sustainable planning and practices. Through our disclosures, we aim to inspire our community and industry peers to embrace sustainable development principles that prioritize long-term resilience and environmental stewardship. We believe that collective action is essential for creating a sustainable future. By sharing our strategies, initiatives, and progress, we hope to encourage collaboration and innovation across sectors.

Financially Stronger than Before

Our robust financial performance has empowered us to invest in initiatives that enhance the value we deliver to all our stakeholders—including partners, customers, employees, shareholders, and the communities we serve. In alignment with our commitment to sustainability, we have prioritized the integration of Environmental, Social, and Governance (ESG) programs into our broader corporate strategy. As a result, we are accelerating our innovation efforts and sustainable initiatives across all our business segments.

Climate Action at the Forefront

Our most significant environmental impact arises from the energy consumption of our properties. To address this, we are actively transitioning to clean energy through solar installations and renewable energy sourcing. Currently, we operate 24 solar-powered malls, while four other malls and one office are fully powered by renewable energy.

We also make substantial efforts to adhere to global green construction standards. In 2023, we successfully obtained EDGE and LEED Certifications for nine of our office buildings.

Additionally, we have launched the Climate Resiliency Project, which aims to assess and enhance our facilities' resilience to climate-related risks. This proactive initiative demonstrates our dedication to creating sustainable environments that can withstand future challenges.

Spreading Hope to the Filipino People

We are committed to improving communities and uplifting lives by providing support and opportunities to those in need. The company, through its corporate social responsibility arm Robinsons Land Foundation, Inc. (RLFI), actively pursues a range of social welfare initiatives, including community development, child welfare and education, health and nutrition, and disaster relief.

By engaging with local stakeholders and collaborating with various organizations, RLC seeks to create sustainable impact and drive meaningful change in the lives of Filipinos across the nation.

Development and Upscaling

We remain committed to talent development and career growth while fostering an inclusive culture, recognizing that our employees are the company's most valuable asset. We take pride in being named one of "The Philippines' Best Employers for 2023," as determined by a survey conducted by Statista, a leading global data and business intelligence portal, in collaboration with the Philippine Daily Inquirer. This accolade reflects our dedication to cultivating an environment that empowers individuals to thrive and inspire others.



MESSAGE FROM THE CHAIRMAN

*In every step of the way, we help build lasting
change and a better future for all of us.*





Dear Stakeholders,

At Robinsons Land Corporation (RLC), we recognize our responsibility to integrate sustainability into our growth strategies.

This commitment has consistently shaped our business agenda, even before formalizing our sustainability efforts through these reports. In this spirit, we are proud to share the progress and milestones of our sustainability initiatives for 2023, highlighting our continuous dedication to building a better and brighter future for our stakeholders.

This year's report: **Building Better**, highlights the strides we've made across five concrete sustainability objectives: creating shared success with our stakeholders, promoting resource circularity and efficiency, continuing education and development of our people, addressing our customers' health and wellness needs, and promoting environmental sustainability.



Creating Shared Success with Stakeholders

PHP **42.018** Billion
in direct economic value

PHP **32.80** Billion
distributed

PHP **9.22** Billion
retained

A sustainable enterprise harmonizes the goals of the private sector, public institutions, and the communities they serve, creating a unified approach to fostering shared success.

In 2023, we generated Php 42.018 billion in direct economic value, of which Php 32.80 billion was distributed and Php 9.22 billion was retained. We directly supported 3,299 jobs and indirectly created opportunities for 133,000 more through our tenants and collaborations with third-party providers and suppliers. At RLC, fulfilling our business objectives enables us to extend our success to our stakeholders, further strengthening our commitment to creating lasting value for everyone involved.





Promoting Resource Circularity and Efficiency

24

Solar-powered malls

100%

Renewable Energy
running on 4 Malls and 1 Office

75

Million kwh
of clean energy consumption

Building resilience is about creating lasting value through sustainable progress. It is a heavy and arduous undertaking which requires collective action to mitigate the long-term effects of environmental degradation. RLC's most significant impact comes from the energy consumption of our buildings and the resulting emissions. As such, this area has become the central focus of our sustainability efforts.

To effectively reduce our carbon emissions, we have established comprehensive monitoring systems across our projects and operations. These systems enable us to accurately track our environmental impact and implement strategic interventions to lower our carbon emissions, all while enhancing operational efficiency.

Currently, 24 of our malls are powered by solar energy, and five properties are fully sourced from renewable energy. We have already achieved so much, with RLC being the country's largest mall operator powered by solar, yet we still strive to set the bar even higher. Our continued transition from traditional energy sources to renewable alternatives through our ongoing and upcoming projects shall allow us to further reduce the negative environmental impact of our day-to-day operations.

In addition to RLC's clean energy initiatives, we have launched several programs to promote recycling and circularity: 13 of our malls actively participate in plastic waste recovery efforts and our hotels began replacing single-use plastics with reusable water bottles. Additionally, 32 of our properties are now equipped with rainwater collection systems, further enhancing our sustainability efforts and resource conservation.



Continuing Education and Development of our People

36,215

manhours spent in trainings

3,299

strong employee population

Our people are central to our success. We understand that investing in their development through comprehensive learning programs and training is essential to sustaining our momentum and achieving our growth objectives.

In 2023, we dedicated 36,215 training hours to our workforce of 3,299 employees. This dedication to upskilling and enhancing competencies has significantly strengthened employee engagement, fostering a deeper understanding and commitment to our business and sustainability goals. Through these efforts, we continue to build a more capable and empowered workforce that is aligned with the company's long-term vision.





Addressing our Stakeholders' Health and Wellness Needs

2,426

volunteers

Around **13,780**

meals provided in Feeding Programs

Around **9,000**

patients served in Medical Missions



In 2020, we established our Corporate Social Responsibility (CSR) and philanthropy arm, Robinsons Land Foundation, Inc. (RLove) as the driving force for our CSR efforts. RLove is dedicated to five key areas: disaster response, community development, health and nutrition, child welfare and education, and environmental sustainability.

RLove engages with its partner communities to identify and address their specific needs. It also coordinates with various business units to mobilize volunteers, allocate resources, and ensure the effective implementation of programs.

In 2023, RLove launched numerous initiatives that demonstrated the foundation's commitment to its vision of improving the quality of life for Filipino communities. These programs were designed to enhance health and wellness in underserved areas, including medical missions conducted in Antipolo, Quezon City (Metro East), Malolos, Tagaytay City, Las Piñas, Pampanga, Malabon City, and La Union.

In addition, RLove organized feeding programs for underserved groups, benefiting students of Ilugin Elementary School in Pasig City, City Gates Academy in Antipolo City, and 36 indigent families in Davao City. These initiatives exemplify our dedication to uplifting communities through meaningful and impactful programs.



Promoting Environmental Sustainability

Recognizing the urgency of the climate crisis, we take decisive action to ensure that all our business partners, particularly our suppliers and contractors, understand their vital role in contributing to environmental protection.

We are continually exploring innovative approaches to design our buildings and infrastructure in a manner that minimizes the use of harmful materials. Our focus is on optimizing eco-friendly raw materials that maintain both durability and quality.

Beyond our core business operations, we also actively promote sustainability in other communities to inspire collective efforts toward greener practices.

In the past year, we successfully mobilized resources to support the construction of a Materials Recovery Facility for the Local Government Unit in La Union. Furthermore, we partnered with the City Environment and Natural Resources Office (CENRO) of Tacloban City to facilitate their tree planting and nurturing initiatives, reinforcing our commitment to environmental stewardship and community engagement.



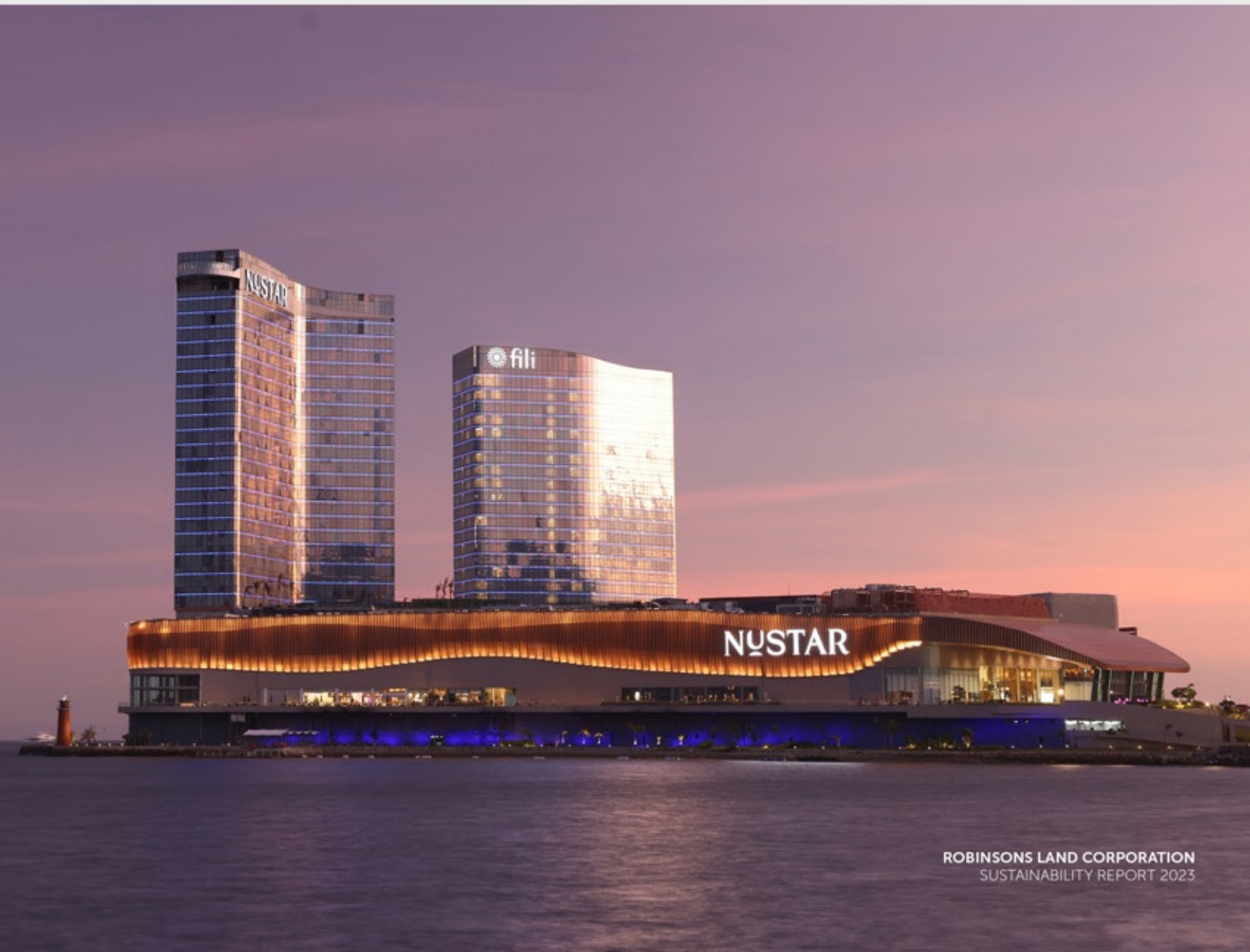
At RLC, we recognize that true progress is more than just economic growth. It is making a positive impact on the health and well-being of our stakeholders, communities, and planet. Each initiative we undertake is a step toward building a resilient future where all Filipinos can thrive.

Looking ahead, we are excited to deepen our engagement with stakeholders and partners to create impactful solutions that address the challenges we face. In every step of the way, we help build lasting change and a better future for all of us.

Maraming salamat po!



Lance Y. Gokongwei
CHAIRMAN, PRESIDENT, & CEO





ABOUT OUR COMPANY

We have made big steps, but we'll continue making bigger ones.



*Our privilege comes with environmental and social responsibilities.
We are dedicated to ensuring that our efforts reflect this awareness by*

*providing better choices and
building better communities.*



Who We Are

We are a real estate company in the Philippines involved in the development and management of lifestyle centers, residential projects, office buildings, hotels and resorts, logistics and industrial facilities, as well as integrated estates in 29 growth areas across the country.

We have steadily grown to become one of the biggest players in the industry in terms of revenues, project numbers, and total project size.

Together with our parent company, JG Summit, we remain committed to continuous improvement and sustainable business practices that aim to benefit our stakeholders and help build stronger, more resilient communities.



ROBINSONS
OFFICES



Core Values

Entrepreneurial Mindset

We embrace growth with a resilient, passionate, and imaginative approach, dedicated to fulfilling our purpose of providing our customers with better choices.

Stewardship

We take full responsibility for the resources entrusted to us—financial, environmental, or human. We are committed to managing these resources wisely and sustainably, prioritizing their care for future generations.

Integrity

We conduct ourselves with honor in all our endeavors, upholding the principle of doing the right thing because it is inherently right, even when no one is watching.





Lifestyle Centers Robinsons Malls

This business unit oversees the development, leasing, and management of Robinsons Malls, one of the most established mall chains in the country. With leasing commercial spaces as its primary source of revenue, it contributes 38% to Robinsons Land Corporation's income. It remains to be RLC's largest business with Php 16.2 billion in revenue earned in 2023.

Looking ahead, RLC anticipates that the mall business will continue to play a significant role in driving growth. Currently, the division manages 54 malls nationwide, with nine located in Metro Manila and the rest spread across strategic locations around the country. As of December 31, 2023, Robinsons Malls assets are valued at Php 82.55 billion.

Residential Division RLC Residences and Robinsons Homes

This business unit is dedicated to developing residential projects that meet the needs of a diverse range of homeowners in the country. Housing options span from affordable choices to premium, high-end residences, ensuring various solutions for different lifestyles and budgets. RLC residences contributed 22% of RLC's total revenue amounting to Php 9.30 billion.

The residential division comprises two sub-units, RLC Residences, which handles vertically-designed condominiums in urban areas and business districts, and Robinsons Homes, which offers lot-only and house-and-lot packages in gated communities. RLC Residences is committed to delivering its clients a smooth and positive experience.

Currently, RLC Residences has a portfolio of 90 residential projects, with 71 completed and 19 currently under construction. Robinsons Homes on the other hand has 40 projects, with 11 in development.



Offices Robinsons Offices

This business unit plays a key role in providing office spaces in the Philippines, with a focus on meeting the needs of business process outsourcing (BPO) companies. Recognized as a sought-after office space provider for both local and multinational tenants, Robinsons Offices is currently working on green-certifying its buildings to align with the sustainability expectations of its occupants. We currently lease and manage 13 office buildings in three cities in Metro Manila and the rest in four provincial areas, including Iloilo, Davao, Ilocos, and Tarlac.

In 2021, 14 office buildings were transferred to Robinsons Land Commercial REIT (RCR), a newly formed real estate investment trust under RLC. In 2023, Robinsons Offices contributed a total of Php 7.36 billion or 18% of RLC's total revenues. As of December 2023, the division's assets are valued at Php 38.06 billion.



Hotels and Resorts

Robinsons Hotels & Resorts

This business unit is responsible for the development and operation of RLC hotels and resorts in various locations across the Philippines, including Metro Manila and popular tourist destinations. Robinsons Hotels and Resorts operates nine international and company-owned brands across four multi-segments and contributed Php 4.56 billion, accounting for 11% of RLC's total revenue in 2023.

With a current portfolio of 26 properties, the division is working towards becoming one of the larger and more reputable hotel groups in the country. This includes its newest high-end hotels in Cebu, such as the Filipino-branded five-star hotel, Fili Hotel - NUSTAR Resort & Casino, bringing our total portfolio to 4,243 room keys.

Destination Estates

Robinsons Destination Estates

This business unit focuses on mixed-use developments and master-planned communities. Robinsons Destination Estates (RDE) develops townships that aim to integrate various property formats, including residences, workplaces, commercial centers, logistics facilities, and institutional developments within a single location. The division takes advantage of strategic acquisitions of prime land and seeks opportunities for collaboration through public-private partnerships (PPP).

Currently concentrating on three main destination estates—Bridgetowne, Montclair, and Sierra Valley—RDE contributed Php 1.16 billion last year, which represented 3% of RLC's total revenues. As of December 2023, the assets of RDE were valued at approximately Php 28.05 billion.



Logistics and Industrial Facilities

Robinsons Logistix and Industrial Facilities

This business unit represents our newest venture in property development. With the goal of meeting the growing demand for modern storage and distribution solutions, this division focuses on logistics and industrial facilities. RLX is committed to delivering innovative solutions and supporting various industries by providing flexible spaces and facilities.

As of December 31, 2023, the total net leasable area of RLX developments reached 227,250 square meters, contributing Php 0.69 billion or 2% of RLC's total revenue. With nine logistics facilities at the end of 2023, our total asset value stands at approximately Php 7.88 billion. RLX is focused on its goal of becoming one of the fastest-growing logistics facility providers in the country, with additional warehouses planned for the future.

Geographic Presence

As of 2024, Robinsons Land Corporation (RLC) is strategically established in 29 growth areas nationwide, encompassing 17 provinces in Luzon and 14 in Visayas and Mindanao.

This extensive footprint enables us to effectively serve diverse communities and respond to the evolving demands of the market.

We are committed to expanding our reach into underserved areas, ensuring that our developments contribute to the growth and accessibility of modern amenities for all Filipinos.



54 Shopping Malls



90 Residential Condominiums



40 Housing Subdivisions



31 Office Developments



26 Hotels & Resorts



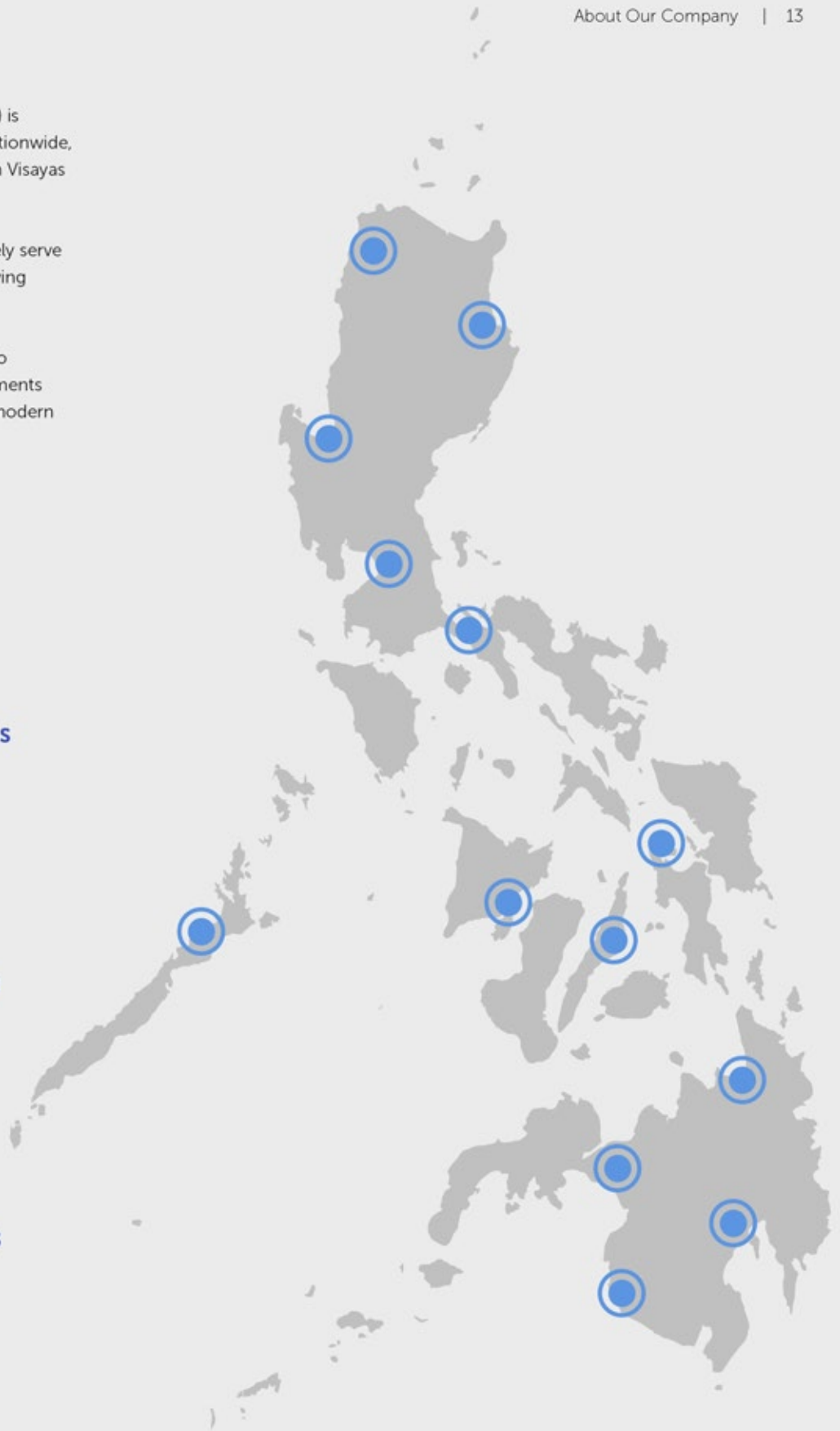
29 Mixed-use Developments



10 work.able Centers



09 Industrial Facilities





OUR BUSINESS MILESTONES

*As we continue our journey for sustainability,
we are proud to celebrate the milestones we have achieved throughout the years.*

Growing Responsibly

RLC is committed to creating sustainable and resilient spaces by continually reducing greenhouse gasses (GHG) emissions, mitigating its negative impacts, and advocating for efficient land use. Renewable energy use, wastewater recycling, and green building certification are significant steps toward adverse ecological effects reduction, thus RLC is looking to expand these initiative expansions to other properties. At present, RLC operates 24 solar-powered malls, five properties that are 100% renewable energy powered, 13 green-certified office buildings, and 32 facilities with rainwater collection systems.

Reaching Markets

Our core business focuses on developing and managing lifestyle centers, office buildings, hotels, residential developments, and integrated estates across 30 growing regions, from South Cotabato to Ilocos Norte. With 54 malls, we are the second-largest network of lifestyle shopping centers. As a key player in office space development, we offer 793,000 sqm of gross leasable area and are a prominent landlord in the Ortigas Central Business District. Our residential portfolio includes prime condominiums and housing subdivisions nationwide. In the hospitality sector, we are the largest hotel developer and operator in the Philippines, managing 26 properties across multiple market segments. Additionally, we have developed three carefully designed townships and 344,000 sqm of gross leasable logistics and industrial facilities. In 2023, we expanded into new markets and communities across the country. While we've made significant strides, there are still underserved areas and untapped opportunities, and we remain focused on reaching more communities and creating lasting value.

Restructuring Communities

At RLC, we are dedicated to designing resilient, low-carbon spaces that foster sustainable living. Our commitment goes beyond mere compliance; we strive to incorporate innovative practices that significantly reduce emissions throughout the entire building lifecycle, from design and construction to operation and eventual decommissioning.

We recognize that every phase offers unique opportunities to implement energy-efficient technologies, sustainable materials, and smart design principles. By doing so, we not only enhance the quality of life for the communities we serve but also create tangible benefits for our stakeholders.

Our approach emphasizes collaboration with local governments, businesses, and residents to ensure that our developments meet the needs of their environments. Ultimately, our mission is to lead the way in combating climate change while promoting economic growth and social well-being within the communities we touch.



Robinsons Offices: First REIT EDGE Champion



Asia CEO Awards 2023 for Sustainability

2023 Recognitions

Sustainability in Progress

Sustainability necessitates a certain level of innovation and strategic planning. At RLC, we actively pursue initiatives that yield the greatest impact toward our sustainability goals. "By prioritizing high-impact initiatives such as energy efficiency, green building design, waste reduction, and community engagement, we are able to create lasting value that will serve as a robust foundation for our future endeavors," Ramon Rivero, Chief Strategist and Sustainability Head, shared.

At the 2023 PropertyGuru Asia Property Awards, RLC was honored with the Highly Commended Award for Best Sustainable Developer. This recognition highlights RLC's commitment to Environmental, Social, and Governance (ESG) programs, which are structured around seven key action areas that align with the Sustainable Development Goals established by the United Nations. These focus areas include Climate Action, Sustainable Land Use,



EDGE Certified: Cyberscape Galleria Cebu

Water and Waste Management, Supporting Our People, Stakeholder Well-Being, Responsible Business Practices, and Materials Sourcing. This award underscores RLC's dedication to fostering sustainable practices that not only benefit our business but also contribute positively to the communities we serve. By aligning our initiatives with these focus areas, we can identify effective strategies and complement them with precise metrics, thereby establishing a robust ESG framework.

In the same year, RLC's office buildings division was honored as the first REIT EDGE Champion in the Philippines by the International Finance Corporation. This recognition reflects our steadfast commitment to reducing environmental impact and promoting sustainable practices. Several properties within the division have also achieved LEED certification. By incorporating advanced ventilation systems, implementing water-saving techniques, and striving for LEED certification in both ongoing and future projects, Robinsons Offices has set a new standard for sustainable real estate development in the country.

Robinsons Offices actively cultivates environmental awareness and a shared sense of responsibility for eco-friendly initiatives through proactive engagement with tenants and stakeholders. The division currently manages a portfolio of 380,000 square meters of green-certified space—equivalent to 870 NBA basketball courts. Remarkable achievements in water and energy conservation underscore this commitment, with energy savings amounting to 12,942.13 MWh, water savings totaling 181,977.98 cubic meters, and embodied energy savings reaching 232,802.07 GJ.

Enabling People

Robinsons Malls has distinguished itself in the realm of social sustainability through its innovative Recycling and Creativity for Sustainable Livelihood program. This initiative not only fosters artistic expression but also stimulates sustainable livelihood opportunities by empowering local artists and persons deprived of liberty (PDLs) to create art from recycled materials. These ongoing programs have a significant impact—assisting thousands of individuals and families by increasing foot traffic, generating substantial sales, and raising community awareness.

The sustainability initiatives implemented by Robinsons Malls reflect the company's commitment to community development and economic empowerment. As of October 2023, sales from the recycling-themed artwork generated Php 1.2 million for the initiative, benefiting 15,306 families and 5,102 individuals. The company has received commendations from various stakeholders for these efforts, reinforcing its role as a catalyst for positive change.

Other notable programs within this category include the Apprenticeship Program for SPED Students offered by Robinsons Hotels and Resorts, RMalls: The Home for Dynamic Communities by Robinsons Malls, and The Heart of the Harvest: Robinsons Offices' Rooftop Farms, which promotes a healthier, socially responsible, and sustainable future.

The Controls and Compliance team of Robinsons Land's Finance Department was also honored with a Road to Sustainability Award this year. The team received multiple international accolades in 2023 for its exemplary corporate governance practices, showcasing that the company's standards meet global excellence. Consequently, the team was awarded a Special Recognition for Governance Sustainability.



2023 Road to Sustainability

Through proactive involvement and a steadfast commitment to excellence, Robinsons Land boosts its efforts for sustainability. By championing social equity, environmental stewardship, and economic development, Robinsons Land is enabling action within the company and the communities it serves.

Performance and Outlook

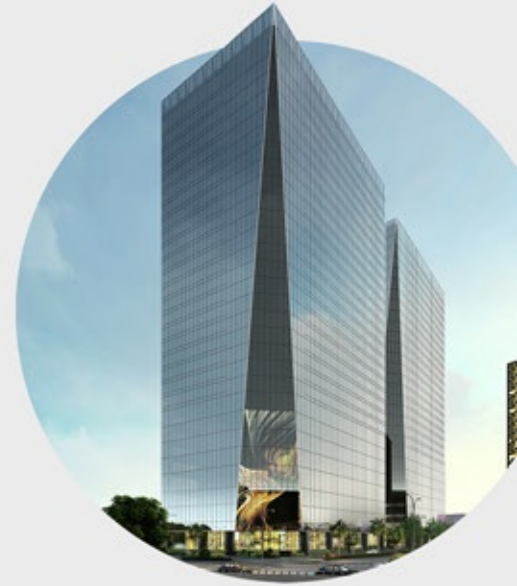
PHP **42.50** Billion
consolidated revenue

21% higher
income than 2023

PHP **223.44** Billion
total assets

RLC has surpassed industry estimates, exceeding pre-pandemic business levels and achieving record profitability. This remarkable performance can be attributed to the company's financial discipline, rapid innovation, and strategic investments in a fully reopened economy. Despite facing supply chain challenges and inflationary pressures, RLC consistently delivered impressive results, solidifying its position as one of the leading diversified real estate firms in the Philippines.

The company recorded its highest profit and revenue levels to date. Driven by a substantial recovery of its investment portfolio and improved revenue recognition, RLC achieved consolidated revenue of Php 42.50 billion, reflecting a 25% increase. EBITDA rose by 29% to Php 19.35 billion, resulting in a 45% increase in overall EBIT to Php 14.11 billion. The net income attributable to the parent company reached Php 9.75 billion, representing a 21% increase from the previous year and a 12% rise compared to 2019.



GBF Center 1



Haraya Showroom

With total assets amounting to Php 236.60 billion, including approximately Php 8.28 billion in cash, RLC has maintained a robust financial position. After accounting for Php 2.57 billion in treasury shares from the company's share buyback program initiated in November 2021, shareholders' equity stands at Php 141.50 billion. Following a Php 15 billion bond sale in August, which received the highest credit rating of "PRS Aaa with a stable outlook" and was 12 times oversubscribed, the company's liquidity position remains strong. As of December 2022, RLC's total outstanding debt was Php 54.30 billion, resulting in a net gearing ratio of only 36%. Earnings per share were Php 1.91, reflecting a 23% increase over the previous year and a 14% rise compared to pre-pandemic levels.

We were able to provide value to our shareholders through Php 2.55 billion in cash dividends and Php 2.57 billion in share repurchases, demonstrating the stability and strength of our business. This performance reinforces our belief in RLC's inherent value and future growth potential.

Awards received based on UN SDG Goals:



13 Climate Action

- ✓ Robinsons Place GenSan Energy Efficiency Award (2022)
- ✓ Robinson Land Commercial REIT recognized as the first REIT EDGE Champion during the EDGE Champions Summit Asia 2023
- ✓ Awarded "The Philippines' Best Employers for 2023" by Philippine Daily Inquirer Survey in cooperation with Statista



3 Stakeholder Wellbeing

- ✓ RGift of Health Medical Mission initiative wins bronze in DOH's Healthy Pilipinas Awards for Partners Year 2023
- ✓ DOH Healthy Pilipinas awards Robinsons Land's RGift of Health Medical Mission Initiative



10/8 Supporting Our People

- ✓ Robinsons Land's HR's DWELL Wellness Program receives a bronze award in DOH's Healthy Pilipinas 2023
- ✓ Awarded "The Philippines' Best Employers for 2023" by Philippine Daily Inquirer Survey in cooperation with Statista



16 Responsible Business Practice

- ✓ Recognized as top-performing publicly listed company in the Philippines
- ✓ Robinsons Land Foundation Inc. gets PCNC-Accredited
- ✓ RLC wins two Global Good Governance Awards
- ✓ Robinsons Land Corporation wins two 3G
- ✓ RLC, RCR & APVI: awarded in the recent ASEAN Corporate Governance Scorecard (ACGS) - Golden Arrow Awards
- ✓ RLC bags a special recognition in E.S.G in the 2023 PropertyGuru Awards



14 Water and Waste

- ✓ RLC's Sewage Treatment Plant Design was recognized by DENR as a benchmark in the industry



11 Responsible Land Use

- ✓ Robinsons Starmills bags awards in the 2023 Search for Sustainable & Eco-Friendly Business Establishments in the City of San Fernando, Pampanga
- ✓ Robinsons Malls & Offices win Road to Sustainability Awards 2023



12 Material Sourcing

- ✓ RLC's Corporate Construction Management (CCM) wins Safety Milestone Award

UN SDG Goals





SUSTAINABILITY AT RLC

Sustainability is not exclusive to one department, but is essential at every level.



Sustainability Governance

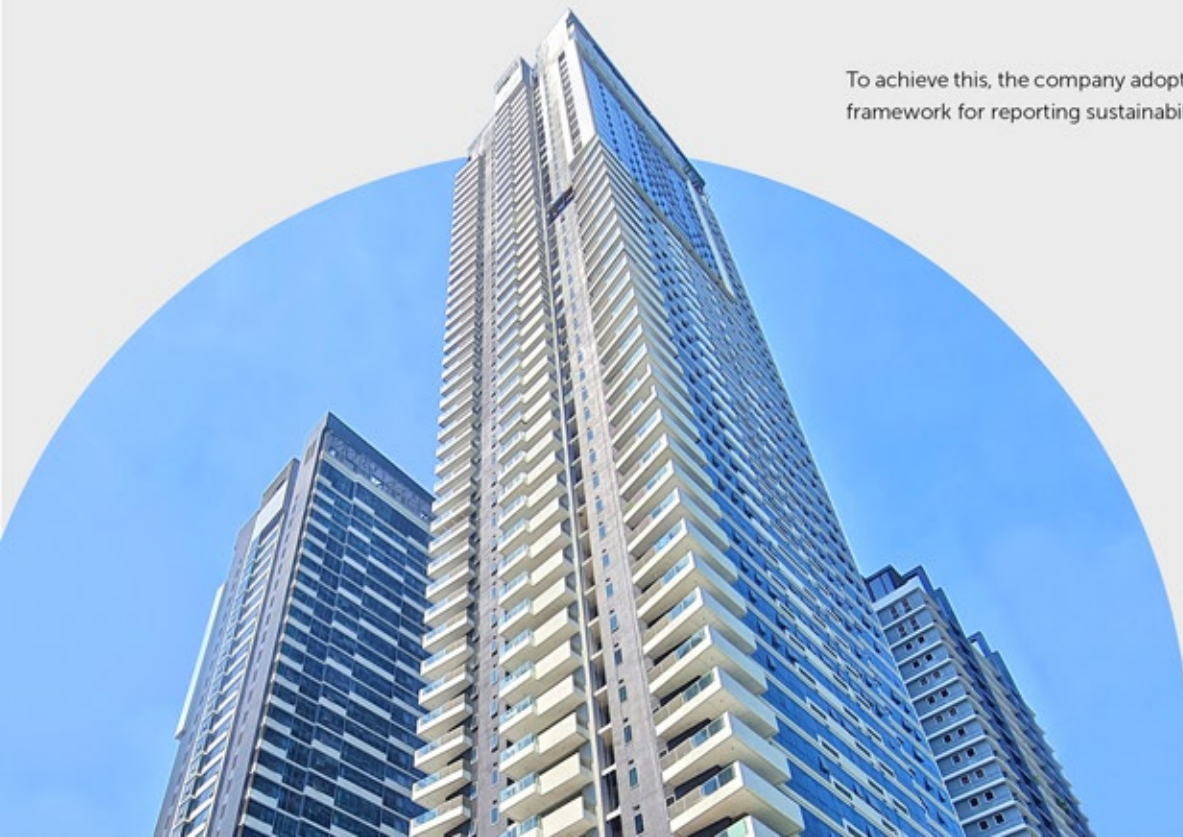
As stated in the Revised Corporate Governance Manual, the company shall recognize and place importance on the interdependence between business and society, and promote a mutually beneficial relationship that allows the company sustainable growth while contributing to the advancement of the society where it operates.

Guided by this, the Board, given their role in the overall management and supervision of the company, is empowered to develop, approve, and update the company's purpose, value, or mission statement, strategies, policies, and goals related to sustainable development.

The Board ensures that the company's value chain is environmentally friendly or consistently promotes sustainable development. It also guarantees that the company exerts effort to interact positively with the communities in which it operates.

In keeping with the principle of disclosing material and reportable non-financial and sustainability issues, the Board implements the company's clear and focused policy on the disclosure of non-financial information with specific emphasis on the management of economic, environmental, social, and governance (ESG) issues of the business, which underpin sustainability.

To achieve this, the company adopts a globally recognized standard and framework for reporting sustainability and non-financial issues.



Sustainability Focus Areas and Target Statements



Climate Action

Shifting to Renewable Energy



Components

- › Monitoring of carbon footprints (Scope 1, 2, and 3)
- › Low carbon development (renewable energy & efficiency)
- › Development of green buildings

Metrics

- › % of energy use sourced from Renewable Energy
- › % of assets assessed and improved for resilience
- › No. of buildings earning a sustainability certification
- › Energy and water savings

Target Statements

Improve Renewable Energy Consumption to 50% by 2040 as part of our 2050 net zero commitment



Responsible Land Use

Building Smart & Sustainable Spaces for Filipinos



Components

- › Supporting local tourism
- › Fair value of properties through green investments
- › Green and open spaces
- › Resilient communities
- › Smart and sustainable properties
- › Repurposing unused spaces

Metrics

- › % of returned revenue to economy
- › Aggregate fair value of the group's investment properties
- › % of properties meeting standards for responsible developments

Target Statements

Aspire to build resilient and green communities and assess all our properties for impact on nature and communities by 2030.



Water and Waste

Championing water efficiency and rainwater harvesting



Components

- › Water use efficiency
- › Repurposing and recycling wastewater
- › Water management and conservation
- › Post-consumer waste recovery
- › Waste management

Metrics

- › cu.m of recycled and reused water
- › Water Intensity Values
- › % of waste generated diverted into recycling and waste processing

Target Statements

Aim to explore new technologies on water conservation and channel non-biodegradable wastes from all RLC properties to waste-processing facilities by 2030.



Supporting Our People

Fostering an Environment of Diversity, Inclusion and Growth



Components

- › Diversity, Equality, and Inclusion (DEI)
- › Career growth and development
- › Labor and human rights
- › Social compliance of suppliers

Metrics

- › % female and male employees
- › % of employees with social safeguards
- › % of attendance to trainings

Target Statements

Provide all workers with equal opportunities, including training, and nurture a group-wide diverse culture towards growth and well-being by 2030.



Stakeholder Well-being

Keeping our spaces safe for everyone



Components

- › Stakeholder engagement
- › Health and safety protocols
- › Community support and development

Metrics

- › % of population reached by RLove and other programs

Target Statements

Aim to contribute to nation-building through community engagements and programs, reaching the most vulnerable and marginalized by 2025.



Responsible Business Practice

Ethical Practices that Emanate from our Core Business



Components

- › Good governance practices
- › Anti-corruption and bribery

Metrics

- › % of operations assessed and improved for anti-corruption systems

Target Statements

Aim at training all units on ethical business practices, and strengthening anti-corruption mechanisms in all our operations by 2030.



Materials Sourcing

Strengthening Ties with Local Suppliers



Components

- › Responsible procurement and ethical sourcing
- › Empowering local suppliers
- › Supplier ESG Assessment and due diligence

Metrics







- › % of local suppliers
- › % of materials suppliers assessed and compliant with ESG standards

Target Statements

Seek to make all our suppliers compliant with RLC's ESG standards by 2030.



2023 Performance Highlights: ESG Scorecard

Environment					Unit
	MALLS	OFFICES	HOTELS	LOGISTICS	
 Energy Intensity (Whole Building)	202.01	164.6	22.17	152.02	kWh/sqm
 Energy Intensity (Tenant)	140.84	145.80	-	-	kWh/sqm
 GHG Emissions Intensity Scope 1	0.0018	0.0021	0.0021	-	tCO ₂ e/sqm
 GHG Emissions Intensity Scope 2	0.17	0.17	0.02	0.11	tCO ₂ e/sqm
 GHG Emissions Intensity Scope 3	0.10	0.09	-	-	tCO ₂ e/sqm
 Water Intensity (Whole Building)	1.71	0.82	0.11	0.68	m ³ /sqm

Note: Intensity was measured as consumption per square meter of gross floor area for the whole building and leased area for tenant.

Economic			
Economic Value Generated	Php 42,018.18 Million	Jobs Supported	133,000
Economic Value Distributed	Php 32,793.93 Million	Number of Tenants (Malls)	8,232
Economic Value Retained	Php 5,949.94 Million	GFA of Malls as of 2023	3,658,343 sqm
Average Number of Transactions per Day at Lingkod Pinoy Centers		41,576	
GFA of Office Buildings as of 2023		822,052 sqm	



Social	
Employee Headcount	3,299
Male to Female Ratio	1503 : 1796
Average Training Hours per Employee	14.09



MESSAGE FROM THE SUSTAINABILITY TEAM

The best way to predict the future is to create it.



At RLC, sustainability is at the heart of everything we do. It shapes our vision, drives our actions, and empowers us to create lasting value. With each step, we continue to build bigger and better, together.

— **Ramon S. Rivero**
CHIEF STRATEGIST AND SUSTAINABILITY HEAD

Dear Stakeholders,

As we reflect on the past year, we are proud to share our commitment to integrating sustainability into every facet of our real estate operations. At RLC, we believe that responsible development and environmental stewardship are not just ideals; they are essential to our long-term success and the well-being of the communities we serve. With this year's sustainability report, we have the opportunity to showcase the steps we have taken to keep RLC on track with its ESG targets. Since our last full-color report in 2021, our focus has been on advancing the commitments made back then and pushing our progress forward. We aim to transparently communicate to our stakeholders where we currently stand in our sustainability objectives and goal outcomes, demonstrating both the milestones we've achieved and the work still ahead of us.

Our seven sustainability focus areas serve as our north star, guiding us in every decision we make and every strategy we implement. While we hold ambitious sustainability goals, we also recognize the importance of being grounded in realistic progress. Our journey is about striking a balance—

setting achievable targets and celebrating incremental advancements while keeping our eyes on the bigger picture.

In an industry that profoundly impacts our environment, we recognize our responsibility to lead by example. This year, we have made significant strides in reducing our carbon footprint, investing in renewable energy, and implementing sustainable building practices. Our focus on energy-efficient designs and sustainable materials not only enhances the value of our properties but also contributes to healthier living spaces for our residents.

Sustainable real estate is not just our choice, it is our responsibility. Together, we have the power to shape a more sustainable future—not just for ourselves, but for generations to come. The path ahead may be challenging, but with your continued support and partnership, we can achieve a future that is greener, cleaner, and more sustainable for all.

Maraming Salamat po.



RLC Sustainability Champions



MATERIALITY ASSESSMENT

Reflecting on the company's continuous efforts in achieving the targets established for the 7 sustainability focus areas.

RLC's sustainability report follows the GRI 2021 and reflects the company's continuous efforts in achieving the targets established for the seven sustainability focus areas. Our reporting principles, material scope, and assessment approach are further discussed in this section.



GRI Reporting Principles

To define the content of this sustainability report, we followed these reporting principles based on GRI 1: Foundation 2021:

Accuracy

Provided quantitative measurements and applied evidence-based qualitative information, ensuring globally acceptable calculations and techniques.

Balance

Reported both positive and negative impacts on the economic, governance, social, and environmental performance of the company.

Clarity

Presented information in an understandable format, utilizing tables, maps, illustrations, and other tools to communicate the company's commitment.

Comparability

Showcased the company's progress and performance by comparing the current data with the historical data of the past two years.

Completeness

Provided concrete activities, plans, and programs that may have minimal to cumulative impact.

Sustainability Context

Communicated the company's progress and performance against the set targets and goals towards sustainable development.

Timeliness

Provided continuity in reporting up-to-date and relevant information within a reasonable timeframe.

Verifiability

Scrutinized the extent and scope of data gathered through consultation and transparent monitoring over the past three years.

Materiality Process

In 2021, we conducted a series of workshops with management from all units to determine the most relevant risks and opportunities associated with the business operations. The material topics are evaluated annually on their impact on the company and how they reflect current economic conditions.

We previously conducted extensive macro-scanning of our company-wide ESG impacts across the value chain. Based on our strategy and business model, we identified the global, environmental, social, and economic issues that can be addressed and where our operations have a wider stake and contribution. These have become our sustainability material topics, which are validated by our senior management annually.

From these overarching issues, we identified the key sustainability topics that have become the foundation of our mission and journey topics that matter to us, our businesses, and our stakeholders. We built metrics for each topic, which are monitored and measured annually to gauge our performance against our targets for each economic, environmental, and social pillar.



Significant Impacts and Material Topics

In 2021, RLC identified the key material topics across the economic, environmental, and social pillars that are relevant to the company's operation through stakeholder engagement and consultation. The company also established seven sustainability focus areas which present the relevant topics, gauge the current performance, and evaluate the company's progress against the defined goals.

For 2023, the company ensured continuity in communicating its sustainability goals and performance by comparing the current data with the previous years. The information spans across the initially identified material topics in 2021. Additional topics have been added to this period to account for the significant potential risks and benefits of the company's operations. These topics have been aligned with the industry-specific topics suggested in SASB for the real estate and hotel sectors.

Anchoring on the company's relevant business divisions and vision of embedding sustainability in its operations, potential impacts, and additional material topics have been identified across the seven sustainable focus areas.



13

Climate Action

- ✓ GHG Emission Inventory and Reductions
- ✓ Energy Consumption
- ✓ Green Buildings



11

Responsible Land Use

- ✓ Land Conversion and Development
- ✓ Property Management
- ✓ Repurposing Spaces
- ✓ Community Relations



10/8

Supporting Our People

- ✓ Diversity and inclusion
- ✓ Training and Development
- ✓ Labor Management
- ✓ Workplace
- ✓ Sourcing and Retention



14

Water and Waste

- ✓ Water Consumption
- ✓ Water Withdrawal
- ✓ Waste Management



3

Stakeholder Wellbeing

- ✓ Suppliers
- ✓ Health and safety
- ✓ Non-statutory benefits



16

Responsible Business Practice

- ✓ Business Ethics
- ✓ Anti-corruption and Anti-bribery



12

Material Sourcing

- ✓ Innovative Design and Technology
- ✓ Responsible Procurement

**SUSTAINABLE
DEVELOPMENT
GOALS**



SUSTAINABILITY JOURNEY

2019

RLC published its first Sustainability Report. The Corporate Governance committee was formed to oversee RLC's sustainability practices and performance.

2021

RLC's Sustainability Framework was established.



2022

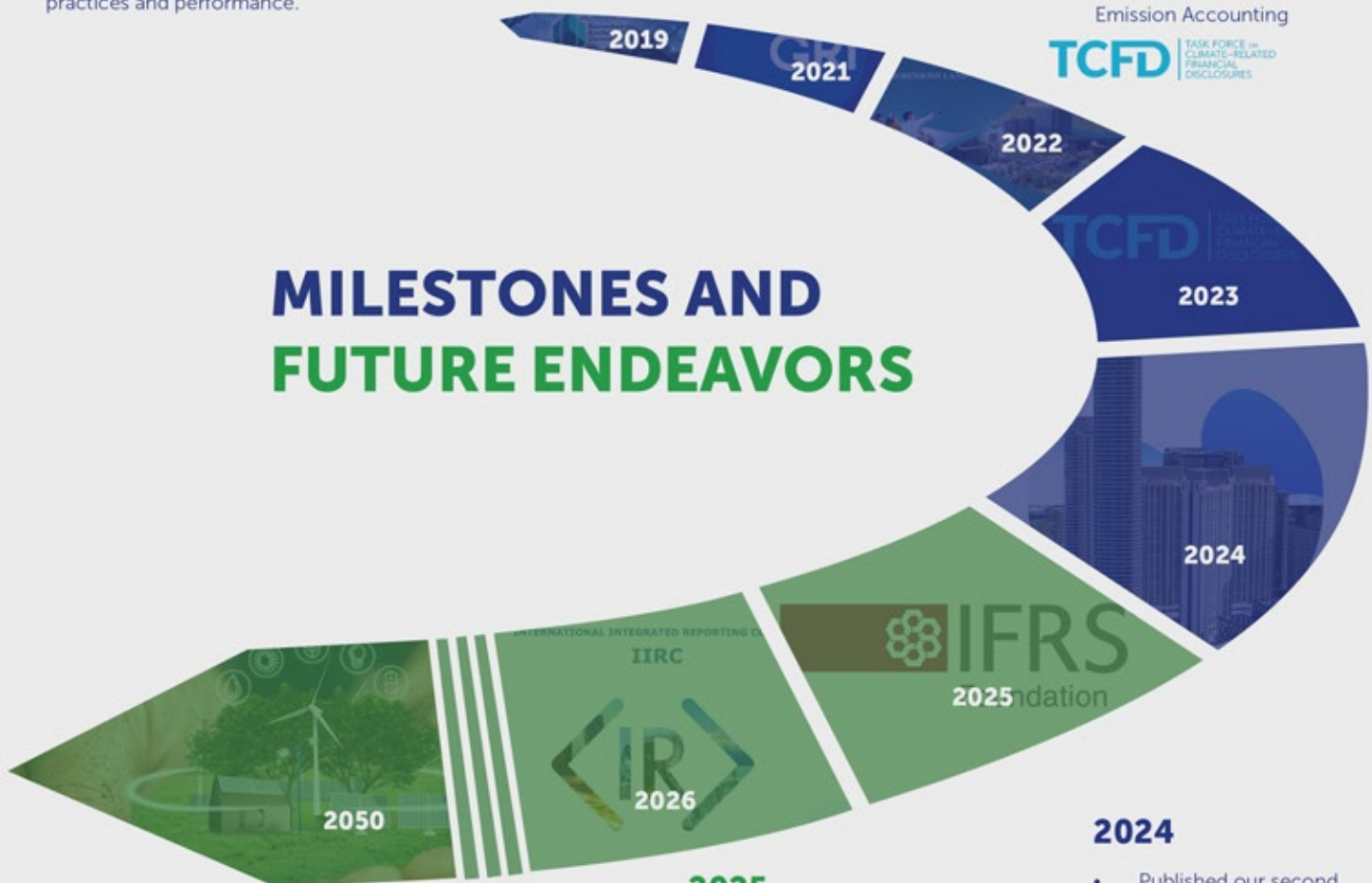
Published our first full color sustainability report (with 7 Focus Areas)

2023

- Adopted the TCFD Framework (Climate Risk Analysis of our properties)
- Begun Scope 3 Carbon Emission Accounting



MILESTONES AND FUTURE ENDEAVORS



2050

Net-Zero carbon emission commitment



2026

Shift to Integrated Reporting instead of individual submission of Annual and Sustainability Reports



2025

- In compliance to IFRS Requirements on our disclosures (Implementation Year)
- Preparation for IFRS S3 Disclosures (Industry Specific Disclosure)



2024

- Published our second full color Sustainability Report.
- Started adopting the IFRS Standards
- Developed RLC's Sustainability Brand "Building Better"

How Our Journey is Going

Over the past five years, RLC has been on a meaningful journey toward becoming a more sustainable developer. Despite the challenges posed by the pandemic, we worked hard to strengthen our resilience, not only in financial terms but also in how we support our structures and communities. Our efforts to reduce our environmental impact while enhancing the well-being of our stakeholders have been both rewarding and humbling. Each achievement represents a step forward towards **building better** for the company.

Currently, RLC is proud to share:



24 solar-powered lifestyle centers



9 green-certified offices



10% renewable energy consumption



32 assets equipped with rainwater collection



6,444 trees planted



6,120 volunteer hours contributed



But our journey is far from complete. While we marked important milestones in 2023, we are also reminded of how much more we can do to make responsible and impactful choices in our businesses. We are committed to setting new goals, improving our practices, and contributing to the preservation of our planet. Looking ahead, we plan to adopt IFRS 1 and 2 disclosure standards, move towards integrated reporting, engage in third-party auditing, expand TCFD (Task Force on Climate-related Financial Disclosures) across all assets, and set science-based targets.

These enhancements to our ESG (Environmental, Social, and Governance) strategy will further shape and strengthen our sustainability process, ensuring that we continue to lead with both integrity and innovation.



Adoption of IFRS 1 and 2 requirements



Integrated reporting



Third-party Auditing



TCFD Expansion across all our assets



Implementation of science-based targeting



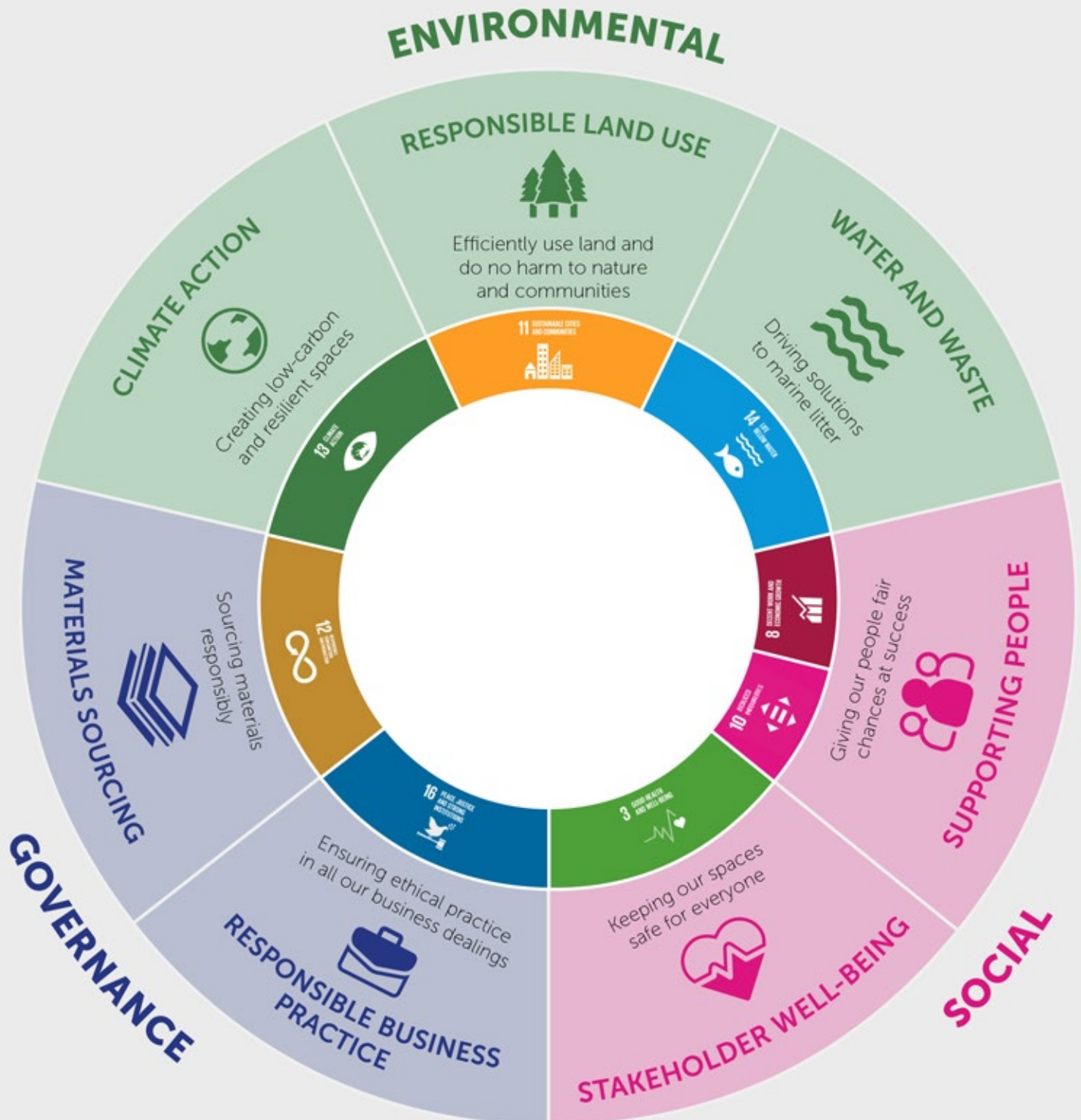
SUSTAINABILITY FRAMEWORK

Aligning UNSDG Goals with Materiality

Aligning UNSDG Goals with Materiality

RLC's Sustainability Framework bridges the global Environmental, Social, and Governance (ESG) standards, our seven key focus areas, and eight of the United Nations Sustainable Development Goals (SDGs).

We have updated this framework to strengthen the connections between our sustainability focus areas, reflecting how we create value for both stakeholders and society. These seven focus areas represent the sustainability issues aligned with our business objectives, where we are most strategically positioned to effect positive change at scale. By integrating the three frameworks into one, we can learn where we can better incorporate sustainability into all our business decisions and actions.



More than just a guide, this framework serves as our compass in prioritizing initiatives, helping us decide which opportunities to focus on and which to deprioritize. This makes it easier when we are faced with conflicting opportunities, as we can easily turn to this framework to assess which path will create the most value for our sustainability goals and bring us closer to achieving our targets.

ESG PILLAR	SDG	RLC FOCUS AREA	MATERIAL TOPIC	RELATED GRI TOPIC
Environment	13 Climate Action	Climate Action	Energy and Emissions Management	GRI 302: Energy 2016 GRI 305: Emissions 2016
			Efficient Buildings	
	11 Sustainable Cities and Communities	Responsible Land Use	Indirect Economic Contribution	GRI 203: Indirect Economic Impact 2016 GRI 301L Materials 2016
			Materials Management	
			Efficient Use of Space	
	14 Life Below Water	Water and Waste	Water Management	GRI 303: Water and Effluents 2018 GRI 306: Water 2020
			Waste Management	
Social	8 Decent Work and Economic Growth	Supporting our People	Direct Economic Contribution	GRI 201: Economic Performance 2016 GRI 204: Procurement 2016
			Local Sourcing	GRI 401: Employment 2016 GRI 402: Labor/management relations 2016
			Training and Career Development	GRI 404: Training and education 2016 GRI 405: Diversity and equal opportunity 2016
			Labor Management Relations	GRI 406: Non-Discrimination 2016
			Diversity	
	10 Reduced Inequalities		Non-Discrimination	
	3 Good Health and Wellbeing	Stakeholder Wellbeing	Stakeholder Engagement	GRI 102-40 to 102-44: General Disclosures on Governance
			Health and Safety	GRI 403: Occupational Health and Safety 2018 GRI 413: Local Communities 2016 GRI 418: Customer Privacy
			Data Privacy	
Governance	16 Peace, Justice, and Strong Institutions	Responsible Business Practice	Sound Business Practices and Risk Management	GRI 102-18 to 102-39: General Disclosures on Governance GRI 205: Anti-Corruption 2016 GRI 307: Environmental Compliance 2016 GRI 419: Socioeconomic Compliance 2016
			Effective Corporate Governance	
			Regulatory Compliance	
	12 Responsible Production and Consumption	Material Sourcing	Supplier ESG Assessment	GRI 308: Supplier Environmental Assessment 2016 GRI 414: Supplier Social Assessment 2016



Sustainability Focus Areas

Environment



13

Climate Action

- ✓ GHG Emission Inventory and Reductions
- ✓ Energy Consumption
- ✓ Green Buildings



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Responsible Land Use

- ✓ Land Conversion and Development
- ✓ Property Management
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- ✓ Community Relations



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Water and Waste

- ✓ Water Consumption
- ✓ Water Withdrawal
- ✓ Waste Management

Social



10/8

Supporting Our People

- ✓ Diversity and inclusion
- ✓ Training and Development
- ✓ Labor Management
- ✓ Workplace
- ✓ Sourcing and Retention



3

Stakeholder Wellbeing

- ✓ Suppliers
- ✓ Health and safety
- ✓ Non-statutory benefits

Governance



12

Material Sourcing

- ✓ Innovative Design and Technology
- ✓ Responsible Procurement



16

Responsible Business Practice

- ✓ Business Ethics
- ✓ Anti-corruption and Anti-bribery

Sustainability Value Creation

After identifying the material topics specific to our business, we ensured that each one is measurable. This approach enables us to set clear targets and effectively track our progress, ensuring that we stay on course throughout our sustainability journey. Below are the metrics for each topic, showcasing our performance in 2023 and outlining our plans moving forward.

Focus Area	UN SDG Goal Alignment	Commitment	Strategy	Metrics	Target
Climate Action	SDG 13 – Climate Action	Lower energy consumption	Chiller Upgrade Program (replace old chillers with new ones that consume less electricity).	Energy Reduction	Improved efficiency of energy consumption by lowering energy intensity by 2% yearly.
		Replace fossil fuel-based energy with renewable energy	Installation of solar panels in RLC malls.	<ul style="list-style-type: none"> Energy Reduction 24 solar-powered malls Php 1.7 billion to install 101,234 panels Php 1.4 billion pesos in electricity cost savings Avoided a total of 118,388 tons of CO₂ emissions equivalent to 1.96 million trees planted. 	Expand solar projects to more malls and other business properties such as offices, hotels and logistics.
		Reduce air pollutants	Ensure compliance with clean air standards of the Department of Environment and Natural Resources (DENR).	Air Pollution Reduction	Reduce usage of Gensets and maintain standards and compliance to DENR regulations.
			Implement mitigating measures in all the APCS (Air Pollution Control Systems).		
			Regular monitoring, testing and maintenance of generator sets, and air pollution control facilities such as mufflers exhausts, and air conditioning systems filters.		
Water and Waste	SDG 14 – Life below water	Effective Water Management	Ensure that all RLC buildings and spaces have reliable water supply to cater to its customers, personnel, and tenants properly and to maintain clean and workable spaces.	Water Conservation	<ul style="list-style-type: none"> Installation of indirect heat exchangers to further reduce cost and help in water conservation. Explore water impounding and catchment to recharge aquifers.
			Educate tenants, customers, and personnel on water conservation.		Improve awareness to stakeholders about water conservation.
			Repurpose water for non-potable use using rainwater collection systems, wastewater treatment, and recycling facilities in select properties.		
			Implement plastic waste recovery initiatives across the different business units.	Kilogram of Plastic Waste Collected	Maintain strict compliance with the EPR law ensuring that we are able to recover the mandated % of plastics that we generate.

Focus Area	UN SDG Goal Alignment	Commitment	Strategy	Metrics	Target
Water and Waste	SDG 14 – Life below water	Effective Water Management	Periodic checking of leaks and investments in water-efficiency fixtures in RLC resorts and hotels.	We make sure water treatment program has reduced our total wastewater discharge to public sewers and maximized different available sources of water.	<ul style="list-style-type: none">Continuous exploration of sustainable haulers who make sure that not all our wastes are simply transported to landfills but are recycled and repurposed.Create a circular economy with food, recyclable and compostable wastes, possibly through collaborations with other organizations.
			Use water softeners in provincial properties that experience hardness in water supply to improve efficiency and reduce consumption.		
			Our wastewater recovery and discharge is in accordance with the Philippine Clean Water Standards.		
			Implement wastewater recovery programs and ensure sewage treatment facilities are fully operational.		
		Proper Waste Management	Regularly assess the capability of waste haulers to manage waste, including their ability to properly dispose of waste in compliance with regulations.	Solid waste management	
			Allocate spaces and personnel for materials recovery facilities according to DENR standards.		
			Train staff who handle the waste to ensure proper waste management, including storage and hauling.		
			Engage with DENR-accredited transporter and treater for hazardous waste.		
			Improve the waste management system by working with our merchants to replace non-recyclables with recyclables to reduce total residual wastes.		
			Work with recyclers to link them with our waste collectors to ensure the recyclable waste generated is recycled.		
Responsible Land Use	SDG 11 – Sustainable Cities and Communities	Adoption of ethical sourcing policies	Prioritize sourcing goods and services locally, if suppliers who meet our minimum standards are available in the area.	Over the past five years, an average of 82 to 85% of our revenues has flowed back to the economy.	
			Prioritize local hiring in the areas where our operations are situated.		
		Fostering equitable distribution of economic opportunities	Engage with local suppliers to create mutually beneficial scenarios for both the company and the local communities.		

Focus Area	UN SDG Goal Alignment	Commitment	Strategy	Metrics	Target
			Foster long-term relationships and contribute to the welfare of all parties involved thus providing locals with access to economic opportunities wherever we are.		
		Ensuring equitable flow of value	Maintain the highest standards of corporate governance, including anti-corruption, in all our transactions to safeguard the proper flow of economic value to all our stakeholders.	Over 8,000 businesses were accommodated by our assets contributing to the generation of over 133,000 employment opportunities.	
			Ensure workers have social safety nets in the event of an emergency and are paid at least the minimum wage.	6% or Php 2.4 billion of the company's generated economic value was allocated to salaries and wages.	RLC aims to reduce its attrition rate by 5 percentage points in the next 5 years.
		Ensuring fair compensation to our employees.	Benchmark benefit structure with the industry standards and adjust accordingly to stay within the industry average.		
			Foster equal distribution of opportunities across diverse sets of people through our policy and practice in hiring.		
			Hire based on capability and alignment with the requirements of the job.		
			Promote employee development providing relevant and timely programs anchored on the training needs of the company and the employees.	This year, about 25,610 and 10,605 training hours were provided to female and male employees, respectively. We will continue to make training more equally accessible and attractive across genders.	Maintain a healthy number of training hours for both male and female employees.
Supporting Our People	SDG 8 – Decent Work and Economic Growth	Training and Career Development	Make training opportunities more accessible to employees through online learning resources.		
			Anticipate new skills and capabilities needed by our employees to help prepare for the future in terms of new technologies and industry practices in real estate.		
			Provide a decent workplace for employees and empower them to be effective in their work.	Labor Management Relations	
		Labor Management Relations	Ensure the observance, strict implementation, and compliance with employment and labor laws and policies with regards to recruitment, employment, retention, and benefits of the employees.		
			Maintain an open-door policy where employees may directly communicate with their immediate superior or with the HR department.		

Focus Area	UN SDG Goal Alignment	Commitment	Strategy	Metrics	Target
Supporting Our People	SDG 10 – Reduced Inequalities	Diversity	Listen to employees through employee engagement surveys and other ad Hoc surveys.		
			Provide informal avenues for employees to raise their concerns to the management.		
				We currently have about 54% female and 46% male.	
			Work towards striking a better balance in terms of gender.	Bloomberg Gender Equality Index for scoring at or above global threshold to reflect high level of disclosure and overall performance across the frameworks' five pillars: Female Leadership and Talent Pipeline; Equal pay and Gender Pay Parity; Inclusive Culture; Sexual Harassment Policies; and Pro-Women Brand.	Work towards striking a better balance in terms of gender ratios and equal opportunities for both male and female employees.
Stakeholder Wellbeing	SDG 3 – Good Health and Wellbeing	Non-Discrimination	Ensure non-discrimination in hiring in terms of gender, ethnicity, age, and other circumstances.	Non-Discrimination	Maintain zero cases of any form of discrimination or unfair advantages between employees and departments.
			Provide everyone with a level playing field to access RLC employment opportunities.		
		Ensuring equitable access to our products.	Provide facilities and spaces in the right locations that afford customers and their clients a healthy and sustainable space to transact their businesses.	Products and Services	
			We ensure that we accommodate local merchants and organizations, promoting the growth of both local businesses and foreign brands.		
Responsible Business Practice	SDG – 16 Peace, Justice and Strong Institutions	Assist the sustainable development of communities.	Implement diverse programs and services with a specific emphasis on child welfare and education, health and nutrition, community development, and emergency response.	Community Programs	Continue improving reach to underserved communities and enhancing services making sure we are able to give the highest form of impact with our social initiatives.
		Promote transparency and fairness across all stakeholders.	Adopt an anti-corruption policy and implement programs to reinforce transparency and fairness across the organization.		Maintain 0 cases of corruption.
			Evaluate effectiveness of anti-corruption programs.		
			Conduct more formal training on anti-corruption.		
				Effective Corporate Governance	Effective Corporate Governance

Focus Area	UN SDG Goal Alignment	Commitment	Strategy	Metrics	Target
		Regulatory Compliance	Putting a focus on compliance will not only be good for the environment but also minimize overall costs and damage to our reputation. We have a designated unit that ensures all aspects of our operations are compliant with relevant laws.	Compliance	We will invest in training and monitoring activities to correct any non-compliance issues in our operations internally to reduce findings from audits of government and third-party consultants.
Material Sourcing	SDG -12 Responsible Production and Consumption	Promote fairness, transparency, and ethical practices in all our dealings with suppliers.	Work with suppliers who show a dedication to fair labor practices, environmental sustainability, and social responsibility. We make sure that we pay a fair price to all our stakeholders.	51% or Php 21.5 billion of the generated economic value was distributed to our suppliers in the form of payments.	
		Sustainable material selection	Craft guidelines on sustainable material selection and require suppliers to promote product quality, fairness, and sustainability.		100% of all our suppliers and contractors are compliant to RLC's sustainability standards and requirements.
		Sustainable building design and construction	Work with contractors to continuously improve the overall design of our buildings and infrastructures while also ensuring sustainable construction practices to optimize use of raw materials without any trade-offs in durability and quality.		





Focus Area 1

CLIMATE ACTION

Shifting to Renewable Energy

Climate Action

Featured Story

Planting the Seeds of Hope, Efforts Against Climate Change

Did you know that mangroves store up to four times more carbon than regular tropical forests? Recognizing the significance of preserving coastal forests in combating the impacts of climate change, Robinsons Palawan has embarked on its biodiversity program which includes growing mangroves. In partnership with the City Government of Puerto Princesa, Robinsons Palawan planted 30 mangrove seedlings in Barangay Iwahig in February 2023. Robinsons Palawan also supported the local government in driving, by far, the biggest tree-planting program, which had around 6,000 participants in June 2024.



Monitoring our carbon footprint

Since 2019, RLC has been monitoring its GHG Scope 1 and Scope 2 Greenhouse Gas (GHG) emissions across the company's operations and established properties.

Our Scope 1 (Direct GHG Emissions) monitoring stands at 2,456.57 Tonnes CO₂e representing a 10% increase from last year. The current value, however, is only at a 0.09% increase to prepandemic year, 2019. This accounts for the diesel, gasoline, and LPG consumption of our operations.

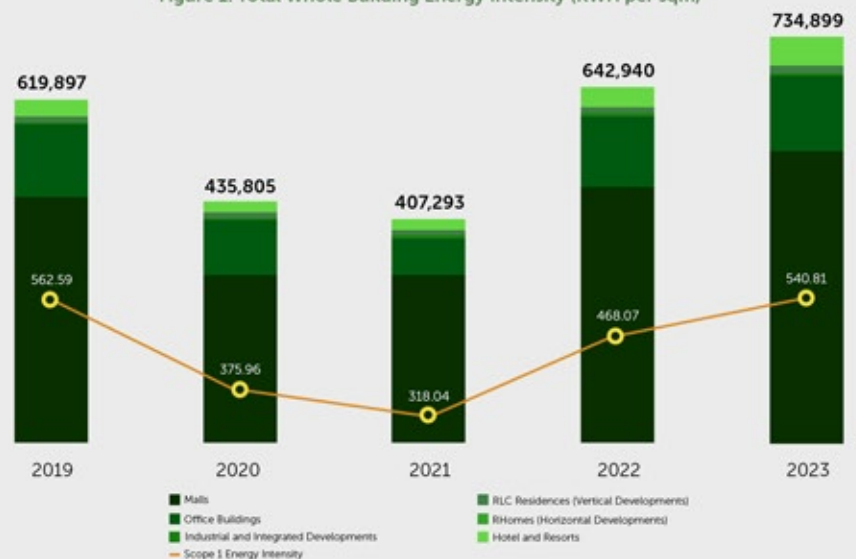
For Scope 2 (Energy Indirect GHG Emissions), our emission placed at 228,352.48 Tonnes CO₂e which is 24% higher than last year's record, and a 13% increase from the prepandemic year, 2019. Increase is expected as most properties have returned to full operations, as well as the continuous increase of properties operated from previous years. Scope 2 emissions cover only the electricity consumption of the common spaces of our properties. Electricity usage rose as the hospitality and retail industries reopened. Offices have also returned to either a hybrid or full-time office work setup. We will look for alternative sources and carbon offsetting measures to reduce our Scope 2 emissions across properties.

Finally, Scope 3 (Indirect GHG Emissions) from the electricity consumption of our tenants (malls and offices) saw a 40% increase from the previous year, putting the figure at 228,014 Tonnes CO₂e. This increase is expected due to higher occupancy rates and increased number of operational buildings compared to the previous year. RLC has yet to collect data on ozone-depleting substances from chiller replacements for Scope 3 accounting.

As we strive for net zero emissions by 2050, we aim to reduce 50% of our carbon emissions by 2030 through increased dependence on renewable energy sources in the coming years, improved disclosure of GHG emissions and avoidance, and efficient energy consumption. We continue to cooperate with our tenants and other customers across all businesses to ensure that we reach our goals.



Figure 1. Total Whole Building Energy Intensity (KWH per sqm)



*Whole Building Energy Intensity is calculated by dividing total energy consumption to the total gross floor area



In real estate operations, integrating renewable energy goes beyond innovation; it is also a step toward resilience and environmental stewardship. As we explore new ways to source our energy, we can also enhance operational efficiency, reduce costs, and contribute to a more sustainable future.

— **Faraday D. Go**
EVP AND BUGM FOR ROBINSONS MALLS

Table 1. Greenhouse Gas Emissions (Tonnes CO₂e)

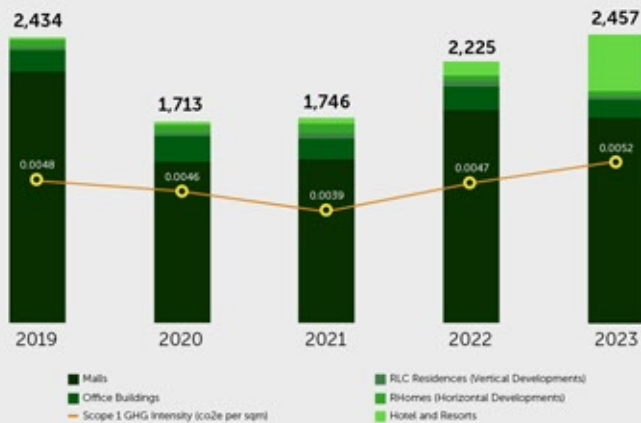
	2019	2020	2021	2022	2023
Scope 1	2,434	1,713	1,746	2,225	2,457
Scope 2	201,541	121,715	116,015	183,513	228,352
Scope 3	231,580	172,793	149,039	162,827	228,014

Scope 1 only includes diesel, gas, and LPG consumption of our operations.

Scope 2 only includes the electricity consumption of our properties excluding tenants.

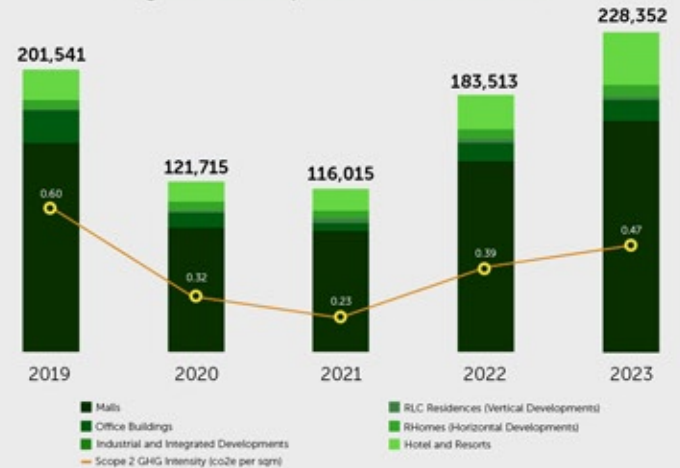
Scope 3 emissions are only from the electricity consumption of our tenants.

Figure 2. Total Scope 1 Emissions (Tonnes CO₂e)



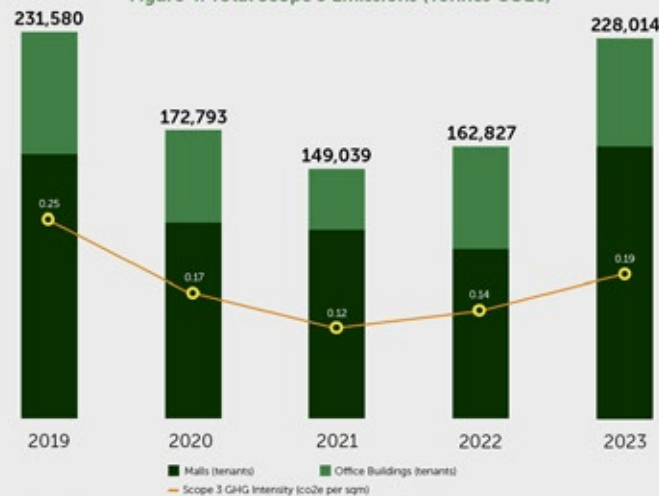
*Scope 1 emissions intensity are calculated by dividing total Scope 1 emissions to the total gross floor area

Figure 3. Total Scope 2 Emissions (Tonnes CO₂e)



*Scope 2 emissions intensity are calculated by dividing total Scope 2 emissions to the total gross floor area

Figure 4. Total Scope 3 Emissions (Tonnes CO₂e)



*Scope 3 emissions intensity are calculated by dividing total Scope 3 emissions to the total gross floor area



Robinsons Malls takes pride in becoming one of the first commercial establishments in the Philippines to launch a network of electronic vehicle (EV) charging stations in key cities. Introducing the most advanced and state-of-the-art technology, the charging facilities can accommodate most types of e-vehicles. This carbon reduction initiative aligns with the national government's goal of reducing carbon emissions and pollution, as well as complying with the Electric Vehicle Industry Development Act, or EVIDA Law, under Republic Act No. 11697.

Foot traffic across malls raises awareness of the benefits of electronic vehicles. In partnership with Pilipinas Shell, Robinsons Malls also deployed Pure EV E-Trike stations at Robinsons Antipolo and Novaliches. We also collaborated with MERALCO EV to launch EV charging stations in Robinsons Galleria, Robinsons Magnolia, Robinsons Tagaytay. Through these efforts, the company helps promote EVs as viable and attractive cleaner transportation options in the country. This 2024, we are also expecting collaboration with global electric vehicle leader Tesla to further advance the EV industry and market in the country.

Rallying towards clean energy

This year, our diesel consumption dropped by 15%, from 885,640.40 liters in 2022 to 652,250.36 in 2023. This is mainly due to the 13% reduction in diesel consumption of our malls' division which covers around 85% of our diesel consumption. Gasoline on the other hand saw a 9.4% increase in consumption versus the previous year, while data LPG saw a 70% spike as the 2022 report did not include the Hotels' LPG figures. As new units and properties were opened this year, the bulk of the non-renewable electricity for our properties sourced from the grid amounted to 1,995,924.58 GJ, representing a 10% increase versus the previous year. Corresponding to this, our energy from renewable sources also saw a 4.5% increase versus the previous year.

Table 2. Energy Consumption

	2019	2020	2021	2022	2023
Renewable Sources	63,355.27	86,216.03	108,853.72	227,370.73	269,067.67
Diesel	37,431.91	37,374.36	37,129.72	33,148.40	28,883.10
Gasoline	2,783.00	1,992.00	1,855.71	2,581.11	2,823.80
LPG	15,322.25	9,782.20	7,099.82	12,063.96	20,531.33
Electricity	2,277,592.41	1,611,097.24	1,485,911.73	2,332,392.46	2,604,992.17

On top of our move to buy more from renewable energy sources, RLC continuously leverages technological innovations to reduce energy consumption of its operations. One prime example is the switch from traditional light bulbs to more energy-efficient LED alternatives, which also adheres to Green Building standards. Furthermore, RLC continues to implement its Chiller Upgrade Program by replacing old chillers with newer, more energy-efficient models that consume significantly less electricity.

The set-up of our data management system will enable us to effectively record the changes in energy consumption brought about by these and other initiatives.

The installation of solar panels in our malls reduced our consumed electricity from fuel-based generators that run on gasoline, diesel, and LPG. While it does not reduce energy consumption per se, the 101,234 solar panels installed in 24 of our malls, amounting to a Php 1.7 billion investment, have savings of up to Php 1.4 billion in electricity cost. On top of the savings, the initiative allowed RLC to avoid 118,388 Tonnes CO₂e, equivalent to planting 1.96 million trees. With the continued concerns about the effects of global warming and climate change, RLC intends to play its part in further rallying for clean energy in our businesses and offices.



We champion green certification for office buildings to elevate carbon footprint reduction standards and conserve our valuable water resources.

Moreover, excellence in the design of workspaces helps promote overall health for our occupiers. The ultimate goal is to bestow a better and brighter tomorrow upon future generations!

— **Jericho P. Go**
SVP AND BUGM FOR ROBINSONS OFFICES

Creating Sustainable Offices

Living up to its commitment to creating sustainable living and working spaces, RLC, through Robinsons Offices, continuously develops green-certified office buildings. Many of its newer projects are Leadership in Energy and Environmental Design (LEED) certified. Among the US Green Building Council registered LEED properties are:

- Tera Tower (Gold) - Bridgetown Complex, C5 Road, Ugong Norte, Quezon City
- Exxa Tower (Silver) - Bridgetown Complex, C5 Road, Ugong Norte, Quezon City
- Zeta Tower (Silver) - Bridgetown Complex, C5 Road, Ugong Norte, Quezon City
- Giga Tower (Gold) - Eulogio Rodriguez Jr. Avenue, Quezon City

Six other properties have been Excellence in Design for Greater Efficiencies (EDGE) certified. These are:

- Cyberscape Gamma - Topaz and Ruby Roads, Ortigas Center, Pasig City
- Cyberscape Beta - Topaz and Ruby Road, Ortigas Center, Pasig City
- Cybergate Galleria Cebu - Fuente Osmena Circle, Cebu City, Cebu
- Cyber Omega - Pearl Drive, Ortigas Center, Pasig City
- Cyberscape Alpha - Sapphire and Garnet Roads, Ortigas Center, Pasig City
- Cybergate Sigma - Lawton Avenue, Mckinley West, Fort Bonifacio, Taguig City

These buildings have been designed specifically to minimize environmental impact by reducing energy use, water use and embodied energy in materials



From Risk to Resilience

In an era where climate change poses significant risks and opportunities, RLC stands at the forefront in integrating climate resilience into our strategic framework through the Task Force on Climate-related Financial Disclosures (TCFD). By aligning our operations and reporting with TCFD recommendations, RLC is demonstrating a commitment to transparency and strengthening our ability to navigate the complexities of a changing world.

The TCFD framework was established to help organizations disclose climate-related financial risks and opportunities. It provides a structured approach for assessing and managing these factors. RLC's adoption of TCFD principles reflects a proactive stance toward understanding how climate-related issues impact our business model, strategy, and financial performance. Through rigorous scenario analysis and risk assessment, we are enhancing our resilience to climate impacts while identifying strategic opportunities for growth and innovation.

Together with JG Summit subsidiaries, RLC's sustainability champions embarked on a pivotal journey in July 2023 through a Climate Resilience Training Workshop led by Deloitte. This workshop was an

TCFD | TASK FORCE ON
CLIMATE-RELATED
FINANCIAL
DISCLOSURES



essential introduction to the Task Force on Climate-related Financial Disclosures (TCFD) framework and marked the official launch of RLC's Climate Resilience Project.

The Climate Resilience Project is designed to assess the climate-related risks affecting RLC's operations and assets comprehensively. By leveraging the TCFD guidelines, the project aims to identify potential climate-related threats and opportunities, develop effective mitigation strategies, and pinpoint areas for strategic growth. The training workshop not only familiarized participants with the TCFD framework but also set the stage for integrating climate considerations into RLC's business practices, all through a systematic approach.

As RLC and its subsidiaries move forward with this initiative, the focus will be on evaluating the causes of climate risks, implementing robust mitigation measures, and seizing opportunities for sustainable development. This proactive approach underscores RLC's commitment to building resilience against climate impacts while advancing sustainability goals and enhancing overall corporate governance.

Through this strategic endeavor, RLC is poised to navigate the evolving climate landscape with greater foresight and agility, reinforcing its role as a leader in sustainable and resilient business practices.

Giga Tower Vulnerability Assessment - Climate Resilience Project Pilot Asset

RLC's inaugural climate resilience assessment was conducted at the Bridgetowne Complex in Pasig City, focusing on the prominent Giga Tower office structure. It was structured into four major components:

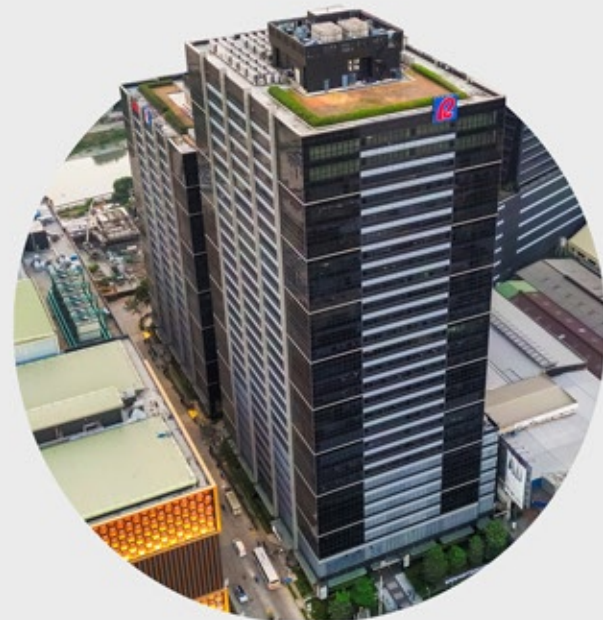
Component A - Baseline Assessment: Evaluate the aligned TCFD recommendations and International Financial Reporting Standards (IFRS) S2 guidelines. This includes conducting benchmark and gap analyses against relevant industry peers.

Component B - Climate Hazard Characterization: Aggregate publicly available historical and projected climate hazard data for the location and asset.

Component C - Vulnerability Assessment: Assess climate-related risks and opportunities for the chosen area and asset, evaluating the level of vulnerability and identifying potential mitigation strategies.

Component D - Climate Disclosure (TCFD) Report Writing: Compile and consolidate the findings from Components A, B, and C into a comprehensive TCFD report.

By the end of 2023, RLC successfully completed the Vulnerability Assessment for Giga Tower. Upon finalizing the TCFD report, the project will expand to cover all of RLC's properties across the Philippines.



Focus Area 1: Climate Action



Approach	Activities & Projects	Performance Outcome	Opportunities	Our Approach for the Future	Future Outcomes
Improved carbon disclosure	Reporting of Scope 1, 2 and 3 emissions from own business operations, owned properties and tenants, respectively	Scope 1 2,446.57 tonnes Scope 2 198,037.01 tonnes Scope 3 174,971.03 tonnes	TCFD Reporting in 2025 and integration of SBTi targets	RLC will continuously monitor its carbon footprint and collaborate with tenants and suppliers for accurate recording.	Complete disclosure of Scope 1, 2, and 3 by 2025.
Shifting to renewable energy	Installation of 101,234 solar panels in 24 RLC malls (equivalent to Php 1.7 Billion investment)	167M kWh of clean energy and avoidance of 118,300 tonnes CO ₂ e 4.4% increase in renewable energy use vs. previous year	Carbon reduction and neutrality	RLC aims to expand solar panel installations across the different business units, where applicable, and engage with renewable energy suppliers for Luzon and provincial areas.	Reduction of 75% in total carbon emissions by 2030.
Replacing fossil fuel with clean alternative sources	One of the pioneers in launching state-of-the-art EV charging stations and deployment of pure EV e-trike stations in prime malls.	Alignment with the national government's goal on carbon emission reduction and pollution abatement Compliance with the EVIDA Law (RA 11697)	Clean alternative mode of transportation	RLC aims to install more EV charging stations outside across its malls and promote the use of public utility EVs among commuters.	Contribute to the country's transition to EV.
Energy efficiency measures	Switching to LED light fixtures and Chiller Upgrade Program (energy efficient methods)	*Actual savings not yet measured	Adoption of technology for increased energy efficiency	RLC aims to explore technological opportunities to lower the energy consumption in owned properties	Reduce energy expenditure and scope 2 carbon emissions.
Creating sustainable spaces	RLC offices as the Philippine's first Real Estate Investment Trust (REIT) green building champion, with 4 LEED-registered and 6 EDGE-certified properties (equivalent to 380,000 sq.m. of green-certified space)	Energy savings of 12,942.13 MWh, water savings of 181,977.98 cu.m., and embodied energy savings of 232,802.07 GJ	Green Buildings	RLC seeks to adopt more EDGE, LEED and other similar green building certifications in planning and design.	Lower carbon emission from residential areas despite the growing population. Minimize environmental impact and earn more energy and water savings across green-certified buildings.



Focus Area 2

RESPONSIBLE LAND USE

Building Smart & Sustainable Spaces

Responsible Land Use

Thriving Amidst Market Constraints

Featured Story

In Aid of Local Tourism Industry

As the tourism industry continues to recover from the setbacks of COVID-19 pandemic, Robinsons Malls has been keen on supporting local tourism through organized trade fairs that showcase local produce and festival exhibits that rekindle cultural celebrations as well as ethnic diversity. One of the successful partnerships with the local government is RCebu, which blends Robinsons brand with Cebu's tourism products and services. Through these collaborations, Robinsons Malls helped the local industry amidst the market and economic constraints brought by the pandemic. To date, Robinsons Malls is recognized as the brand of choice by the Department of Tourism and local government units.



Figure 1. Direct Economic Value (Revenue) in Php Millions

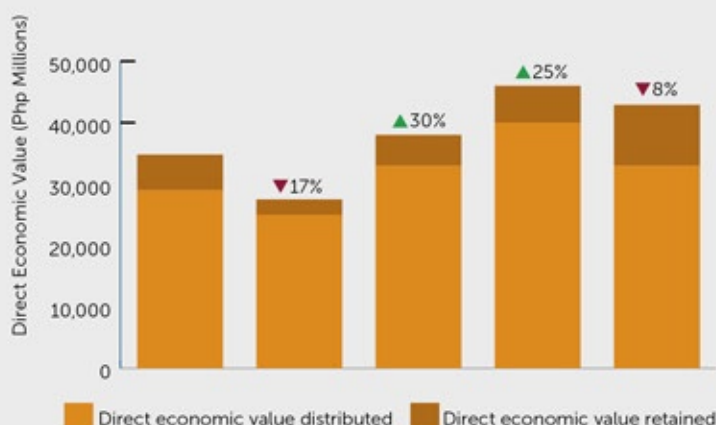


Table 1. Direct economic value generated, distributed and retained (Php in Millions)

	2019	2020	2021	2022	2023
Direct economic value generated (revenue)	33,865.40	28,026.22	36,539.42	45,502.99	42,018.18
Direct economic value distributed	28,814.19	25,675.61	32,253.12	39,553.05	32,793.93
Payments to suppliers, other operating costs	19,518.62	17,630.89	24,428.70	28,335.81	21,503.68
Payments to employees	1,192.53	1,240.67	1,505.15	1,868.01	2,411.84
Payments to providers of capital	4,925.68	4,894.74	3,842.43	5,879.64	6,671.50
Payments to government	3,177.36	1,909.31	2,476.59	3,469.47	2,205.92
Contributions to community*	-	-	-	0.11	0.99
Direct economic value retained	5,051.21	2,350.61	4,286.3	5,949.94	9,224.25

*RLFI is an affiliate of RLC, hence its donations are not included in the contributions to the community.

Real estate development is the core business of RLC, generating a total of Php 42 billion in revenue (FY 2023) and circulating Php 32.8 billion or 78% of its earnings back to the economy (Figure 1). Although this direct economic value or revenue is lower by 8% than the previous year's profit, a steady growth (vs. onset of COVID-19 in 2020) is reflected over the past three years (FY 2021 to 2023) despite the market challenges brought about by the pandemic (Figure 1).

As the economy continues to recover in 2023, the increase in consumer spending has contributed to the company's sustained progress since 2020.

The stable economic performance of the company underlines its strategic capacity to hurdle adverse market conditions, eliciting organizational resilience.

Year-on-year, we have been closely monitoring our total value distribution to ensure that we create positive impacts on our economy and land development. The returned revenue (Php 32.7% in FY 2023) stimulated the market and overall GDP through contributions in the following facets of the economy:

Supply chain value

About 51% or Php 21.5 billion of our total revenue supported local suppliers, fostered partnerships, and helped local business growth and expansion.

Job creation

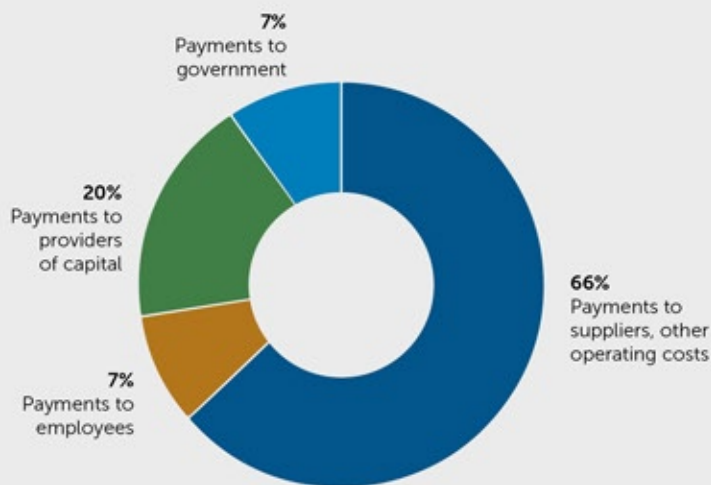
About 5% or Php 2.4 billion of our economic value went into the creation of new jobs.

Infrastructure development & foreign investment

About 16% or Php 6.7 billion was distributed as dividends to our shareholders, fostering the continuous flow of investments.

Government tax

About 5% or Php 2.2 billion of our generated economic value supported government endeavors through tax payments.



Direct Economic Value Distributed

Percent Highlights

82% to 83% of total revenue for economic development simulator

8% to 83% of total revenue reinvested for business growth and stability

Propelling Fair Property Investments

Our malls, offices, and residential buildings offer space for communities and organizations to flourish and grow local businesses. RLC's development encompasses both domestic and international engagement. The aggregate fair value of the group's investment properties amounts to Php 418 billion, as of December 2023.

Fair values of land for future development were gauged using a market data approach by comparing the group's assets with similar available assets. For the fair value of buildings, including retail establishments, offices, and warehouses, the income approach was used. The property values also include the recently acquired development properties in Tuguegarao.

By increasing the land value of properties through investment and development, the company helps uplift the living of communities where they operate. As of December 2023, RLC properties are present in 51 cities and 13 municipalities across 30 different provinces in the Philippines.

In every development and land acquisition, the company practices full compliance with various regulations.





By embracing sustainable designs and expansive open spaces, we can create harmonious communities that prioritize both environmental stewardship and quality of life.

— **Chad B. Sotelo**
SVP AND BUGM FOR RLC RESIDENCES

Raising, Living and Connecting Communities

RLC's development brand is known for elevating standards of living by offering the best smart home features and connecting communities through open spaces and amenities. RLC Residences, the vertical residential division of Robinsons Land, aims to provide a smooth customer journey by building well-designed condominiums in strategic urban areas and central business districts.

Recently, RLC Residences has redefined its core offering through an enhanced customer-centric approach while providing its clients with the most convenient, yet safest way of living.

In FY 2023, there were 90 residential projects under the RLC portfolio, of which 71 have been completed. As a testament to RLC's efforts and leadership in real estate development, some of its properties received several excellence awards in 2023 for showcasing a smart and sustainable future.

Raise

Raising living standards through elevated design and quality standards.

Live

Living smart and productive through digital solutions and work-from-home features.

Connect

Building connections through lifestyle amenities and bringing life's essentials to one's doorstep.

Le Pont Residences 1

One of the two-tower flagship developments in Bridgetowne East, Pasig City. In 2023, the property bagged the following awards:

- People's Choice Project of the Year and Best Luxury Development by DOT Property Philippines Awards
- Project of the Year and Best Luxury Condominium Development by DOT Property Southeast Asia Awards
- Gold Award for Excellence in Launch Marketing from Marketing Excellence Awards Philippines 2023

Mantawi Residences

A flagship development located in Mandaue City, Cebu. Its two-phase design consisting of four 39-story towers received various awards in 2023:

- Best High-End Lifestyle Condominium from DOT Property Philippines Awards
- Best Premium Condo – Visayas and Mindanao from The Outlook 2023: Philippine Real Estate Awards
- Best High-End Lifestyle Condominium from DOT Property Southeast Asia Awards
- Silver Award for Excellence in Influencer / KOL Marketing
- Bronze Award for Excellence in Event Marketing from Marketing Excellence Awards Philippines

SYNC S, Y and N Towers

Part of a four-tower residential development, featuring a lifestyle retail wing, located along C5 Bagong Ilog, Pasig. This property was awarded as the:

- Best Smart Home Condominium by DOT Property Philippines Awards
- Best Integrated Work-From-Home Development by PropertyGuru Philippines Property Awards
- Silver Award for Excellence in Integrated Marketing from Marketing Excellence Awards Philippines



Thoughtful land-use shapes estates into thriving communities. balancing progress with community needs and preservation.

— **Mybelle S. Aragon-Gobio**

SVP AND BUGM FOR ROBINSONS DESTINATION ESTATES AND ROBINSONS LOGISTIX

Fostering Resilience and Mobility through Townships

Featured Story

Sierra Valley Gardens

Robinsons Land's commitment to creating low-carbon and resilient spaces has led to the development of Sierra Valley Gardens, a multi-tower mid-rise residential tower situated within the Sierra Valley Destination Estate in Cainta, Rizal.

We endeavor to optimize the potential of our properties by focusing on renewable energy, green spaces, water conservation, and waste recycling. The Sierra Valley Gardens boasts of a master-planned feature, with mixed-used development where convenience, greenery, and sustainability are at the core of its community.

The Sierra Valley Gardens fosters a healthy lifestyle through open and green spaces. The property boasts:

- Resource Alternatives - RLC uses solar energy to light up the outdoors and has a rainwater collection system to manage drainage and repurpose rainwater.
- Green Architecture - Half of the development consists of open spaces for recreational purposes, with sun-shading elements for natural cooling.
- Waste Management - RLC manages wastes and helps improve circularity through waste segregation schemes and material resource facilities.



Our master-planned mixed-use developments and townships are structured to promote resilience, mobility, security, connectivity, and comfort. The office space, commercial, and residential areas are also equipped with amenities and facilities that create a holistic environment meant to support the well-being of our communities. They are built in such a way that preserves the environment and fosters sustainable living through green spaces. As of 2023, RLC has a total of 280 hectares of township developments.

We consistently raise the standards of mixed-use developments in the country as efficiency is at the core of our master-planned innovative designs. The accessible location and well-thought-of features of our developed properties have enticed more foreign investments, introduced safe spaces and walkability, and encouraged sustainable and healthy urban living.

Building Smart and Sustainable Homes and Offices

Featured Story

Optimizing Rooftop Space for Urban Agriculture

Robinsons Offices' Farm Top advances urban farming, converting unused rooftop space into a valuable greenery space that demonstrates the potential for marrying city life and rural agriculture, and producing good food. By adopting the hydroponics method, Farm Top utilizes 90% less water than traditional farming. Because of its strategic location within the city, this initiative also minimizes the carbon footprint due to the shorter travel of greens from harvest to table.

Farm Top also helps reduce the urban heat from clusters of buildings and pavements. By bringing agriculture closer to the city, decreasing dependency on far-off food sources, and guaranteeing a steady supply of fresh and wholesome products, Farm Top not only revolutionizes urban agriculture but also underscores our commitment to fostering a healthier and sustainable space.



Smart RLC Residences

RLC's residential spaces offer smart living solutions for a convenient and elevated condo-living experience. Each RLC condominium unit has unique work-from-home nooks and smart home features to address the growing demand to work safely at home during and even after the pandemic. RLC also highlights meaningful connections through its functional smart amenities. Some of the RLC Residences' digital home innovations include:

- The myRLC Homeowners Portal which provides property residents real-time access to transactions, such as payments and gate pass filings.
- The Ring Rob Concierge which offers home services, such as water delivery and laundry, exclusively to residents.
- Other home offerings integrate upgrades, such as pantry and storage areas inside the unit, bike parking slots, and more open spaces.

Dynamic RLC Offices

RLC redefines workspaces by offering efficient business spaces that contribute to nation-building. These services enhance customer experience, making Robinsons Offices the preferred location of Business Process Outsourcing (BPO) firms and multinational companies. In 2023, Robinsons Offices launched 3 major projects:

The COMET Transport

In collaboration with Global Electric Transport (GET), Robinsons Offices introduced an electric transport service from and to Robinsons Galleria—the City Optimized Managed Electric Transport or "COMET". This green initiative provides a safe and eco-friendly alternative and reduces carbon emissions.

The QUBE Smart Tech

Robinsons Offices partnered with QUBE Smart Technology Corporation to deploy digital smart locker systems in common office areas, providing personal storage for customers.

The FarmTop

Robinsons Offices, along with FarmTop, built its first "sky farm" on the roof deck of Cyberscape Alpha in Ortigas Center. The project aims to alleviate food security risks through sustainable agriculture using a "post-organic" approach, wherein hydroponics or soilless farming are strategically located atop office buildings.

An iconic landmark that would introduce a dynamic, technologically equipped, and redefined work environment will rise in 2024: the GBF Center in RLC's Bridgetowne Destination Estate by Robinsons Offices will be a game-changer in setting a new standard in building green offices.



True stewardship of land begins with mindful acquisition—where the value of the earth is honored, its beauty preserved, and its future safeguarded for generations to come.

— **Corazon L. Ang-Ley**
HEAD OF CORPORATE LAND ACQUISITION

Repurposing Spaces, Uplifting Lives

Featured Story

Robinsons Malls, an Active Platform for Converging Communities

Robinsons Malls play a pivotal role in building vibrant and sustainable communities. Our malls serve as converging hotspots for families, friends, and other social groups, creating meaningful memories through live activities. To help address the lack of feasible and safe public facilities, we have converted some of our mall spaces into venues for the most loved sports activities for kids, schools, sports organizations, and even professional leagues. In 2023, over 5,000 sports events were hosted at our malls, making RLC the mall leader and a community enabler by advocating for the people's need for a sustainable lifestyle.

Efficient Transport Hubs

RLC reinvigorates and gives old spaces of its land and properties new value by making them usable, functional, and flexible. With the growing demand for a safe, accessible, and efficient transport system, our company continues to find ways to support Filipinos' daily living and commute.

We have established dedicated public transport hubs to enhance commuter connectivity. In strategic cities, Robinsons Malls houses transport centers, making commuting more convenient and hassle-free for Filipinos. More than 60,000 square meters of our mall spaces cater to point-to-point buses, public utility vans, jeepneys, and tricycles.

Another one of the key components of our latest master plan development, the RLC's Bridgetowne District, is a transport network system. This mixed township and business park development is envisioned to become the first fully integrated smart city to host a ferry station to ease the traffic congestion in Metro Manila.



Accessible Services for Filipinos

Every corner of RLC properties has usable, functional, and flexible features, which provide avenues for community and public services. Robinsons Malls offers their spaces free of charge to government agencies, which brings essential public services closer to Filipinos.

Our Lingkod Pinoy Centers also serve as a one-stop shop providing multiple government services, such as securing national identification and processing passport renewals among others. Through the 152 centers located across major malls nationwide, we can fulfill our vision of making essential services accessible to every Filipino. In 2023, the Lingkod Pinoy Centers served as a link to the government with a total of nine million transactions.



41576

Average transactions per day



84

Stand-alone officers

Focus Area 2: Responsible Land Use



Approach	Activities & Projects	Performance Outcome	Opportunities	Our Approach for the Future	Future Outcomes
Land use as economic development stimulator	Trade fairs and exhibits held at Robinsons Malls to help boost local tourism, promote produce, and rekindle cultural celebrations	Robinsons Malls, tagged as the brand of choice by the government 51% of total revenue in 2023 supported local suppliers and spur local business, and 32.7% of total revenue in 2023 returned and distributed back to the Philippine economy	Maximized land use to propel local business expansion	RLC Malls will strive to maximize building space and property lot utility for local market events and functions	Complete disclosure of Scope 1, 2, and 3 by 2025
Land value of properties contributing to increased way of living	Domestic and international engagements that offered space for communities and businesses	167M kWh of clean energy and avoidance of 118,300 tonnes CO ₂ e 4.4% increase in renewable energy use vs. previous year	Fair property investments	RLC aims to increase the living standard of Filipinos by increasing property investment and development, while ensuring compliance with national regulations.	Reduction of 75% in total carbon emissions by 2030.
Continuing our investments in safe livable spaces	Redefined human-centric building designs that offer safe living spaces	Alignment with the national government's goal on carbon emission reduction and pollution abatement Compliance with the EVIDA Law (RA 11697)	Raising living standards and connecting people	RLC aims to install more EV charging stations outside across its malls and promote the use of public utility EVs among commuters.	Contribute to the country's transition to EV
Creating open and green spaces	Integrated open and green space designs in mixed-use development plans, building designs, and new malls that foster sustainable living Creation of Sierra Valley Destination Estate, a multi-tower mid-rise residential tower that uses solar energy, rainwater collection system, and offers open and green spaces		Green property investments Improving the care and maintenance of plants and landscaping	RLC will explore partnerships with banks and financial institutions for "green home loans". RLC will further invest in temporary plant fillers and mulch for our upcoming malls and will utilize unused spaces by improving the aesthetic look and furnishing of malls. RLC will also engage with certified contractors, establishing guidelines on landscaping	More green spaces for homeowners in our communities. More full and lush landscaped areas, with less horticultural problems and more plants and trees.
Introducing smart and functional living	Condominium units that feature smart home technology, tailored for current client requirements, such as a work-home nook Introducing digital home innovations and advanced services: myRLC, Homeowners Portal, Ring Rob Concierge	Elevated the features of residential spaces, offering a unique condo experience that responds to the needs of time Residential lots with bike parking slots and more open spaces	Smart living solutions	RLC seeks to adopt more EDGE, LEED and other similar green building certifications in planning and design	High-valued customer experience of condo living and of other amenities in the RLC properties

Focus Area 2: Responsible Land Use

Approach	Activities & Projects	Performance Outcome	Opportunities	Our Approach for the Future	Future Outcomes
Repurposing office spaces for low carbon living and aid in nation-building	3 major projects of office unused space conversion: (1) electric transport service; (2) digital smart locker systems; and (3) Rooftop farms at Robinsons Cyberscape Alpha	Provided enhanced customer experience through the functional spaces and fostered the integration of smart solutions and sustainability into the RLC properties	Building green offices	RLC will replicate the FarmTop initiative and will continue to explore innovative solutions to offer functional and green repurposed spaces	More programs and efforts to maximize RLC spaces and increased engagement through repurposed space and green building initiatives
Converting and repurposing unused spaces	<p>Robinsons Malls' unused spaces utilized for community gatherings and events, and the vacant lots converted into public transport hubs</p> <p>RLC's Bridgetowne District features a transport network system and a ferry station—the first in its market</p> <p>Lingkod Pinoy Centers, one-stop shop offering multiple government services</p>	<p>60,000 square meters (about half the area of Chicago's Millennium Park) of our mall space caters to point-to-point buses, public utility vans, jeepneys and tricycles</p> <p>25,367.22 sqm Space in RLC malls dedicated for Lingkod Pinoy Centers</p>	Functional high-valued spaces	RLC will continue to repurpose unused, high-potential spaces into activity areas and will explore opportunities and investments in designing open spaces	Unused spaces transformed into high-valued, revenue-generating, and service-oriented functional spaces





Focus Area 3

WATER AND WASTE

Championing Water Efficiency and Waste Management

Driving Water Use Efficiency

Aside from being a basic need, water serves as a key element in ensuring that daily business operations run smoothly. Water is always made available to customers, personnel, and tenants to maintain unsoiled and practical spaces. But as water is also a scarce resource, RLC ensures water usage is properly managed across its properties.

All water sources of RLC are underground. Through educational campaigns, RLC encourages tenants, customers, and personnel to conserve water by making them realize the importance of responsibly utilizing this scarce resource.

Water Initiatives at Work

From 2022 to 2023, our water withdrawal went down by 5.5%.

	2021	2022	2023
Water withdrawal (cu.m.)	5,643,628.41	7,130,742.82	6,740,291.93
Water consumption (cu.m.)	4,909,957.59	6,046,977.71	5,311,089.51
Water recycled and reused (cu.m.)	23,997.76	29,005.62	39,002.44

One of the best industry practices we employ is the integration of rainwater collection systems in our malls and residences. These facilities help recycle rainwater, making it usable for our daily operations and reducing the amount of rainwater that flows into the drainage system.

Various RLC property and land developments consume high volumes of water daily. To conserve water during the construction of residential properties, RLC tap rationed water for masonry and testing activities onsite.

Meanwhile, in RLC-owned resorts and hotels, water is used on an operational level. These properties' frequent water use due to amenities such as pools and showers leads to high water consumption. To optimize water use, RLC conducts periodical examination of leaks, capitalizes on water efficiency fixtures, and provides water conservation cues for customers, guests, and employees. We also continuously provide water softeners to provincial properties that experience hardness in their water supply.

In 2023, the volume of recycled and reused water increased by about 63% compared to our 2021 baseline. With the water management measures, we have improved our overall water efficiency and reduced the increment of water consumption in 2023. Water conservation and rainwater harvesting have provided opportunities to repurpose water, lower water discharge, and increase the volume of saved water.



Ways with Water

Escalades is one of the RLC properties that have a greywater collection system, enabling the reuse of 100% treated wastewater.

Recycling and Treating Wastewater

RLC's malls and residences have wastewater treatment and recycling facilities, including sewerage treatment plants, that repurpose greywater for various operational and non-potable uses. Some of our malls also have wastewater facilities that treat product water to meet the water quality standards for landscaping and sanitation. This wastewater recovery program reduces the total wastewater discharge to public sewers and helps curb water pollution.

Before discharging, our establishments also treat the liquid waste to ensure compliance with national standards. Shopping malls of RLC have updated water discharge permits from the Department of Environment and Natural Resources (DENR).

Exploring Future Water Management Efforts

RLC believes that conservation, water treatment, and technology can be further explored to lower water withdrawal, discharge, and usage.

In future developments, installing indirect heat exchangers will help save maintenance costs through pipe protection when scaling, thus eventually conserving water resources. We are also exploring the possibility of establishing water catchments and water-impounding areas to help recharge the aquifer and reduce the impact of groundwater extraction.

Effectively Managing Wastes

Generated solid wastes from our facilities are collected by accredited waste haulers and properly disposed of in landfills. Cognizant of the gaps in the system, we monitor how much of our wastes are collected, recycled, and remain as residual wastes. Moreover, we assess the capability of our waste haulers to manage our waste. Our properties also have a dedicated space for materials recovery facilities (MRFs). We allocate separate storage for hazardous wastes, observe good housekeeping, and engage with a DENR-accredited transporter and treater.

While our data show increased generated wastes over a year, the increase is attributed to more accurate data collection of solid wastes in 2023. The 2023 data also cover residential construction wastes. All remaining hazardous wastes in the last quarter of 2023 have been transported to the DENR-accredited treatment facilities in the first quarter of 2024.

Wastes (tons)	2022	2023
Total waste generated	26,562.96	34,591.92
Recyclable	7,379.17	8,465.60
Compostable	4,091.78	4,979.92
Residual	23,976.05	20,479.29
Others	0.12	1.26

Wastes sent to landfill (tons)	2022	2023
Recyclable	7,657.61	8,575.65
Compostable	4,116.97	4,542.68
Residual	23,836.29	21,830.92
Others	63.65	48.01
Waste diverted from landfill	9.74	9.75



Reusable water bottles are a simple choice for a cleaner planet. where effective waste management starts with every drop.

— Barun Jolly

SVP AND BUGM FOR ROBINSONS HOTELS AND RESORTS

Featured Story

Reducing Plastics One Room at a Time

Each room in all of Robinsons Hotels carries with it the company's tenets of sustainability through eco-friendly practices. Robinsons Hotels & Resorts has introduced in their hospitality business the use of reusable glass water bottles, to reduce the reliance on single-use plastics.

The reusable water bottle initiative is complemented by the launching of RHR's first onsite bottling plant at Holiday Inn Manila Galleria in Ortigas. The plant's capacity would cover the bottled water requirements of five hotels within Metro Manila, including the Crowne Plaza and the Westin Manila.

With this initiative that spans the hotel chains, RLC aims to eliminate about 8.1 tons of plastic use per year, equivalent to 792,870 pieces of 500 mL water bottles. The program will also help reduce the carbon footprint of RHR as the water bottles are directly derived from the bottling facility.

Featured Stories

Robinsons Malls advocate for Juan Goal for Plastic

Juan Goal for Plastic is an initiative by the Universal Robina Corporation (URC) to help convert post-consumer waste into something useful and to be an active part of consumers' collect-and-recycle activities. This program has already started several plastic collections in the country with more areas to be covered in the future.

At the sugar mill in La Carlota, Negros Occidental PET bottles and other types of plastic are collected monthly. In partnership with the city of La Carlota, these plastic wastes are exchanged for monetary compensation and matching weight for "environmental points."

In Bagong Ilog, Pasig, URC's plant partnered with the local government unit and Basic Environmental System & Technologies, Inc. to collect plastic twice a month in exchange for environmental points to redeem URC products or school supplies.

In General Mariano Alvarez, Cavite City, URC's plant collaborated with the local government and its Municipal Environmental and Natural Resources to collate the wastage of plastic monthly in exchange for URC products.

In partnership with Robinsons Land Corporation, URC has set up plastic collection booths that offer a drop-weight-redeem scheme for clean and dry plastic wastes every payday weekend. The initiative of URC is aligned with the Gokongwei Group's long-term efforts to significantly manage post-consumer plastic waste. Businesses under the group have ongoing collection, sorting, and recycling programs in various areas nationwide.



Recycling and Creativity for Sustainable Livelihood

- Robinsons Malls partnered with Robinsons Supermarket for the Trash to Bigas initiative, where customers can swap a kilo of collected plastic with a half-kilo of rice every weekend. The project is still ongoing through the efforts of Robinsons Place in General Santos City.
- In 2017, the "Easy on the Plastic" plastic collection campaign was launched by Robinsons Easymart and Robinsons Supermarket. The objective of the program is to divert plastics from oceans and landfills to more sustainable options. In the following years, eco-bricks were collected and used to develop a community center for a tribe in Zambales, the Yangil Tribe. The eco-bricks were utilized by converting them to school chairs. Since July 2022, selected Robinsons Easymart and Robinsons Supermarket branches have also been accepting clean and dry PET bottles for processing and recycling.

Focus Area 3: Water and Waste

2023

Championing water efficiency and rainwater harvesting

2025

Integrate wastewater treatment and materials recovery facilities in the design of new and existing developments

2030

Aim to divert most of non-bio waste generated in all our properties to recycling and other waste processing facilities

Approach

Activities & Projects

Performance Outcome

Opportunities

Our Approach for the Future

Future Outcomes

Driving water use efficiency through water management

Properly managed water usage across properties through awareness and education campaigns for tenants, customers, and personnel

Repurpose water for non-potable use using rainwater collection systems, wastewater treatment and recycling facilities in select properties

Periodic checking of leaks and investments in water-efficiency fixtures in RLC resorts and hotels

Use of water softeners in provincial properties that experience hardness in water supply to improve efficiency and reduce consumption

39,002.44 m³ of water recycled and reused in 2023

Expansion of water saving initiatives across other business units, where applicable

We find ways to proactively manage and conserve water through programs that not only involve our own operations, but also our stakeholders— customers and tenants

We will explore technological opportunities to improve water withdrawal, discharge, and usage

We will explore options to install water impounding areas to reduce groundwater withdrawal and install heat exchangers to reduce maintenance costs

Increased quantity of recycled and reused water

Lower water withdrawal, discharge and usage

Wastewater treatment and recycling

Wastewater treatment facilities in malls and residences that recycle greywater for non-potable uses, such as landscaping, and discharge effluent that is compliant with the national effluent standards Greywater collection system

Compliant wastewater treatment facilities, with renewed discharge permits

Wastewater management opportunities

RLC aims to expand solar panel installations across the different business units, where applicable, and engage with renewable energy suppliers for Luzon and provincial areas

Lower environmental footprint and compliant facilities.

Proper disposal and reduction of solid wastes generated in our residential developments

Regular capability assessment of accredited waste haulers to manage waste, including their ability to properly dispose of waste in compliance with regulations

20,479.29 tons of residual wastes, 8,465.60 tons of recyclable wastes generated

Recycling and upcycling of generated wastes

RLC will seek more partnerships to drive recycling and upcycling of general and residual wastes and find ways

More programs on recycling and upcycling, together with LGUs and other collaborators

Focus Area 3: Water and Waste

Approach	Activities & Projects	Performance Outcome	Opportunities	Our Approach for the Future	Future Outcomes
	<p>Training staff on proper waste management, including storage and hauling</p> <p>Establishment of materials recovery facilities within the vicinity of properties</p> <p>Engaging DENR-accredited transporter and treater for hazardous wastes</p>			to decrease the volume of wastes from our properties to landfill.	Better management and monitoring of the volume of waste from residential developments, even after property turnover
Clean-up drives	Participation in 30 clean-up programs of the DENR in partnership with select LGUs	Collection of 1000kg (about 2204.62 lb) of garbage	Clean-up of waterways and plastic pollution abatement	RLC will join initiatives and seek more partnerships on solid waste management and develop programs to prevent plastic pollutants from reaching our waterways and seas	Increased stakeholder participation in clean-up campaigns
Waste material recovery and reducing the use of single-used plastics	<p>RLC Mall's Save the Plant, 1 Bottle at a Time campaign, a waste-exchange initiative under the Juan Goal for Plastic program of the Gokongwei Group</p> <p>Waste diversion initiatives, such as (1) the collection and process of plastics for ecobricks, which are used as school chairs and (2) exchanging 1 kilo of plastic for 1 kilo of rice</p> <p>RLC Hotels' use of reusable glass water bottles and launching of a first onsite bottling plant at Holiday Inn Manila Galleria to help reduce the waste footprint</p>	<p>20% recovery of plastic footprint</p> <p>Conversion of 60,000 kg of trash through various waste-exchange initiatives</p> <p>Compliance with the national End-Producer's Law</p> <p>8.1 tons of plastics eliminated per year, equivalent to 792,870 pieces of 500 mL water bottles</p>	Reducing the plastic footprint and waste recovery	<p>RLC will continue to partner with the private, non-government and government sectors in developing sustainable programs on plastic waste reduction</p> <p>We will explore more opportunities and introduce new technologies to reduce the use of single-use plastics in our operations</p>	Completion of 10 Metric Ton goal through various waste-exchange and plastic reduction initiatives



Focus Area 4

SUPPORTING OUR PEOPLE

Fostering an Environment of Diversity, Inclusion, and Growth



Our people are not just the backbone but the heart and soul of RLC. Their dedication and passion breathe life into all our endeavors, big or small.

— **Tante S. Felipe**
VP OF HUMAN RESOURCES

Empowering a Diverse Workforce

Operating in 29 growth areas across the Philippines and employing at least 77 major ethnolinguistics groups allows RLC to contribute to the continuing development of communities through its empowered and diverse workforce.

The company believes that while every employee contributes through the skills and competencies they bring to work every day, they also help drive better decision-making for the company through their unique perspectives cultivated by their background, training, and experiences.

In 2023, RLC employed a total of 3,299 people across all operations, showcasing a 26% increase versus the previous year's 2,617, making it one of the biggest employers in the country. Given the scale of our workforce, 6% or Php 2.4 billion of the company's generated economic value went to salaries and wages. Of the total headcount for 2023, 1,344 (41%) are new hires. In the same period, 813 employees left for a variety of reasons, thus putting our attrition rate at 18%. In exit interviews, the most common reason for resignation was better employment opportunities.

To compute the attrition rate, we deduct the total number of turnovers from the total new hires for the year and divide the difference by the average total number of employees from the previous year and the current year.

RLC aims to reduce its attrition rate by 5% in the next five years through various training and workshops, mentorship and coaching from supervisors, career growth discussions with managers, and review (and consequently improvement) of our benefits and total rewards policy. We recognize that retaining our employees is one critical factor for our long-term success as it drives customer satisfaction, increased sales, employee loyalty and satisfaction, and effective succession planning. More importantly, retaining employees is important for preserving organizational knowledge and learning.



Diversity in our Workplace

Currently, 54% (1,796) of our employees are female, and 46% (1,503) are male, which is roughly the same as in 2021 (6:4). In comparison, 56% of our employees in 2022 were female while 44% were male.

EMPLOYEES	2021	2022	2023
% Female	54	56	54
% Male	46	44	46

Going further back in 2021, nearly half of the 2,543 employees were between 30 to 50 years old. At present, 42.4 % are under 30 years old. 51.0% are between 30 to 50 years old and 6.6% are over 50 years old.

Equal Opportunity Employer

RLC is an equal opportunity employer. We believe our hiring policies and practices not only set our ability to distribute opportunities across a diverse set of population but are integral to the overall success of our business.

We hire based on capability and alignment with the requirements of the job. We do not discriminate against any person in terms of gender, ethnicity, age, and other circumstances.



The factors that we consider for the computation of the basic salary of our employees include the complexity of the role, the rank, and the scope of work coupled with the candidate's work experience, educational attainment, and training. Gender plays no role in the determination of salary. An entry-level position will merit a specific salary regardless of the gender of the candidate/employee. To date, there have been no reports of discrimination from across all groups of the company.

Caring for Our Employees

All regular employees are covered by the mandatory benefits (SSS, PhilHealth, Pag-IBIG) plus our standard parental, vacation, and sick leaves. The table below shows the employee availment of these leaves by gender.

BENEFITS	% OF FEMALE EMPLOYEES WHO AVAILED IN 2023 (N=1,796)	% OF MALE EMPLOYEES WHO AVAILED IN 2023 (N=1,503)	AVERAGE
SSS	27%	18%	22.5%
PhilHealth	6%	2%	4%
Pag-IBIG	19%	12%	15.5%
Parental Leaves	11%	5%	7%
Vacation Leaves	82%	79%	80.5%
Sick Leaves	83%	70%	76.5%

On top of the mandatory benefits, regular employees are also entitled to:

- medical benefits through our HMO (with at least P60K/month coverage for entry level employees)
- retirement fund
- further education support
- discount privileges on our properties
- rice subsidy
- life insurance
- medical allowance
- bereavement assistance
- access to affordable emergency loans

For non-executive positions, unclaimed vacation leaves are 100% convertible to cash, while unclaimed sick leaves are convertible up to 50% of their daily rate.

Since the COVID-19 pandemic, we have provided additional support through our telecommuting services and flexible working hour arrangements for select applicable roles and positions.

RLC recognizes the need of our employees who are parents to care for their children, hence we also set aside leave benefits for parents, including single parents. Last year 11% of our female employees and 5% of our male employees availed of their parental leaves



By *embracing a diverse workforce*, we unlock the full spectrum of human creativity and innovation, fostering a richer, more inclusive world.

— **Fatima P. Olaguer**
AVP OF HUMAN RESOURCES

Supporting Growth and Development

Featured Story

The RHR Academy

Testament to Robinsons Hotels and Resorts' commitment to its people and their continuous development is the RHR Academy, which serves as RHR's primary learning and development arm. Through the academy, the business unit seeks to equip all of its people with the right skills, knowledge, and disposition necessary to succeed and grow in their respective roles, in keeping with the founder's mentality.

Last year, the academy ran two batches of the three-day Certified Departmental Trainer Program. This specialized train-the-trainers program drew in participants across the RHR properties in Luzon, Visayas, and Mindanao, and resulted in 32 certified departmental trainers. With the extra support through the newly certified departmental trainers, RHR was able to assess the training needs of all its properties, increase the frequency of training, and localize training content making them more impactful and effective in overall operations.

We are committed to supporting and optimizing our multi-generational and diverse workforce through training and development programs and ongoing initiatives to ensure our people's well-being. To make training more accessible, RLC regularly provides online learning resources via LinkedIn and Coursera. These resources encouraged more participation from employees, especially from the provinces. Training courses include customer service, communication coaching, leadership, finance, negotiation, and project management. There are also technical training courses for technical positions in engineering and operations.

RLC adopts a centralized learning framework anchored on the company's Core Values. The curriculum is consistent with that of JG Summit Group of Companies which categorizes learning programs according to the level of the employee and the development objective. These programs provide opportunities for our employees to upgrade their skills:

Core Development Programs – for soft skill enhancement

Management Development Programs – for building strong leadership leveraging the coaching culture of the company.

Executive Development Programs – for targeted high-potential leaders to enhance their skills in problem-solving, negotiation, finance, and strategic communication.

Functional Training Programs – customized per department and aimed at addressing competency and knowledge gaps within the team.

DISCLOSURE	2022	2023	UNITS
Total Training Hours provided to employees	6,651	36, 215	Hours
Female employees	4,242	25,610	Hours
Male employees	2,409	10,605	Hours
Average Training Hours provided to employees	3.16	14.09	Hours/employee
Female Employees	3.41	18.4	Hours/employee
Male Employees	2.83	8	Hours/employee

The training hours indicated here are only those that are instructor-led, classroom internal trainings. Not reflected are trainings attended by the employee outside the organization. For 2023, 80% or 2,093 out of 2,617 attended trainings, generating an average of 14.09 hours/employee.



Fostering Labor and Human Rights

Compliance to National Labor Laws

RLC strictly adheres to the laws that govern labor and employment including those that apply to recruitment, employment, retention, and benefits.

As has been our usual practice, we consult our employees on any new policy or changes in our operations that will significantly impact them. In general, our minimum notice period regarding operational changes ranges from three to six months, depending on the proponent of the change.

In line with the guidelines outlined under corporate governance, we provide ample time for employees to share inputs, insights, and feedback before we put policies into effect such as early retirement, leave entitlement, HMO dependents' coverage, uniform, non-regularization of probationary employees, etc.

In 2023, RLC conducted 100 consultations to help draw insights and suggestions about the programs and policies before implementation.

We also practice an open-door policy where employees can directly communicate with the immediate superior or the HR Department for all issues, including discrimination. We also have informal lunch meetings and get-together activities to provide even more avenues for employees to share issues and concerns that affect their work.



Conformance with International Labor Laws

RLC abides by internal labor laws and builds a just environment for employees where they can thrive and exercise their rights. We also scrutinize the work environment of our suppliers to ensure that justice and human rights are well implemented across our value chain.

Freedom of Association and Collective Bargaining

At present, there are no employees covered by Collective Bargaining Agreements. Instead, the company routinely conducts employee consultation meetings to check on issues and concerns and to help prepare them for possible future changes or directions.

We have not received any reports or notification about our suppliers and their involvement in any incident that may have violated workers' right to exercise freedom of expression or collective bargaining.

Child Labor/Suppliers Compliance With Labor Laws

As a real estate company, RLC works with multiple suppliers from construction to property management. As such, we recognize the significant impact of our suppliers on the environment, society, and the economy.

Given this, we have a stringent accreditation policy that ensures all our suppliers meet the minimum standards to deliver quality output for us. This also allows us to properly vet their capability and compliance with all relevant laws and regulations.

All suppliers are required to submit a duly accomplished Supplier Accreditation Application together with supporting documents. These documents allow us to evaluate their competency and standing relative to applicable laws.



There are also routine employee engagement surveys and ad-hoc ones that draw insights from them.

Our supplier accreditation policy is currently being reviewed to include new and relevant environmental, social, and economic criteria to ensure our sustainability standards and practices are also shared by our suppliers.

Based on our most recent evaluation, all our suppliers comply with relevant regulations. We have not identified, nor received any notification that any of our suppliers have been involved in incidents of child labor or young workers exposed to hazardous work.

Forced Labor

Likewise, we have not identified nor received any notification that any of our suppliers have been involved in forced or compulsory labor.



Suppliers' Compliance to Labor Laws

Due to the nature of our business as a real estate company, RLC recognizes the impact of working with suppliers on the environment, society, and the economy.

Based on our most recent evaluation, all our suppliers comply with relevant regulations. We have not identified, nor have we received any notification that any of our suppliers have been involved in incidents of child labor or young workers exposed to hazardous work.

We have also not received any reports or notification about our suppliers and their involvement in any incident that may have violated workers' right to exercise freedom of expression or collective bargaining.

Likewise, we have not identified, nor have we received any notification that any of our suppliers have been involved in incidents of forced or compulsory labor.

Focus Area 4: Supporting Our People

2023

Fostering an environment of diversity, inclusion, and growth

2025

Beef up training and development programs, and make them more accessible

2030

Provide all direct workers opportunities to earn a decent living, grow, and achieve well-being

Approach

Activities & Projects

Performance Outcome

Opportunities

Our Approach for the Future

Future Outcomes

Empowering a diverse workforce and ensuring non-discrimination

More representation of women in the workforce. In 3,299 employees,

- 54% are female
- 46% are male

Non-discriminatory hiring process in terms of gender, ethnicity, age, and other circumstances

Equal access to RLC employment opportunities

Increased diverse workforce, with equal rights among employees

Zero incident of discrimination

Diversity and inclusion

Sustain non-discrimination policies and practices

RLC will drive diversity, inclusion and equality across its business operations and will continue to empower women in the industry by providing programs to reflect their individuality and strengths, especially in the leadership roles.

We will continue our commitment towards having a non-discriminatory environment for our employees.

More empowered workforce and better representation of women across the business units.

Sustained zero incidents of discrimination.

Fair opportunities and competitive remuneration and benefits package

Offering non-statutory benefits:

- Medical allowance
- Life insurance
- Rice subsidy
- Bereavement assistance
- Affordable emergency loans
- Preferential Rates for real estate purchases

Additional benefits such as:

- Telecommuting services
- Flexible working hour arrangements
- Parental leaves (including single parents)

Availability of social safety nets in the event of an emergency and are paid at least the minimum wage

Benchmarking of benefit structure with the industry standards

Hiring based on capability and alignment with the requirements of the job, with priority given to locally sourced candidates

6% or Php 2.4 billion of RLC's generated economic value went into salaries and wages in 2023

High customer satisfaction, increased sales, and satisfied coworkers

Promotion of local hiring and talents

Championing the welfare of employees as the company strives for growth

RLC will continue to adopt best industry practices in compensation and benefits for employees.

Less attrition rates across all RLC business units.

Focus Area 4: Supporting Our People

Approach	Activities & Projects	Performance Outcome	Opportunities	Our Approach for the Future	Future Outcomes
Training and career development	<p>Training programs anchored on employees' needs and company requirements</p> <p>Accessible training opportunities through online learning resources</p> <p>Determining new skills and capability needed by our employees to prepare them new technology and industry practices in real estate</p>	<p>36,215 total training hours provided to employees (14.09 average training hours per employee) – more than 100% higher than previous year</p> <p>80% attendance in trainings</p> <p>18.4 average training per female employee</p> <p>8 average training per female employee</p>	<p>Growth and continuity</p> <p>Planning of career development for all employees</p>	<p>RLC will continue our commitment to employee development as we search for more innovative solutions in delivering relevant trainings for growth and development.</p> <p>RLC will enhance the current practices in developing the career path of employees by developing a succession program, from the entry level up to executive level.</p>	<p>Increased number of training hours per employee.</p> <p>More employees to be promoted to the next rank.</p>
Labor Management Relations	<p>Decent workplace for employees, empowering them to be more effective at work</p> <p>Observance, strict implementation and compliance with employment and labor laws and policies for</p> <ul style="list-style-type: none"> • Recruitment • Employment • Retention • Benefits of the employees <p>Open-door policy: Employees may directly communicate with their immediate superior or with the HR department</p> <p>Listening to employees through employee engagement surveys and other ad hoc surveys</p> <p>Having informal avenues for employees to raise their concerns to the management</p>	<p>100 consultations conducted concerning employee related policies</p>	<p>Advancing the welfare of employees</p>	<p>RLC will sustain a harmonious relationship with employees by providing more avenues for consultation and dialogue on employee related policies, programs and concerns.</p> <p>We will also strive to create a grievance mechanism to accommodate any concerns from the employees.</p>	<p>More consultations on employee policies and programs.</p>



Focus Area 5

STAKEHOLDER WELLBEING

Improving Lives and Inspiring Change



RLC has big dreams for the Filipino people.

We are blessed that we are able to contribute to the improvement of lives of many beneficiaries we reach.

— Huey Silo

CORPORATE SOCIAL RESPONSIBILITY MANAGER

Stakeholder Engagement

The diversity of the needs of our stakeholders pushes RLC to make sure that we are keeping our spaces safe for everyone. As such, we maintain various communication channels and facilitate meaningful interactions with them. This allows us to better address their needs and strengthen our relationships while also improving our systems. The information and feedback we receive are processed through the appropriate business units, ensuring these are addressed immediately and incorporated into our business strategies.

Featured Story

Our Favorite Place is a Safe Space

At the heart of the City of Love, Iloilo is Robinsons Iloilo. More than a haven for shopping and urban leisure pursuits, the mall is quickly becoming the go-to place for important events and community activities, especially those that are intended to raise public awareness on important issues. Just recently, the mall took on an initiative that cemented it as a platform for advocacy amplification.

The opening of the KnowTell Health and Wellness Lounge was a joint undertaking between the Philippine Department of Health (DOH) and Robinsons Malls. This safe space in the mall is a refuge for those who are suffering from mental health issues because of teenage pregnancy, HIV, and domestic violence. The lounge offers health education, counseling services, and testing of important life-saving services, especially for those going through serious personal challenges.

Due to the success of the project, several mobile clinics have started operations across the region to help at-risk individuals and spread awareness of mental health issues affecting the youth.



Featured Story

PWD Community Re-integration

In commemoration of the 2023 National Disability Prevention and Rehabilitation Week, Robinsons Malls partnered with the Philippine Orthopedic Center on a PWD Community Re-integration Project, "Persons with Disabilities Accessibility and Rights: Towards a Sustainable Future Where No One is Left Behind." The project was specifically designed to help re-integrate patients with spinal cord injury into the community by providing opportunities to participate in daily activities such as grocery shopping and dining out.

By showcasing Robinsons Malls PWD-friendly facilities and allowing patients to experience them firsthand, the general public was made to appreciate and understand the challenges faced by PWDs. The project also served as a powerful reminder for all to constantly aspire for a more inclusive and integrated society where everyone's needs are considered and disabilities are not hindrances to fulfilling, productive lives.

Upholding respect and integrity for the fair treatment of all our stakeholders has been the key to RLC's continued success over the years. We are aware that our businesses do not operate in a vacuum—they exist in particular contexts and involve diverse stakeholders with unique needs and responsibilities. Good governance is built into our company and underpins our purposeful transformation, the corporate governance framework is built on the foundations of transparency, accountability, and responsibility and integrates all the recognized principles of sustainability.

In 2019, we upheld our mantra of "Keeping our spaces safe for everyone" by joining the fight against COVID-19. The urgency required to be able to operate during the peak of the pandemic helped us evolve at a faster rate. We ensured that the health and safety of all stakeholders was a priority. By placing relevant COVID-related health and safety protocols, we were able to keep our spaces safe for employees and customers alike.

Our approach to achieving our goal was to invest fifty percent of our office's OPEX supplies budget for COVID-related safety measures. We executed this by utilizing a three-step process: purchased various safety supplies and equipment, implemented safety protocols in all our facilities and properties, and secured a safety seal for all our buildings and properties. The outcome increased the sense of safety and confidence among employees and tenants.

Due to these recent events, we set a goal in 2022 to always ensure the safety of our stakeholders. In 2025, we will continue to strive for comprehensive safety protocol placement with continuous assessment in all our properties.



Inspiring Lives, Elevating Communities

Featured Story

The Drive to Helping Our Communities

Our commitment to building sustainable communities lies at the heart of our operations across all our business units. Beyond helping through the services and products that we offer, we also contribute through our corporate social responsibility programs. Each of our business units has the freedom and the flexibility to implement initiatives that can address specific needs in the communities where they operate.

In the aftermath of Typhoon Egay in July 2023, Robinsons Logistics (RLX) mobilized its employee volunteers to provide relief goods to affected families. The following August, RLX organized a back-to-school donation drive in Calamba City and distributed school bags and supplies to hundreds of indigent students.

Robinsons Destination Estates (RDE) responded to the call of the City Government of Bacoor, Cavite to support its environmental campaign. The business unit donated saplings and organized employee volunteers for a tree-planting activity.

Our businesses are more than just products and service providers, we are part of our respective communities. Wherever we are in the Philippines, we make it a point to contribute above and beyond.

RLC has always been driven to develop a better future for the communities where we operate. Earlier in 2011, RLC launched the Lingkod Pinoy Center in selected Robinsons Malls to make essential government services accessible to the nation. This all-in-one fixture is now common in Robinsons Malls at zero cost to the government and Filipinos. Later in 2016, we launched our corporate social responsibility (CSR) program, RLove, which focuses on philanthropy, volunteerism, and partnerships.

Expansion has always been in mind as a response to the varying needs of the community. We built on what RLove and Lingkod Pinoy started and established Robinsons Land Foundation, Inc. (RLFI) in 2020. RLFI is a non-stock and non-profit foundation that develops sustainable programs to address the four focus areas of community development, health and nutrition, emergency response, and child welfare and education. By concentrating on these strategic areas, we can provide meaningful opportunities that elevate local communities.

Stakeholder Wellbeing at the Core of RLC Business

Through its award-winning philanthropic and corporate social responsibility arm, Robinsons Land Foundation Inc. or RLove, RLC can extend various environmental sustainability, and social welfare and development projects. RLove is focused on five areas: Disaster Response, Community Development, Health and Nutrition, Child Welfare and Education, and Environmental Sustainability.

Since its establishment in 2020, RLove has blossomed into a responsive and committed extension of RLC taking up initiatives in support of meaningful causes that enrich the lives and shape a better future for communities where RLC operates.



Disaster Response	Community Development	Child Welfare and Education	Health and Nutrition	Environmental Sustainability
Relief Operations for fire victims – Imus City and Barangay Tejero, Cebu City.	Livelihood Program & Food Carts donation – Davao, Parents of St. Paul Pasig Scholars, Malolos LGU Beneficiaries	Entrep Corner Exhibit in various Robinsons Malls – Xavier School, St. Paul University QC, St. Paul College of Pasig, and the Trinity University of Asia	“RGift of Health” activities in celebration of Women’s Month	Support for Construction of Materials Recovery Facility – La Union
Relief Operations for Pangasinan & Bacolod Communities affected by Typhoon Egay	Series of CSR Activities – General Santos City, including a livelihood program for an IP Community.	Foodkeepers donation to Feeding Program Beneficiaries - Ilugin Elementary School, Pasig	RGift of Health Medical Mission in several locations – Antipolo; Metro East, Quezon City; Malolos; Tagaytay City; Las Pinas; Pampanga; La Union; Malabon	Earth Day 2023 across Robinsons Malls
Relief operations for GenSan Earthquake victims	Aircondition Unit donation to PNP Women & Children Protection Desk at Brgy. Paciano Bangoy, Davao City	Feeding Program in City Gates Academy, Antipolo	Support for Abandoned Elderlies	Support for Tacloban CENRO’s Tree-Planting & Nurturing Activity

Food and Medical Supplies Donation to Anawim Lay Missions (ALMS) Foundation Inc.	Support for School Rehabilitation Project of the Sisters of the Sacred Hearts of Jesus and Mary (SSHJM) SPED Learning Center	R Lusog donates 1-Month Supply of Nutritious Meals to 36 Indigent Families of Davao City.
Donation to St. Vincent de Paul Foundation Inc.	"PinTaKaSi", a Product Innovation Interschool Competition	Support for Grandparents Day with the Lolos & Lolas of Anawim Lay Missions (ALMS) Foundation
Rehabilitation of Bahay Aruga, a Halfway House for Pediatric Cancer Patients in Manila	Work Immersion Activities for St. Paul College of Pasig Students	Supports for the Family Planning Organization of the Phils' "Kite Flying for a Cause", in celebration of World AIDS Day
RLC's Social Sustainability Shines Through in Gokongwei Group's Pride in Performance (PIP) 2023	Anti-Lice Kits for 100 Beneficiaries of the Oplan Kuto campaign for Health Against Discrimination	
Christmas Donation Drive in 16 Robinsons Malls Nationwide	REskwela, through Robinsons Hotels & Resorts (RHR), Transforms a Daycare Center in Novaliches	
Rooftop Farm - For a Healthier, Socially Responsible & Sustainable Future	17 Robinsons Malls Bring REskwela to 25 Schools Nationwide	
Christmas Food Packs donation to the Homeless – Tacloban City	2,000 school bags donation to select schools nationwide.	
	Support for Brigada Eskwela 2023	
	Support for Pineda Elementary School Vegetable Garden – Pasig City	
	Robinsons Gapan Brings Christmas Cheer to the Children of Bahay ni San Jose Orphanage, Nueva Ecija	

Featured Story

Disaster Response

RLove continued to help in disaster response in 2023. In collaboration with Robinsons Malls, we provided relief operations for fire victims in the cities of Imus and Cebu. In September, the foundation mobilized to provide support and assistance to communities in Pangasinan and Bacolod affected by Typhoon Egay (Super Typhoon Doksuri). Then in November, following a powerful earthquake that struck the province of Sarangani in Mindanao, the foundation and Robinsons Mall GenSan provided relief to affected families.



Featured Story

Community Development

In pursuit of its vision, "a better quality of life for Filipino Communities", RLove also initiated several projects that are designed to empower members of the community through sustainable livelihood. Last year, RLove donated food carts to several families from Malolos, Pasig, and Davao. In collaboration with Robinsons Offices, the foundation also helped organize a rooftop farm making productive use of what would have otherwise been idle space.

The foundation also expanded its operations and reach by supporting other organizations in the pursuit of their respective missions. Our partners include Bahay Aruga, the Anawim Lay Missions Foundation, the St. Vincent De Paul Foundation, Sisters of the Sacred Hearts of Jesus and Mary (SSJM), the San Jose Orphanage in Nueva Ecija, the Family Planning Organization of the Philippines, and the PNP Women and Children Protection Desk in Barangay Paciano Bangoy, Davao City.

Featured Story

Child Welfare and Education

Along with our goal to create a better environment for future generations, we recognize the importance of preparing the future leaders of society. To address this, RLove continues to implement programs in support of children's welfare and education. Last year, several Robinsons Malls played host for the Entrep Corner exhibits of Xavier School, St. Paul University OC, St. Paul College of Pasig, and the Trinity University of Asia.

Through the "REskwela" program, 17 Robinsons Malls across the country contributed to helping 25 schools including transforming a daycare in Novaliches City.

In time for the start of a new school year, RLove donated 2,000 school bags to public elementary students in various locations, including 300 school bags for students of the Jose Platon Memorial School in Calamba, Laguna.

Along with the Gokongwei Brothers Foundation (GBF) and the Gokongwei Group's Juan Commitment for Brigada Eskwela 2023, RLove also mobilized various RLC units to participate in the Department of Education's (DepEd) annual call for volunteers to help prepare schools for the coming school year.





Featured Story

Health and Nutrition

In 2023, RLove also completed several health and nutrition initiatives including several medical missions in select locations Antipolo, Metro East, Quezon City, Malolos, Tagaytay City, Las Piñas City, Pampanga, La Union, and Malabon City.

Under the Health and Nutrition focus area, the foundation regularly provides feeding programs in elementary schools. Last year, RLove spearheaded feeding programs for Ilugin Elementary School, Pasig, and the City Gates Academy in Antipolo City, and for 36 indigent families in Davao City.

Finally in December, in celebration of World AIDS Day, RLove provided support to the Family Planning Organization of the Philippines in their Kite Flying for a Cause project.

Featured Story

Environmental Sustainability

RLove is also active in contributing to environmental sustainability initiatives to make the world a greener and more sustainable place for all to enjoy. Through funding from Robinsons Malls La Union, the foundation helped in the construction of the Materials Recovery Facility (MRF) of the local government unit. In Tacloban City, the foundation in partnership with Robinsons Malls Tacloban provided support to the Tree Planting and Nurturing Activity of the City Environment and Natural Resources Office (CENRO).



Focus Area 5: Stakeholder Wellbeing

2023

Keeping our spaces safe for everyone and fostering community development and welfare

2025

Strive for comprehensive safety protocol placement with continuous assessment in all our properties, and reach more communities

Approach

Creating a safe space and ensuring the welfare of customers, tenants, and other stakeholders

Activities & Projects

Provide venues and facilities for raising societal awareness on relevant topics, such as mental health

Provide facilities that afford customers and their clients, as well as merchants, in promoting local and foreign businesses and brands

Employ a feedback mechanism and communication channels for stakeholders

Keep the properties safe for everyone, especially from COVID-19, by implementing safety protocols in all our facilities and properties

Performance Outcome

Successful partnerships with government and non-government organizations

Increased trust and confidence among customers and tenants

Opportunities

Properties as focal areas for community gatherings

Our Approach for the Future

RLC will continue to allot space and investment in keeping our malls, buildings and properties safe for any communal gatherings. We will continue to invest 50% of our OPEX supplies for COVID-related safety measures.

Future Outcomes

Increased sense of safety and confidence among employees, customers, and tenants.

Volunteerism in fostering community development and implementing diverse programs and services on community welfare and emergency response

Robinsons Land Foundation Inc. or RLove provide community development programs that promote and implement:

- Volunteerism among employees
- Support for communities and institutions in need
- Child welfare and education programs (R. Eskwela)
- Health and nutrition programs (R Gift of Health, R Lusog)
- Disaster relief operations

Over 2,000 volunteer hours across various RLC business units

Assistance to 89 beneficiary groups

15,995 beneficiaries in 33 areas reaching 43 schools and organizations

Distributed 2,380 RLove school bags and supplies

5,458 medical screenings serving 3,885 individuals in 17 locations

355 beneficiaries for the feeding program

7 Relief operations through R Tulong donating more than 1,213 relief packs and emergency assistance to 3,639 beneficiaries in 9 areas

Expanding the reach of RLC on community development and welfare

RLC will extend its programs and continue to tailor fit activities for other communities where the company operates. We will continue to collaborate with the public and other private groups in serving communities.

RLC will explore opportunities in contributing to disaster prevention efforts and reflect compassion for those affected by calamities.

More impactful programs for communities, advancing resilience and sustainability



Focus Area 6

RESPONSIBLE BUSINESS PRACTICES

Ethical Practices that Emanate from our Core Business



At RLC, Integrity defines us. We uphold the highest standards of corporate governance, emphasizing transparency, accountability, and ethical practices. Our commitment to sustainable development drives us to create value and foster trust within the communities we serve.

— **Kerwin S. Tan**

CHIEF FINANCIAL, RISK, AND COMPLIANCE OFFICER

Good governance mechanisms are integral to the overall sustainability of the company. It serves as the foundation for proper communication with our stakeholders and ensuring that all their needs and expectations are met. The company's governance framework is anchored on transparency, accountability, and responsibility.

Tone From the Top

The company's drive for good governance emanates from the Board of Directors who set the tone and define the company's stand against corrupt business practices.

Code of Business Conduct and Ethics

RLC conducts operations under a strict Code of Business Conduct and Ethics that guides the whole organization. The code includes relevant policies that sustain the organization's transparency and fairness towards all its stakeholders. Together with external third-party providers like SGV, the company ensures that the necessary controls are in place and that these are up to date with leading best practices so that RLC may continue its responsible business practices.

INTEGRITY IS THE MARK OF RLC, everything that we do, we always uphold the right thing. WE CONDUCT OUR BUSINESS ETHICALLY AND HONESTLY, AND WE REMAIN FULLY COMPLIANT WITH ALL APPLICABLE LAWS AND REGULATIONS IN THE AREA WHERE WE OPERATE. IN ALL OUR DEALINGS, WE TAKE A STAND AGAINST CORRUPTION AND BRIBERY.

By 2030, all RLC business units will be fully trained on ethical best practices, further strengthening its anti-corruption mechanisms across its vast operations.

Our Approach

To ensure proper control mechanisms are in place in all our business operations, we cascade our anti-corruption policies and Code of Business Conduct and Ethics to all our employees. We also work hand in hand with third-party providers to implement best practices against corruption and bribery and further drive the importance of our ethical business practices. We are currently working on securing ISO 37001: Anti-Bribery Management Systems certification.

Anti-Corruption

We recognize that corruption in all its forms can significantly undermine our ability to flow value equitably to our key stakeholders. As the usual functions that interface with government and procurement are the most exposed to corruption and bribery risks, we make it a point to educate and remind our employees across departments and functions of the consequences of corruption and bribery.

New employees are given a thorough orientation on our policies and procedures under the Code of Business Conduct and Ethics. All employees regardless of tenure and rank are also given periodic reminders about the



code and the company's anti-corruption policies. Each year, every employee must submit to the Annual Self Disclosure Activity to monitor potential risks and exposure for all business units.

The company's anti-corruption programs are embedded within our Code of Business Conduct and Ethics and supported by our Conflict of Interest and Offenses Subject to Disciplinary Action (OSDA) policies.

Other Supporting Policies

RLC also implements the following policies to reinforce good governance practices across the company further.

Conduct of Business and Fair Dealings

Guidelines to prevent conflict of interest in transactions involving the procurement or sale of goods and services.

Receipt of Gifts from Third Parties

Guidelines on accepting gifts from suppliers and other third-party entities.

Compliance with Laws and Regulations

The Company ensures that all transactions comply with relevant laws and regulations. Any deficiencies are immediately rectified.

Respect for Trade Secrets/Use of Non-public Information

Guidelines on confidential and sensitive information disclosure.

Use of Company Funds, Assets, and Information

Guidelines on proper utilization and safeguarding of company assets and resources.

Employment and Labor Laws and Policies

Guidelines to ensure compliance with existing laws on labor and employment.

Whistleblowing

Guidelines on the protection of whistleblowers from retaliation.

In 2023, 100% of RLC's 3,299 total employee population have been informed and made aware of the company's anti-corruption policies and procedures, including the sanctions for those who will be found to have engaged in such acts.



TRAINING AND COMMUNICATION ON ANTI-CORRUPTION POLICIES AND PROCEDURES	2022	2023
Number of employees to whom the organization's anti-corruption policies and procedures have been communicated to	2,617	3,299
Number of business partners to whom the organization's anti-corruption policies and procedures have been communicated to	45	40
Number of directors and management that have received anti-corruption training 1	337	641
Number of employees that have received anti-corruption training	1,174	3,299

Members of the Board of Directors receive a thorough briefing on the company's Code of Business Conduct and Ethics including the company's anti-corruption and anti-bribery policy and procedures upon onboarding. The same is true for senior management officials and executives who have significant roles in driving governance-related controls.

To date, there have been no reported incidents of corruption or bribery involving company employees, representatives, and business partners. Likewise, there have been no public legal cases against the company that involve corruption and bribery.

INCIDENTS OF CORRUPTION	2022	2023
Number of incidents in which directors were removed or disciplined for corruption	0	0
Number of incidents in which employees were dismissed or disciplined for corruption	0	0
Number of incidents when contracts with business partners were terminated due to incidents of corruption	0	0

Focus Area 6: Responsible Business Practice



2023

Trained all units on ethical business practice, and strengthening anti-corruption mechanisms in all our operations

2025

Create a holistic, robust, and transparent ecosystem founded by ethical business practices and anti-corruption mechanisms

Approach

Promote transparency and fairness across all stakeholders

Ensuring equitable flow of value

Activities & Projects

Adopt an anti-corruption policy and implement programs to reinforce transparency and fairness across the organization

Evaluate effectiveness of anti-corruption programs

Conduct more formal training on anti-corruption

Maintain the highest standards of corporate governance, including anti-corruption, in all our transactions to safeguard the proper flow of economic value to all our stakeholders

Performance Outcome

3,299 employees trained on anti-corruption policies and procedures, 40 business partners, 641 directors and management personnel

Opportunities

Expansion of anti-corruption training to more stakeholders (business partners, etc.)

Our Approach for the Future

Consistent and constant reinforcement of anti-corruption policies and procedures.

Future Outcomes

Sustained zero incident of dismissal or disciplinary action for corruption.





Focus Area 7

MATERIAL SOURCING

Building Resilience Through Responsible Partnerships



Responsible and diligent material sourcing is crucial for building a sustainable future; it ensures that we not only achieve high-quality results but also minimize environmental impact and support ethical practices throughout the supply chain.

— **Ronald Paulo**
SVP FOR CONSTRUCTION MANAGEMENT

More Sustainable Options

For the past years, we have continuously strengthened our partnerships with local suppliers and built a network of sustainable material sources. Responsible procurement is one of RLC's key strategies as the company remains cautious of the environmental impacts of locally sourced materials and the social conformance of its suppliers to globally accepted labor codes.

Low-VOC content paints

RLC uses paints with low volatile organic compounds (VOC)—a toxic chemical vapor that may cause health risks, such as nausea and damage to the nasal passage and airways. With low-VOC content paints, we help improve the indoor air quality of our residential buildings as these paints carry less odor, have a low impact on air quality, and generate less toxic emissions. This kind of paint regulates the release of toxic emissions as less harmful contaminants are released into the atmosphere.

Supplier Assessment

Around 51% of the total revenue in 2023 was distributed to suppliers, making the supply chain vulnerable to a significant and large volume of risks. Thus, fair and ethical practices in dealing with suppliers constitute the company's key strategies in giving back to society and promoting equitable distribution of economic value.

For the construction and development of our malls, offices, housing, and condominiums, suppliers and contractors undergo a thorough bidding process and evaluation of prices and qualifications. The bidding entails the separate submission of cost and technical proposals. Procurement of construction materials is also handled by the contractors, except in cases when the company can purchase the project materials at a competitive cost.

Because our suppliers' activities comprise the majority of the processes in the value chain, our supply chain in turn significantly impacts the environment, society, and economy, across the phases of our development projects- from construction to management. Thus, our suppliers' success in implementing the ESG parameters in their screening and sourcing practices may help promote the company's material sourcing initiatives.



Supplier Accreditation Policy

Application	Appraisal	Accreditation Approval
All suppliers apply for accreditation by submitting the Supplier Accreditation Application (SAA), including other requirements, such as government permits. The SAA reflects relevant information used to scrutinize the suppliers' overall competencies and capabilities.	RLC has a rating system for each accreditation criterion, covering both the company profile and product or service offering. The criteria depend on the commodity group of the suppliers. Around 75% must be met for the suppliers to be considered in the next accreditation phase.	The corporate accreditation team has the final decision and approval on supplier accreditation.

Performance Assessment of Suppliers

Maintenance	Review & Evaluation	Remediation
A list of accredited suppliers is managed in a database.	Existing suppliers undergo periodic reassessment of performance based on key performance metrics.	Any suppliers that fail to comply with the minimum standards shall undergo 1) Suspension, 2) Debarment, 3) Appeal Process, and 4) Reinstatement if compliance is regained.

Ethical Sourcing

We cultivate a culture of social business ethics among our suppliers. Our company monitors the adherence of suppliers to fair labor practices, environmental sustainability, and social responsibility. By promoting ethical sourcing and business practices in our value chain, we ensure the long-term sustainability of our business.

Empowering Local Suppliers

Our company values the crucial role suppliers play in the success of business operations. Through RLC's supplier relationship management program, we have established long-term partnerships with local suppliers that are rooted in fairness, transparency, and ethical practices. We have been engaging local suppliers in various projects, creating economic opportunities for communities in our development sites. Furthermore, we prioritize the sourcing of local goods and services if our suppliers meet the minimum standard requirements. The majority of our materials are sourced from provincial areas and a minimal percentage from Metro Manila.



Future of Material Sourcing

We are currently updating our supplier accreditation policy to include new and relevant environmental, social, and economic criteria to ensure that our sustainability standards and practices are also shared by our suppliers. As part of this initiative, our company will be cascading an ESG primer to suppliers, encouraging them, as our partners, to adopt the same sustainability commitment and practices.

RLC and respective business units will conduct workshops to support our architects and planners in making sustainable and responsible procurement decisions. We will also ask for sustainable product and material certifications from our suppliers as part of the quality and sustainability criteria. By introducing these positive initiatives, we envision a supply chain bound by product quality, fairness, and sustainability.

To connect with more local micro, small, and medium enterprises (MSMEs), we will make it a goal to showcase supply chain opportunities at trade shows and industry conventions. Moreover, we will continuously expand our network of local suppliers and promote inclusion by engaging the underrepresented local businesses.

Building a strong partnership with our suppliers will also help them commit to a more sustainable and ethical value chain.



Focus Area 7: Material Sourcing

2023

Continuous alignment with suppliers on ESG goals

2025

Seek to make all our major suppliers compliant with RLC's ESG standards

Approach

Adoption of ethical sourcing policies

Promote fairness, transparency, and ethical practices in all its dealings with suppliers

Sustainable material selection

Sustainable building design and construction

Fostering equitable distribution of economic opportunities

Activities & Projects

Prioritize sourcing goods and services locally, if suppliers who meet our minimum standards are available in the area

Prioritize local hiring in the areas where our operations are situated

Work with suppliers who show a dedication to fair labor practices, environmental sustainability, and social responsibility

Pay a fair price to all our stakeholders

Craft guidelines on sustainable material selection and require suppliers to promote product quality, fairness, and sustainability

Work with contractors to continuously improve the overall design of our buildings and infrastructures while also ensuring sustainable construction practices to optimize use of raw materials without any trade-offs in durability and quality

Engage with local suppliers to create mutually beneficial scenarios for both the company and the local communities

Foster long-term relationships and contribute to the welfare of all parties involved thus providing locals with access to economic opportunities wherever we are

Performance Outcome

Zero incidents of suppliers violating environmental and labor laws, and engaging in bribery and corruption

Opportunities

Stronger collaboration with suppliers on ESG adoption and sustainability partnerships

Our Approach for the Future

Sustainable partnerships

Future Outcomes

Continuing zero incidents of suppliers violating environmental laws, practicing forced labor, child labor, violating human rights, and engaging in bribery and corruption.





CORPORATE GOVERNANCE

A company is as strong as those that govern it.

CORPORATE GOVERNANCE

Robinsons Land Corporation ("The Company") acknowledges that good corporate governance is essential to build an environment of trust, transparency, and accountability. This is essential for fostering the long-term performance, financial stability, business integrity, and sustainability of the company. It protects the interests of shareholders and other stakeholders.

Corporate governance is the framework of rules, systems, and processes of the corporation that governs the performance by the Board of Directors and Management of their respective duties and responsibilities to the stakeholders. The Revised Corporate Governance Manual was adopted to institutionalize corporate governance principles as a guide for the daily conduct of business.

The Company strives to strengthen and improve corporate governance by adopting best practices that include building a competent board, aligning strategies with goals, managing risk effectively, adhering to high standards of ethics and integrity, and promoting accountability by defining roles and responsibilities.

Corporate Governance Highlights

Consistent with its Revised Corporate Governance Manual and pursuant to the recommendations provided in the Code of Corporate Governance for Publicly Listed Companies (PLCs), the Company strengthened its policies on Board Diversity, Board Nomination and Election, Succession Planning and Remuneration, Material Related Party Transactions, and Whistleblowing to reinforce the governance framework of the Company. These policies may be accessed through the Company's website, in the Governance section: <https://www.robinsonsland.com/company-policies>

The Company submitted the Integrated Corporate Governance Report (I-ACGR) to the Securities and Exchange Commission (SEC) and Philippine Stock Exchange (PSE) on May 29, 2023. The I-ACGR is a reportorial requirement under SEC Memorandum Circular No. 15 series of 2017 mandating all PLCs to disclose the Company's compliance/non-compliance with the recommendations provided under the Corporate Governance Code for PLCs. With the "comply or explain" approach, voluntary compliance with recommended CG best practices is combined with mandatory disclosure.

The Company's I-ACGR may be accessed through the Company website by clicking this link: <https://www.robinsonsland.com/governance-reports>. In 2023, Cambridge International Financial Advisory (Cambridge IFA) conferred Robinsons Land Corporation with two Global Good Governance Awards, or 3G Awards, namely the 3G Championship in Corporate Governance Framework Award and the 3G Best Corporate Social Responsibility (CSR) Initiative Award.

The 3G Championship in Corporate Governance Framework Award that RLC received signifies that the company showcased the highest level of excellence in corporate governance practices by ensuring transparency, accountability, and ethical conduct in its operations, sustainable business growth, and creating long-term value for all stakeholders.

The 3G Best CSR Initiative Award, on the other hand, was presented to RLC for leading a significant CSR initiative/project with a relevant mission that is innovative, inspiring, and able to achieve its objectives.

In March and September 2023, the Institute of Corporate Directors awarded RLC with a Golden Arrow recognition. The recognition is in line with the ASEAN Corporate Governance Scorecard (ACGS), which measures the performance of a company in the areas of facilitating the rights and equitable treatment of shareholders, how they relate to their different stakeholders, ensuring transparency and accountability through timely disclosure of material information, and how the Board guides the company strategically, monitors the management, and ensures the board's accountability to the company and the shareholders.



Business Conduct and Code of Ethics

RLC strictly implements anti-corruption policies and a code of business ethics across all operations, engaging third-party auditors to ensure the application of best business ethical practices and enhanced transparency for all employees and stakeholders.

Business Conduct and Code of Ethics	Policy of Ethics
Conflict of Interest	The Company's Code of Business Conduct and Conflict of Interest Policy require employees to make a conscious effort to avoid conflict of interest situations so that their judgment and discretion will not be influenced by considerations of personal gain or benefit. A conflict of interest may also occur because of the actions, employment, or investments of an immediate family member of an employee.
Conduct of Business and Fair Dealings	The Company's employees who recommend, endorse, or approve the procurement or sale of goods and services should make a conscious effort to avoid any conflict-of-interest situation in transactions that they are involved in.
Receipt of Gifts from Third Parties	The Company discourages the acceptance of gifts. However, gifts like advertising novelties may be given or accepted during the Christmas season. There is no restriction in the value of the gift accepted. However, an accepted gift with an estimated value of over Php 2,000.00 must be disclosed to the Conflicts of Interest Committee.
Compliance with Laws and Regulations	The Company ensures that all transactions comply with relevant laws and regulations. Any deficiencies are immediately rectified.
Respect for Trade Secrets/Use of Non-public Information	The Company has policies that ensure proper and authorized disclosure of confidential information. Disclosures of material information to the public can only be done after the disclosure to SEC and PSE by the Company's authorized officers.
Use of Company Funds, Assets and Information	Employees are required to safeguard the Company resources and assets with honesty and integrity. Employees must ensure that these assets are efficiently, effectively, and responsibly utilized.
Employment and Labor Laws and Policies	The Company ensures the observance, strict implementation, and compliance with Philippine employment, labor laws, and policies concerning recruitment, employment, retention, and benefits of the employees. The minimum notice period regarding operational changes ranges from three to six months, depending on the proponent of change.
Whistleblowing	<p>The stakeholders may discuss or disclose in writing any concern regarding a potential violation of the Code of Business Conduct with the Conflicts of Interest Committee. Reports or disclosures can be made in writing or by email using the following contact details:</p> <ul style="list-style-type: none"> • Email address: cicom@robinsonslan.com • Mailing address: Must be sent in a sealed envelope clearly marked "Strictly Private and Confidential—To Be Opened by Addressee Only" <p>Office of the Compliance Officer Robinsons Land Corporation 15th Flr. Robinsons Cyberscape Alpha Sapphire and Garnet Roads, Pasig City</p> <p>The complaint shall be filed using the Complaint Disclosure Form, which is available on the company website. All information received in connection with the reports or disclosures shall be strictly confidential and shall not be disclosed to any person without prior consent of CICOM.</p> <p>The Company commits to protecting those who report in good faith from retaliation, harassment, and even informal pressures. It will take the necessary and appropriate action to do so in enforcing the policy.</p>

About the Board of Directors

The Board of Directors ("The Board") is primarily responsible for the governance of the Company and provides an independent check on management. Its duty is to foster the long-term success of the Company and to ensure that the Company's competitiveness and profitability will be sustained in a manner consistent with its corporate objectives for the best interest of the Company and its Stakeholders.

The Board formulates the Company's vision, mission, strategic objectives, policies, and procedures that guide its activities, including the means to effectively monitor Management's performance. It provides direction and approval about matters concerning the Company's business strategies, policies, and plans, while the day-to-day business operations are delegated to the Executive Committee.

The Board exercises care, skill, and judgment and observes good faith and loyalty in the conduct and management of the business and affairs of the Company. It ensures that all its actions are within the scope of power and authority as prescribed in the Articles of Incorporation, by-laws, and existing laws, rules, and regulations. To uphold high standards for the Company, its shareholders, and other stakeholders, the Board conducts itself with honesty and integrity in the performance of its duties and responsibilities.



The Board of Directors' Responsibilities and Composition

The Board of Directors (BOD) provides overall management and supervision for the company. As such, they oversee the development, review, and approval of the company's business objectives and strategy as well as their implementation.

The executive officers and management team provide appropriate information and documents on business operations and results as well as the company's financial conditions for the BOD's review. At present, the Board of Directors of the Company consists of nine members with three independent directors who serve for a cumulative term of nine years. Eight members of the board are non-executive directors. At present, there is only one female member.

Lance Y. Gokongwei is the chair of the Board of Directors. He does not serve as a senior executive of the company.

The BOD has an appropriate mix of competence, collective working knowledge, experience, and expertise relevant to the company's industry. All directors are qualified for their positions individually and collectively which allows them to fulfill their roles and responsibilities.



James L. Go
Director, Chairman Emeritus
84 years old, Filipino



Lance Y. Gokongwei
Director, Chairman
57 years old, Filipino



Robina Y. Gokongwei-Pe
Director
62 years old, Filipino



Patrick Henry C. Go
Director
53 years old, Filipino



Johnson Robert G. Go, Jr.
Director
58 years old, Filipino



Jose T. Pardo
Director, Independent
84 years old, Filipino



Vivencio B. Dizon
Director, Independent
49 years old, Filipino



Bienvenido S. Bautista
Director, Independent
76 years old, Filipino



Omar Byron T. Mier
Director, Independent
77 years old, Filipino

*Mr. Pardo was added as an Independent Director last May 2024.

The company follows a formal and transparent board nomination and election policy as stated in its Revised Corporate Governance Manual. The policy includes how the company accepts nominations from minority shareholders, how the board shortlists candidates, and an assessment of how effective the existing processes are in nominating, electing, or replacing a director. The board also has a process for identifying the quality of directors aligned with the strategic direction of the company.

As part of the company's efforts to prevent conflicts of interest, information on the director's academic qualifications, share ownership in the company, membership in other boards, other executive positions, professional experiences, expertise, and relevant training are properly disclosed.

The following are the BOD committees:

- Corporate Governance Committee
- Audit Committee
- Board Risk Oversight Committee
- Related Party Transaction Committee



Equally important in sustaining a healthy business is strategically positioning it to thrive amid uncertainty and turn potential losses into growth opportunities.

— **Rommel Rodrigo**
HEAD OF INVESTOR RELATIONS

Board Duties and Responsibilities

The Company's Corporate Governance Manual specifies the roles, duties, and responsibilities of the Board of Directors in compliance with relevant laws, rules, and regulations. In adherence to the principles of corporate governance, the Board is tasked with performing the following:

General Responsibilities

It is the Board's responsibility to foster the long-term success of the Corporation, and to sustain its competitiveness and profitability in a manner consistent with its corporate objectives and the best interest of the Corporation, its Shareholders, and Stakeholders, as a whole.

Duties and Functions

To ensure a high standard for the Corporation, its Shareholders, and other Stakeholders, the Board shall conduct itself with honesty and integrity in the performance of, among others, the following duties and responsibilities:

- Act on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the Company and all Stakeholders;
- Oversee the development, approval, and implementation of the Company's business objectives and strategy to sustain the Company's long-term viability and strength. The Board shall review and guide corporate strategy, major plans of action, risk management policies and procedures, annual budgets, and business plans; set performance objectives; monitor implementation and corporate performance; and oversee major capital expenditures, acquisitions, and divestitures;
- Oversee the adoption of an effective succession planning program and remuneration policies;
- Adopt policies on board nomination and election that will ensure diversity in board composition in terms of knowledge, expertise, experience, and gender;
- Oversee the implementation of a policy and system on related party transactions (RPTs), which shall include the review and approval of material or significant RPTs, and ensure fairness and transparency of the transactions;
- Oversee the adoption of policies on the selection of Management and Key Officers and the assessment of their performance;
- Oversee the establishment of an internal control system to monitor and manage potential conflicts of interest and an Enterprise Risk Management (ERM) framework to identify, monitor, assess, and manage key business risks;

- Ensure the Corporation's compliance with the Anti-Money Laundering Act (AMLA), its rules and regulations, directives, and guidance from the Anti-Money Laundering Council (AMLC);
- Annually review, together with Management, the Company's vision and mission;
- Ensure the Corporation's faithful compliance with all applicable laws and regulations as well as best business practices;
- Establish and maintain an Investor Relations Program that will keep the Shareholders informed of important developments in the Corporation. The Corporation's CEO shall exercise oversight responsibility over this program;
- Identify the Corporation's Stakeholders in the community in which it operates who are directly affected by its operations and formulate a clear policy of accurate, timely, and effective communication with them;
- Adopt a system of checks and balances within the Board. A regular review of the effectiveness of such a system should be conducted to ensure the integrity of the decision-making and reporting processes at all times;
- Ensure that the Corporation has an independent audit mechanism for the proper audit and review of the Corporation's financial statements by independent auditors;
- Ensure that the Corporation establishes appropriate Corporate Governance policies and procedures under the Manual and the Governance Code, including but not limited to policies on conflict of interest, and oversees the effective implementation thereof; and
- Consider the implementation of an alternative dispute resolution system for the amicable settlement of conflicts or differences between the Corporation and its Shareholders, if applicable.

Board Independence

The Board has three Independent Directors (IDs) who possess all the necessary qualifications and none of the disqualifications to hold the position. The Company complies with the Corporate Governance best practice of having three IDs or 30% of the Board of Directors (BOD), whichever is higher, to ensure that proper mechanisms for disclosure, protection of the rights of shareholders, equitable treatment of shareholders, and the accountability of the Board and Management are in place. In cases of conflicts of interest, Directors with a material interest in any transaction with the Company shall abstain from participating in the deliberation of the same.

Board Training and Orientation

The Company ensures that Directors are able to perform their functions effectively in this rapidly changing environment to cope with heightened regulatory policies, foreign and local demands, and the growing complexity of business. Orientation programs are conducted for first-time directors to ensure that new members are appropriately apprised of their duties and responsibilities. These include an overview of the Company's operations, Code of Conduct, Corporate Governance framework, and other relevant topics essential to the performance of their functions. As a matter of continuous professional education, the Company facilitates the training opportunities provided for the Directors and Key Officers.

In-house Corporate Governance training for directors and executives was held online on June 14, 2023, and October 19, 2023, titled "UNBOX EXTRA: The Gokongwei Group Innovation Festival–The Generative Revolution: Exploring the Advancements and Applications of AI-Driven Creativity."



Board Committees

To enable better and more focused attention on the affairs of the Company and aid in the optimal performance of its roles and responsibilities, the Board delegates particular matters to the Board Committees, each set up for a specific purpose. The Board Committees are the Audit Committee, Corporate Governance Committee, Board Risk Oversight Committee (BROC), and the Related Party Transactions Committee.

Audit Committee

The Audit Committee provides oversight of the Company's financial reporting process, internal control system, and internal and external audit processes, and monitors compliance with applicable laws and regulations. It ensures that systems and processes are in place for the consistent adherence to regulations and internal policies, the achievement of efficiency and effectiveness in business operations, and the proper safeguarding and use of the Company's resources and assets.

Position	Director
Chairman	Omar Bryon T. Mier (ID)
Members	Bienvenido S. Bautista (ID) Vivencio B. Dizon (ID) James L. Go Johnson Robert G. Go, Jr.

Corporate Governance Committee

The Corporate Governance Committee oversees the development and implementation of Corporate Governance principles and policies and recommends a formal framework for the nomination, remuneration, and evaluation of the performance of the Directors and key Management Officers consistent with the Company's culture, strategies, and the business environment.

Position	Director
Chairman	Bienvenido S. Bautista (ID)
Members	Vivencio B. Dizon (ID) Omar Bryon T. Mier (ID) Lance Y. Gokongwei Patrick Henry C. Go

Board Risk Oversight Committee

The Board Risk Oversight Committee oversees the establishment of an ERM framework that effectively identifies, monitors, assesses, and manages key business risks and assesses the effectiveness of risk management strategies. The BROC is responsible for defining the Company's level of risk tolerance and for providing oversight of its risk management policies and procedures to anticipate, minimize, and control or manage risks, as well as possible threats to its operational and financial viability. They also oversee optimal performance, compliance, and cooperation with the Anti-Money Laundering Council (AMLC) and the Anti-Money Laundering Act (AMLA).

Position	Director
Chairman	Vivencio B. Dizon (ID)
Members	Omar Bryon T. Mier (ID) Bienvenido S. Bautista (ID) Frederick D. Go Lance Y. Gokongwei

Related Party Transactions Committee

The Related Party Transactions Committee ensures that there is a group-wide policy and system governing Material Related Party Transactions (MRPTs), particularly those that breach the materiality threshold. The RPT Committee performs the appropriate review and approval of MRPTs, which guarantees fairness and transparency of the transactions.

Position	Director
Chairman	Bienvenido S. Bautista (ID)
Members	Vivencio B. Dizon (ID) Omar Bryon T. Mier (ID)

Board Meetings and Quorum Requirement

The Board schedules meetings at the beginning of the year, holds regular meetings in accordance with its by-laws, and convenes special meetings as required by business exigencies. The notice and agenda of the meeting and other relevant materials are furnished to the Directors at least five business days prior to the meeting, which must be duly minuted. The members of the Board attend regular and special meetings in person or through video or teleconferencing conducted in accordance with the rules and regulations of the SEC, except for justifiable reasons that prevent them from doing so. The Independent Directors shall always attend Board meetings. Unless otherwise provided in the By-Laws, their absence shall not affect the quorum requirement. However the Board may, to promote transparency, require the presence of at least one Independent Director in all its meetings.

To monitor the Directors' compliance with the attendance requirements, the Company submits to the Commission an advice letter on Directors' record of attendance in Board meetings.



Attendance of Directors

January 1, 2023 to December 31, 2023

Board Member	Name	Date of Election	No. of Meetings held during the year	No. of meetings attended	Percent of meetings attended (%)	Month and Year of First Appointment
Director, Chairman Emeritus	James L. Go	May 12, 2023	6	6	100.00%	June 1980
Director, Chairman	Lance Y. Gokongwei	May 12, 2023	6	6	100.00%	June 1993
Member	Frederick D. Go	May 12, 2023	6	6	100.00%	May 1999
Member	Patrick Henry C. Go	May 12, 2023	6	6	100.00%	January 2000
Member	Johnson Robert G. Go, Jr.	May 12, 2023	6	6	100.00%	May 2005
Member	Robina Y. Gokongwei-Pe	May 12, 2023	6	6	100.00%	May 2005
Independent director	Omar Byron T. Mier	May 12, 2023	6	6	100.00%	August 2015
Independent director	Bienvenido S. Bautista	May 12, 2023	6	6	100.00%	May 2023
Independent director	Vivencio B. Dizon*	May 12, 2023	4	4	100.00%	May 2021
Independent director	Roberto F. De Ocampo*	May 12, 2022	2	1	50.00%	-

*Mr. Dizon succeeded Mr. De Ocampo as independent director last May 12, 2023.



A sustainable business must align with the nation's current laws and programs. By harmonizing our strategies with existing regulations, we can guide management decisions towards initiatives that drive the most meaningful and positive impact.

— **Atty. Juan Antonio M. Evangelista**
CORPORATE SECRETARY

The Corporate Secretary

The Corporate Secretary assists the Board and the Board Committees in the conduct of their meetings, which entails the preparation of the annual schedule of Board and Committee meetings and the annual Board calendar. He or she also assists the Board and Committee Chairmen in setting meeting agendas, safekeeping, and maintaining the integrity of the minutes of the meetings of the Board and its Committees, as well as other official records of the Company.

The Corporate Secretary keeps abreast of relevant laws, regulations, all governance issuances, relevant industry developments, and the operations of the Company, and advises the Board and the Chairman on all relevant issues as they arise. He or she works fairly and objectively with the Board, Management, and Shareholders and contributes to the flow of information between the Board and Management, the Board and its Committees, and the Board and its Stakeholders, including Shareholders.

As of 2023, Atty. Juan Antonio M. Evangelista, 52, serves as the Corporate Secretary of the RLC. He handles various corporate secretarial functions for several companies within the Group. He obtained his Juris Doctor degree from Xavier University-Ateneo de Cagayan in 1998 and was admitted to the Philippine Bar in 1999.

The Compliance Officer

The Compliance Officer monitors, reviews, evaluates, and ensures the compliance of the Company, its Officers, and Directors with the provisions and requirements of the Corporate Governance Manual and the relevant laws, the Corporate Governance Code, rules and regulations, and all governance issuances of regulatory agencies. He also ensures the integrity and accuracy of all documentary submissions to the regulators, identifies possible areas of compliance issues, and works towards the resolution of the same. He assists the Board and the Corporate Governance Committee in the performance of their governance functions, including their duties to oversee the formulation, review, and implementation of the Corporate Governance structure and policies of the Company.

As of 2023, Kerwin Max S. Tan, 54, serves as the Compliance Officer, Chief Financial Officer, and Chief Risk Officer of RLC, effective March 1, 2016. He previously held the position of Vice President – Treasurer of RLC and Vice President – Operations of RLC Residences. Prior to joining RLC, he was Head of Cash Management Operations and Assistant Vice President of Citibank NA. Mr. Tan received his Bachelor of Science in Industrial Engineering from the University of the Philippines, Diliman.

In addition, a Deputy Compliance Officer is appointed to further strengthen and implement the compliance policies of the Company.



STAKEHOLDERS WELFARE, TRANSPARENCY, AND ANTI-CORRUPTION

Duty to Shareholders

The Company believes that sound and effective corporate practices are fundamental to the smooth, effective, and transparent operations of the company and its ability to attract investment and enhance shareholder value. This includes the Company's commitment to ensure fair and equitable treatment of all shareholders, including the minority, and the protection of their rights, including:

- Right to vote on all matters that require their consent or approval,
- Right to inspect corporate books and records,
- Right to information,
- Right to dividends, and
- Appraisal right

The Company is transparent and fair in the conduct of the annual and special shareholders' meetings. To foster active shareholder participation,

the Board sends the Notice of Annual and Special Shareholders' Meeting with sufficient and relevant information at least 15 business days before the meeting, in compliance with the Implementing Rules and Regulations of the Securities Regulation Code. The Shareholders are encouraged to personally attend such meetings. Shareholders who are unable to attend are apprised ahead of time of their right to appoint a proxy. Subject to the requirements of the law, rules and regulations, and the by-laws, the exercise of that right shall not be unduly restricted and any doubt about the validity of a proxy shall be resolved in favor of the shareholder.

Guided by the principles of fairness, accountability, and transparency to the shareholding public, the Company ensures that the result of the votes taken during the most recent annual or special shareholders' meeting are made available by the next working day.

Duty to Other Stakeholders

The Company recognizes and places importance on the interdependence between business and society and promotes a mutually beneficial relationship that encourages the Company's sustainable growth while contributing to the advancement of the society where it operates. The Company employs value chain processes that take into consideration Economic, Environmental, and Social Governance (EESG) issues and concerns.

Customers' Welfare

The Company adopts customer relations policies and procedures to protect customers' welfare. This includes providing and making available the customer relations contact information empowered to address and attend to customer questions and concerns.

Supplier/Contractor Selection

The Company follows the Supplier Accreditation and Selection Policies to ensure that the Company's suppliers and contractors are qualified to meet its commitments. Apart from the accreditation process, suppliers and contractors also undergo orientation on Company policies and ethical practices.

Employees

The Board also establishes policies, programs, and procedures that encourage employees to actively participate in the realization of the Company's goals and its governance including but not limited to:

- Health, safety, and welfare;
- Training and development; and
- Reward and compensation



1) Performance-enhancing mechanisms for employee participation

The Company abides by the standards and policies as set by the Philippines Department of Labor and Employment. Likewise, the Company has Security and Safety Manuals that are implemented, reviewed, and regularly updated to ensure the security, safety, health, and welfare of the employees in the workplace.

The Company continuously provides learning and development opportunities for its employees through the John Gokongwei Institute for Leadership and Enterprise Development (JG-ILED), the leadership platform for systematic and sustained development programs across the conglomerate. Its mission is to enable a high-performing organization that will facilitate the learning process and develop the intellectual and personal growth of all employees through targeted and customized training and development programs.

The Company also has an established suitable framework for whistleblowing and ensures its enforcement to allow employees and other stakeholders to freely communicate their concerns about illegal or unethical practices without fear of retaliation and to have direct access to an independent member of the Board or a unit created to handle whistleblowing concerns.

2) Anti-corruption Programs and Procedures

The Company is committed to promoting transparency and fairness for all its stakeholders. The Board sets the tone and makes a stand against corrupt practices by adopting anti-corruption policies and programs. Some of the Company's Anti-Corruption programs are embodied in the Code of Business Conduct and Ethics, Conflict of Interest, and Offenses Subject to Disciplinary Action (OSDA), among others. The same is disseminated to all employees across the Company through training to embed them in the Company's culture. New employees are oriented regarding policies and procedures related to Business Conduct and Ethics and similar policies. All employees are given periodic reminders. Furthermore, all concerned employees of the Company are required to comply with the Self-Disclosure Activity on Conflict of Interest and Declaration of Gifts Received on an annual basis.

The anti-corruption programs and procedures of the Company cover the following:

- Anti-Bribery and Anti-Corruption Policy
- Conflict of Interest
- Conduct of Business and Fair Dealings
- Receipt of Gifts from Third Parties
- Compliance with Laws and Regulations
- Respect for Trade Secrets/Use of Nonpublic Information
- Use of Company Funds, Assets, and Information
- Employment and Labor Laws and Policies
- Disciplinary Action
- Whistleblowing
- Conflict Resolution



ENTERPRISE RISK MANAGEMENT AND INTERNAL CONTROLS

Enterprise Risk Management (ERM)

The role of ERM is to ensure that a sound ERM framework is in place to effectively identify, monitor, assess, and manage key business risks. The risk management framework shall guide the Board in identifying units/business lines and enterprise-level risk exposures, as well as the effectiveness of its risk management strategies.

Internal Controls

Under the leadership of the Company's Chief Financial Officer (CFO), internal control is embedded in the operations of the company and each business unit (BU), thus increasing their accountability and ownership in the execution of the BU's internal control framework. To accomplish the established goals and objectives, BUs implement robust and efficient process controls to ensure:

- Compliance with policies, procedures, laws, and regulations,
- Economic and efficient use of resources,
- Check and balance and proper segregation of duties,
- Identification and remediation of control weaknesses,
- Reliability and integrity of information, and
- Proper safeguarding of company resources and protection of company assets through early detection and prevention of fraud.

Adequate and Timely Information

To enable the Directors to properly fulfill their duties and responsibilities, Management provides the Directors with complete, adequate, and timely information about the matters to be taken up during their meetings. Information may include the background or explanation of matters brought before the Board, disclosures, budgets, forecasts, and internal financial documents. If the information provided by Management is not sufficient, further inquiries may be made by a Director to enable him or her to properly perform his duties and responsibilities. The Directors have independent access to Management and to the Corporate Secretary.

The Directors, either individually or as a Board, and in the performance of their duties and responsibilities, may seek access to independent professional advice within the guidelines set by the Board.



ACCOUNTABILITY AND AUDIT

The Board ensures that its Shareholders are provided with a balanced and comprehensible assessment of the Company's performance, position, and prospects quarterly. Interim and other reports that could adversely affect its business are also made available on the Company website, including its submissions and disclosures to the Securities and Exchange Commission (SEC) and the Philippine Stock Exchange (PSE). The Management formulates the rules and procedures on financial reporting and internal control for presentation to the Audit Committee in accordance with the following guidelines:

1. The extent of its responsibility in the preparation of the financial statements of the Company, with the corresponding delineation of the responsibilities that pertain to the External Auditor, should be clearly defined;
2. There is an effective system of internal control that will ensure the integrity of the financial reports and the protection of the assets of the Company for the benefit of all Shareholders and other Stakeholders;
3. Based on the approved Internal Audit Plan, Internal Audit examinations shall cover, at the minimum, the evaluation of the adequacy and effectiveness of controls that cover the Company's governance, operations, and information systems, including the reliability and integrity of financial and operational information, the effectiveness and efficiency of operations, the protection of assets, and compliance with contracts, laws, rules, and regulations;
4. The Company consistently complies with the financial reporting requirements of the SEC;
5. The External Auditor shall be rotated or changed every five years or earlier, or the signing partner of the External Auditing firm assigned to the Company, shall be changed with the same frequency;
6. The Corporate Internal Audit Head shall submit to the Audit Committee and Management an annual report on the Corporate Internal Audit Department's activities, responsibilities, and performance relative to the Internal Audit Plan as approved by the Audit and Risk Committee;
7. The annual report shall include significant risk exposures, control issues, and such other matters as may be needed or requested by the Board and Management;
8. The Corporate Internal Audit Head shall certify that he or she conducts activities in accordance with the International Standards on the Professional Practice of Internal Auditing. If they fail to do so, the Corporate Internal Audit Head shall disclose to the Board and Management the reasons why they have not fully complied with the said documents; and
9. The Board, after consultations with the Audit Committee, shall recommend to the Shareholders an External Auditor duly accredited by the SEC who shall undertake an independent audit of the Company, and shall provide an objective assurance on the matter by which the financial statements shall be prepared and presented to the Shareholders.

Internal Audit

The Corporate Internal Audit is focused on delivering its mandate of determining whether the governance, risk management, and control processes, as designed and represented by Management, are adequate and functioning in a manner that provides a reasonable level of confidence that:

- Employees' actions are compliant with policies, standards, procedures, and applicable laws and regulations;
- Quality and continuous improvement are fostered in the control processes;
- Programs, plans, and objectives are achieved;
- Resources are acquired economically, used efficiently, and protected adequately;
- Significant financial, managerial, and operating information are accurate, reliable, and timely;
- Significant key risks are appropriately identified and managed; and
- Significant legislative or regulatory issues impacting the Company are recognized and properly addressed.

Opportunities for improving management control, profitability, and the Company's reputation may be identified during audits.



APPENDIX

MALLS

Metro Manila

Name	Location	Calendar Year Opened	Gross Floor Area
Robinsons Galleria	EDSA corner Ortigas Avenue, Quezon City	1990	221,000
Robinsons Manila	M. Adriatico Street, Ermita, Manila	1997	241,000
Robinsons Novaliches	Quirino Highway, Novaliches, Quezon City	2001	70,000
Robinsons Metro East	Marcos Highway, Brgy. Dela Paz, Pasig City	2001	123,000
Robinsons Otis	P.M. Guanzon St., Paco, Manila	2007	32,000
Robinsons Magnolia	Aurora Blvd. corner Doña Hemady St., Quezon City	2012	162,000
Robinsons Town Mall Malabon	Gov. Pascual Ave. cor. Crispin St., Tinajeros, Malabon	2013	17,000
Robinsons Place Las Piñas	Alabang-Zapote Road, Brgy. Talon, Las Piñas City	2014	59,000

Outside Metro Manila

Name	Location	Calendar Year Opened	Gross Floor Area
Robinsons Bacolod	Lacson Street, Mandalagan, Bacolod City	1997	61,000
Robinsons Imus	Aguinaldo Highway, Tanzang Luma V, Imus, Cavite	1998	65,000
Robinsons Fuente Cebu	Fuente Osmeña, Bo. Capitol, Cebu City	2000	17,000
Robinsons Town Mall Los Baños	Lopez Avenue, Batong Malaki, Los Baños, Laguna	2000	10,000
Robinsons Iloilo	Quezon-Ledesma Street, Rojas Village, Iloilo City	2001	82,000
Robinsons Star Mills Pampanga	San Jose, San Fernando, Pampanga	2002	69,000
Robinsons Santa Rosa	Old Nat'l Hi-way, Brgy Tagapo, Sta Rosa, Laguna	2002	37,000

Name	Location	Calendar Year Opened	Gross Floor Area
Robinsons Dasmariñas	Pala-Pala, Dasmariñas, Cavite	2003	96,000
Robinsons Cagayan de Oro	Limketkai Complex, Lapasan, Cagayan De Oro City	2002	18,000
Robinsons Lipa	Mataas Na Lupa, Lipa City, Batangas	2003	59,000
Robinsons Cainta	Ortigas Avenue Extension, Junction, Cainta, Rizal	2004	31,000
Robinsons Angeles	McArthur Highway, Balibago, Angeles City, Pampanga	2004	31,000
Robinsons Cybergate Bacolod	Barrio Tangub, National Road, Bacolod City	2004	18,000
Robinsons Luisita	McArthur Highway, Brgy. San Miguel, Tarlac City	2007	17,000
Robinsons Cabanatuan	Km. 3, Maharlika Highway, Cabanatuan City	2008	18,000
Robinsons Pulilan	Trinidad Highway, Brgy. Cutcot, Pulilan, Bulacan	2008	12,000
Summit Ridge Tagaytay	Km. 58, Tagaytay-Nasugbu Road, Tagaytay City	2008	14,000
Robinsons Cybergate Davao	J. P. Laurel Avenue, Davao City	2009	14,000
Robinsons Tacloban	National Highway, Marasbaras, Tacloban City	2009	63,000
Robinsons General Santos	Jose Catolico Sr. Ave., Lagao, General Santos City	2009	33,000
Robinsons Dumaguete	Calindagan Business Park, Dumaguete City	2009	57,000
Robinsons Ilocos Norte Expansion	Brgy. 1 San Francisco, San Nicolas, Ilocos Norte	2009	45,000
Robinsons Cybergate Cebu	Don Gil Garcia St., Capitol, Cebu City, Cebu	2009	19,000
Robinsons Pangasinan	McArthur Highway, Brgy. San Miguel, Calasiao	2012	33,000
Robinsons Palawan	National Highway, Brgy. San Miguel, Puerto Princesa City	2012	45,000
Robinsons Butuan	J.C. Aquino Avenue, Brgy. Libertad, Butuan City	2013	59,000

Name	Location	Calendar Year Opened	Gross Floor Area
Robinsons Malolos	MacArthur Highway, Brgy. Sumapang Matanda, Malolos City, Bulacan	2013	68,000
Robinsons Roxas	Immaculate Heart of Mary Avenue, Pueblo de Panay, Brgy. Lawa-an, Roxas City, Capiz	2014	37,000
Robinsons Santiago	Maharlika Highway, Brgy. Mabini, Santiago City, Isabela	2014	40,000
Robinsons Antipolo	Sumulong Highway, cor. Circumferential Road, Antipolo City	2014	84,000
Robinsons Antique	Brgy. Maybato, San Jose, Antique	2015	28,000
Robinsons Galleria Cebu	Gen. Maxilom Ave. Ext, Cebu City, Cebu	2015	139,000
Robinsons Tagum	Tagum City, Davao del Norte	2016	65,000
Robinsons General Trias	Governor's Drive, General Trias, Cavite	2016	56,000
Robinsons Jaro	E Lopez St., Jaro, Iloilo City, Iloilo	2016	50,000
Robinsons Iligan	Macapagal Ave., Brgy. Tubod, Iligan City, Lanao del Norte	2017	51,000
Robinsons Naga	Roxas Ave., cor. Almeda Highway, Brgy. Triangulo, Naga City, Camarines Sur	2017	77,000
Robinsons North Tacloban	Brgy. Abucay, Tacloban City, Leyte	2017	56,000
Robinsons Ormoc	Brgy. Cogon, Ormoc City, Leyte	2018	35,000
Robinsons Pavia	Brgy. Ungka 2, Pavia, Iloilo	2018	41,000
Robinsons Tuguegarao	Brgy. Tanza, Tuguegarao City, Cagayan	2018	68,000
Robinsons Valencia	Sayre Highway, Brgy. Hagkol, Bagontaas, Valencia, Bukidnon	2018	47,000
Robinsons Galleria South	Km. 31, National Highway, Brgy. Nueva, San Pedro, Laguna	2019	118,000
Robinsons La Union	Brgy. Sevilla, McArthur Highway, San Fernando City, La Union	2021	35,000

Name	Location	Calendar Year Opened	Gross Floor Area
Robinsons Gapan	Maharlika Highway, Gapan, Nueva Ecija	2022	40,000
The Mall Nustar	South Road Properties, Cebu City, Cebu	2023	45,000

OFFICES

Name	Location	Total Number of Stories
Galleria Corporate Center	Along EDSA corner Ortigas Avenue, Quezon City	30
Robinsons Equitable Tower	Corner ADB and Poveda Streets, Pasig City	45
Robinsons Summit Center	Ayala Avenue, Makati City	37
Robinsons Cybergate Center Tower 1	Pioneer Street, Mandaluyong City	18
Robinsons Cybergate Center Tower 2	Pioneer Street, Mandaluyong City	27
Robinsons Cybergate Center Tower 3	Pioneer Street, Mandaluyong City	27
Robinsons Cybergate Plaza	EDSA, Mandaluyong City	12
Robinsons Cybergate Cebu	Fuente Osmeña, Bo. Capitol, Cebu City	3
Cyberscape Alpha	Sapphire and Garnet Roads, Pasig City	26
Cyberscape Beta	Ruby and Topaz Roads, Pasig City	37
Tera Tower	Bridgetowne, C5 Road, Quezon City	20
Robinsons Galleria Cebu Office	Gen. Maxilom Avenue, Cebu City	4
Robinsons Place Ilocos Office	San Nicolas, Ilocos Norte	4
Cyber Sigma	Fort Bonifacio, Taguig City	21
Robinsons Luisita Office	Luisita, Tarlac City	3
Cybergate Delta	J.P. Laurel Ave., Davao City	5
Cybergate Naga	Roxas Ave., Naga City	4
Cyberscape Gamma	Ruby and Topaz Roads, Pasig City	37
Exxa Tower	Bridgetowne, C5 Road, Quezon City	20
Zeta Tower	Bridgetowne, C5 Road, Quezon City	20
Cybergate Magnolia	Robinsons Magnolia Town Center, Quezon City	6

Name	Location	Total Number of Stories
Robinsons Luisita Office 2	Luisita, Tarlac City	2
Giga Tower	Bridgetowne, C5 Road, Quezon City	28
Robinsons Luisita Office 3	Luisita, Tarlac City	3
Cybergate Delta 2	J.P. Laurel Ave., Davao City	7
Bridgetowne East Campus 1	Bridgetowne, C5 Road, Quezon City	3
Cyber Omega	Pearl Drive, Ortigas Center, Pasig City	29
Cybergate Iloilo 1	Brgy. Ungka, Pavia, Iloilo City	7
Cybergate Galleria Cebu	Gen. Maxilom Ave., Corner Sergio Osmeña Blvd, Cebu City	13
Cybergate Bacolod 2	Lacson Ave., Brgy Banago, Bacolod City	9
Cybergate Iloilo 2	Brgy Ungka II, Pavia	10

HOTELS AND RESORTS

Name	Location	Number of Rooms
Fili Hotel	Cebu South Road Properties, Mambaling, Cebu City	379
The Westin Manila	San Miguel Avenue, cor. Lourdes St., Brgy. Wack Wack, Mandaluyong City	303
Crowne Plaza Manila Galleria	Ortigas Avenue, Cor ADB Avenue, Quezon City	264
Holiday Inn Manila Galleria	One ADB Avenue, Ortigas Center, Pasig City	289
Dusit Thani Mactan Cebu Resort	Punta Engaño, Mactan Island, Cebu City	272
Grand Summit Hotel Gensan	Honorio Arriola corner Arradaza Streets, General Santos City	104
Summit Circle Cebu	Fuente Osmena, Bo. Capitol, Cebu City	211
Summit Ridge Tagaytay	Aguinaldo Highway, Tagaytay City	108
Summit Hotel Magnolia	Dona Hemady cor. Aurora Boulevard, Quezon City	82
Summit Galleria Cebu	Benedicto St. Cor. Gen. Maxilom Ave. Ext., Cebu City	220
Summit Hotel Tacloban	National Highway, Marasbaras, Tacloban City	138

Name	Location	Number of Rooms
Summit Hotel Greenhills	Annapolis St., Brgy. Greenhills, San Juan City	100
Summit Hotel Naga	Naga, Camarines Sur	60
Go Hotels	Pioneer Street, Mandaluyong City	223
Go Hotels	Puerto Princesa City, Palawan	108
Go Hotels	Dumaguete City, Negros Oriental	102
Go Hotels	Tacloban City, Leyte	98
Go Hotels	Bacolod City, Negros Occidental	108
Go Hotels	Paco, Manila	118
Go Hotels	Iloilo City, Iloilo	167
Go Hotels	Ortigas Center, Pasig City	198
Go Hotels	Butuan City, Agusan Del Norte	104
Go Hotels	Lanang, Davao City	183
Go Hotels	Iligan City, Lanao Del Norte	100
Go Hotels Plus	Naga, Camarines Sur	68
Go Hotels Plus	Tuguegarao City, Cagayan	136

RESIDENTIAL

Vertical Developments

Current Projects

Name	Stories	Number of Units
Amisa Private Residences Tower D	16	167
Aurora Escalades Tower	21	800
Cirrus	40	1,371
Galleria Residences Cebu Tower 2	22	352
Galleria Residences Cebu Tower 3	22	299
Le Pont Residences	52	506
Mantawi Residences	39	469

Sierra Valley Gardens - Building 1	16	383
Sierra Valley Gardens - Building 2	16	383
Sierra Valley Gardens - Building 3	20	440
Sierra Valley Gardens - Building 4	20	438
SYNC S Tower	25	598
SYNC Y Tower	39	939
SYNC N Tower	35	455
The Sapphire Bloc East Tower	44	665
The Sapphire Bloc South Tower	44	665
Woodsville Crest Oak Building	9	258
Woodsville Crest Pine Building	8	246
Woodsville Crest Olive Building	9	222

Completed Projects

Name	Stories	Number of Units
Acacia Escalades - Building A	14	383
Acacia Escalades - Building B	16	414
Amisa Private Residences Tower A ⁽¹⁾	14	131
Amisa Private Residences Tower B ⁽¹⁾	18	155
Amisa Private Residences Tower C ⁽¹⁾	18	189
Axis Residences - Tower A	45	873
Axis Residences - Tower B	45	792
Azalea Place Cebu	25	408
Bloomfields Novaliches*	2	461
Centennial Place	2	50
Chimes Greenhills Residences	43	397
East of Galleria	45	693
Escalades at 20th Avenue - Tower 1	12	120
Escalades at 20th Avenue - Tower 2	12	120
Escalades at 20th Avenue - Tower 3	12	120

Name	Stories	Number of Units
Escalades at 20th Avenue - Tower 4	12	120
Escalades at 20th Avenue - Tower 5	12	120
Escalades at 20th Avenue - Tower 6	12	120
Escalades East Tower	14	269
Escalades South Metro - Tower A	9	176
Escalades South Metro - Tower B	9	176
Fifth Avenue Place	38	611
Galleria Regency ^{(1) (2)}	13	101
Galleria Residences Cebu Tower 1	22	270
Gateway Garden Heights	32	549
Gateway Garden Ridge	15	373
Gateway Regency	30	463
Gateway Regency Studios	28	836
McKinley Park Residences	44	391
One Adriatico Place	37	572
One Gateway Place	28	413
Otis 888 Residences	3	195
Robinsons Place Residences 1	38	436
Robinsons Place Residences 2	38	340
Signa Designer Residences Tower 1	29	306
Signa Designer Residences Tower 2	28	351
Sonata Private Residences – Tower 1 ⁽¹⁾	29	270
Sonata Private Residences – Tower 2 ⁽¹⁾	30	269
The Fort Residences	30	242
The Magnolia Residences Tower A	39	378
The Magnolia Residences Tower B	41	419
The Magnolia Residences Tower C	44	433
The Magnolia Residences Tower D	42	420

Name	Stories	Number of Units
The Pearl Place - Tower A	39	653
The Pearl Place - Tower B	39	640
The Radiance Manila Bay North Tower	35	538
The Radiance Manila Bay South Tower	35	597
The Residences at The Westin Manila Sonata Place ⁽¹⁾	50	344
The Sapphire Bloc North Tower	38	412
The Sapphire Bloc West Tower	38	416
The Trion Tower 1	49	694
The Trion Tower 2	50	725
The Trion Tower 3	50	636
The Wellington Courtyard - Bldg A	5	34
The Wellington Courtyard - Bldg B	5	34
The Wellington Courtyard - Bldg C	6	45
The Wellington Courtyard - Bldg D	6	41
The Wellington Courtyard - Bldg E	5	38
Three Adriatico Place	37	537
Two Adriatico Place	37	546
Vimana Verde Residences Building A	6	20
Vimana Verde Residences Building B	6	20
Vimana Verde Residences Building C	6	45
Woodsville Residences*	2	185
Woodsville Viverde Mansions - Bldg 1	9	72
Woodsville Viverde Mansions - Bldg 2	9	96
Woodsville Viverde Mansions - Bldg 3	11	89
Woodsville Viverde Mansions - Bldg 4	13	108
Woodsville Viverde Mansions - Bldg 5	9	72
Woodsville Viverde Mansions - Bldg 6	9	64
Woodsville Viverde Mansions - Bldg 8	9	72

¹Part of a mixed-used development²Located in a 33-storey building, 20 floors of which are occupied by the Crowne Plaza Hotel

*Townhouse development

Horizontal Developments

Name	Location	Started ¹	Approximate Land Area ²	Number of Lots/Units
Robinsons Homes East	Antipolo City	August 1995	41.0	3,735
Robinsons Vineyard	Cavite	May 1996	71.8	2,899
South Square Village	Cavite	August 1998	26.7	3,896
San Lorenzo Homes	Antipolo City	September 1999	2.8	372
Robinsons Highlands	Davao City	May 1999	46.0	811
Grosvenor Place	Cavite	July 2000	13.9	999
Robinsons Hillsborough Pointe	Cagayan De Oro City	November 2002	20.0	318
Forest Parkhomes	Angeles City	August 2004	8.9	319
San Jose Estates	Antipolo City	May 2005	1.8	80
Robinsons Residenza Milano	Batangas City	August 2005	7.3	357
Fernwood Parkhomes	Pampanga	November 2005	14.5	654
Rosewood Parkhomes	Angeles City	November 2005	3.0	117
Bloomfields Tagaytay	Tagaytay City	November 2005	4.2	104
Richmond Hills	Cagayan De Oro City	May 2005	282	282
Bloomfields Davao	Davao City	June 2006	10.5	316
Mirada Dos	Pampanga	September 2006	4.5	181
Brighton Parkplace	Laoag City	December 2006	5.0	172
Brighton Parkplace North	Laoag City	April 2007	3.8	90
Montclair Highlands	Davao City	July 2007	15.3	365
Aspen Heights	Consolacion, Cebu	July 2007	25.0	583
Blue Coast Residences	Cebu	November 2007	3.2	79
Fresno Parkview	Cagayan de Oro City	February 2008	15.0	501
St. Bernice Estates	Antipolo City	March 2008	3.4	212
Hanalel Heights	Laoag City	March 2011	22.2	558
Forest Parkhomes North	Angeles City	March 2011	7.0	276
Grand Tierra	Tarlac	May 2011	18.3	572

Name	Location	Started ¹	Approximate Land Area ²	Number of Lots/Units
St. Judith Hills	Antipolo City	June 2012	9.6	390
Bloomfields Heights Lipa	Lipa, Batangas	July 2012	12.4	340
Nizanta at Ciudades	Davao City	March 2013	12.9	477
Bloomfields Cagayan De Oro	Cagayan De Oro City	March 2013	6.5	144
Brighton Baliwag	Baliwag, Bulacan	April 2014	15.7	524
Bloomfields General Santos	General Santos City	May 2014	33.0	755
Brighton Bacolod	Negros Island	February 2016	22.4	735
Brighton Puerto Princesa	Palawan	August 2016	13.1	377
Springdale I at Pueblo Angono	Angono, Rizal	November 2016	3.8	197
Brighton at Pueblo Angono	Angono, Rizal	August 2017	4.6	140
Terrazo at Robinsons Vineyard	Dasmariñas, Cavite	July 2017	13.4	552
Springdale II at Pueblo Angono	Angono, Rizal	June 2018	4.9	271
Forbes Estates Lipa	Lipa, Batangas	December 2020	21.0	221
Springdale Baliwag	Baliwag, Bulacan	November 2022	10.9	852

¹ The Company considers a project "started" when it has obtained permits necessary that allow it to pre-sell lots.

² "Gross Land Area" means the total area of land in hectares acquired by the Company

INDUSTRIAL AND INTEGRATED DEVELOPMENTS

Logistics

Property Name	Location
RLX Sucat 1	East Service Road, Brgy. Sucat, Muntinlupa City, Metro Manila
RLX Sucat 2	Meralco Road, Brgy. Sucat, Muntinlupa City
RLX Calamba 1A	Brgy. Maunong and Samsim, Calamba City, Laguna
RLX Calamba 1B	Brgy. Maunong and Samsim, Calamba City, Laguna
RLX Sierra Valley	Ortigas Extension Ave, Cainta, Rizal
RLX San Fernando	Tourism Road, Brgy. Malpitic, San Fernando City, Pampanga

Property Name	Location
RLX Mexico	Brgy. Lagundi, Mexico, Pampanga
RLX Calamba 2A	Brgy. Maunong and Samsim, Calamba City, Laguna
RLX Calamba 2B	Brgy. Maunong and Samsim, Calamba City, Laguna

Townships

Property Name	Location
Bridgetowne	Brgy. Ugong Norte, Quezon City, Metro Manila
Bridgetowne	Brgy. Rosario, Pasig City
Sierra Valley	Ortigas Extension Ave, Cainta, Rizal
Montclair	Brgy. Manuali, Porac, Pampanga

PERFORMANCE INDEX

Economic

GRI 201-1

Direct Economic Value generated and distributed (Php in millions)					
	2019	2020	2021	2022	2023
Direct Economic Value Generated	33,865.40	28,026.22	36,539.42	45,502.99	42,018.18
Direct Economic Value Distributed	28,814.19	25,675.61	32,253.12	39,553.05	32,793.93
Payment to Suppliers, other operating costs	19,518.62	17,630.89	24,428.70	28,335.81	21,503.68
Payments to employees	1,192.53	1,240.67	1,505.15	1,868.01	2,411.84
Payments to providers of capital	4,925.68	4,894.74	3,842.43	5,879.64	6,671.50
Payments to government	3,177.36	1,909.31	2,476.59	3,469.47	2,205.92

GRI 205-2

Communicating and training about anti-corruption policies and procedures			
	2021	2022	2023
Number of employees to whom the organization's anti-corruption policies and procedures have been communicated	425.00	2,167.00	3,299.00
Number of business partners to whom the organization's anti-corruption policies and procedures have been communicated	27.00	45.00	40.00
Percentage of directors and management who have received anti-corruption training	100.00	337.00	641.00
Number of employees who have received anti-corruption training	425.00	1,174.00	3,299.00

Environment

GRI 301-1

Construction (Cement, Concrete, Glass, Masonry, Rebar, Electricity, Water)

*2022-2023 data are more accurate figures due to improved data management and collection initiatives in 2022

*Malls material consumption only includes repairs and renovations; does not include construction

Cement Consumption (kg)					
	2019	2020	2021	2022	2023
Malls	304,500.00	308,220.00	306,605.00	236,845.00	143,731.00
Residential (Vertical Development)	60,239,501.65	18,030,236.90	39,571,038.46	22,502,020.41	25,283,169.00
RHomes (Horizontal Development)	6,029,186.10	5,796,274.36	10,052,901.00	4,526,400.00	7,544,000.00

Glass Consumption (kg)					
	2019	2020	2021	2022	2023
Malls	10,000.00	10,750.00	10,380.00	8,483.00	10,150.00
Residential (Vertical Development)	5,670.00	81,763.00	52,060.00	42,569.00	55,347.70
RHomes (Horizontal Development)	2,832.00	3,035.05	2,622.86	1,537.80	2,034.40

Masonry Consumption (kg)					
	2019	2020	2021	2022	2023
Malls	102,000.00	100,000.00	108,100.00	55,250.00	41,490.00
Residential (Vertical Development)	-	-	-	-	-
RHomes (Horizontal Development)	1,867,911.00	1,606,348.00	1,195,173.00	944,910.59	1,153,031.48

**Residential (Vertical Development) masonry consumption was recorded in cement consumption*

Rebar Consumption (kg)					
	2019	2020	2021	2022	2023
Malls	140,000.00	200,000.00	200,140.00	92,657.41	114,895.19
Residential (Vertical Development)	14,672,140.27	9,618,376.26	12,454,111.14	8,882,546.06	10,935,536.28
RHomes (Horizontal Development)	1,367,867.00	1,608,789.00	1,214,966.56	1,433,660.54	1,013,470.54

GRI 302-1

Operations Absolutes (Energy)

**2022-2023 data are more accurate figures due to improved data management and collection initiatives in 2022*

**Offices values include RCR data*

RLC Renewable Energy Electricity Consumption (kWh)					
	2019	2020	2021	2022	2023
Malls	17,033,786.69	20,495,097.52	27,369,752.10	62,593,636.20	66,981,158.00
Office Buildings	564,900.00	3,453,800.00	6,462,011.00	7,054,862.34	7,759,862.00
Total	17,598,686.69	23,948,897.52	30,237,144.10	63,158,536.20	74,741,020.00

RLC Avoided Emissions (tCO2e)

	2019	2020	2021	2022	2023
Malls	12,131.46	14,596.61	19,492.74	44,579.19	47,703.98
Office Buildings	402.32	2,459.80	4,602.24	5,024.47	5,526.57
Total	12,533.78	17,056.40	24,094.98	49,603.66	53,230.55

Diesel Consumption (L)

	2019	2020	2021	2022	2023
Malls	874,195.13	861,721.80	836,448.44	752,919.00	652,250.36
Office Buildings	70,252.74	82,483.77	66,294.40	60,080.00	62,452.42
Industrial and Integrated Developments	5,040.00	4,440.00	5,040.00	4,840.00	3,720.00
RLC Residences (Vertical Developments)	13,428.64	11,508.89	31,276.56	16,915.40	12,335.76
RHomes (Horizontal Developments)	7,458.31	3,854.44	5,524.73	3,256.00	2,580.00
Hotels and Resorts	7,125.44	11,988.51	25,024.85	27,630.00	20,917.50

Energy Consumption (common spaces) (kWh)

	2019	2020	2021	2022	2023
Malls	226,696,158.47	144,254,945.16	148,127,573.27	253,823,706.76	298,725,051.92
Office Buildings	32,866,453.00	18,145,032.69	13,500,233.16	24,235,353.00	27,567,531.00
Logistics and Industrial Facilities	1,095,803.33	2,191,606.67	3,835,311.67	4,445,762.00	5,416,468.00
RLC Residences (Vertical Developments)	9,381,620.08	9,528,207.90	9,821,383.52	10,294,044.00	10,961,189.00
RHomes (Horizontal Developments)	437,588.67	451,910.69	382,385.97	322,776.50	302,946.00
Hotels and Resorts	30,105,327.52	20,276,807.94	21,061,375.86	34,197,902.08	52,397,546.85

*2019-2021 values for residential (vertical and horizontal) and industrial and integrated developments are based on 2022-2023 consumption.

Energy consumption outside organization (kWh)

	2019	2020	2021	2022	2023
Malls (tenants)	220,649,303.67	163,741,031.08	157,743,309.29	211,716,762.98	228,721,483.65
Office Buildings (tenants)	98,664,630.00	77,215,798.10	52,821,204.15	103,903,303.96	110,806,356.00

GRI 302-2

Operations Absolutes (GHG)

*2022-2023 data are more accurate figures due to improved data management and collection initiatives in 2022

*Offices values include RCR data

Scope 1 Emissions (tCO ₂ e)					
	2019	2020	2021	2022	2023
Malls	2,143.26	1,366.25	1,391.18	1,816.81	1,735.06
Office Buildings	172.32	220.77	174.76	196.59	166.09
RLC Residences (Vertical Developments)	35.94	30.80	45.75	44.98	32.81
RHomes (Horizontal Developments)	66.38	68.11	78.17	51.59	41.42
Hotels and Resorts	15.96	26.85	56.04	114.79	481.19

*Scope 1 emissions include emissions from diesel, gas, and LPG

*Hotels' scope 1 emission increase from 2022-2023 is due to inclusion of recorded LPG consumption of hotel operations

Scope 2 Emissions (tCO ₂ e)					
	2019	2020	2021	2022	2023
Malls	149,321.54	88,141.76	86,003.72	136,194.06	165,048.00
Office Buildings	23,005.17	10,463.10	5,012.62	12,235.95	14,107.02
Industrial and Integrated Developments	780.43	1,560.86	2,731.51	3,166.27	3,857.61
RLC Residences (Vertical Developments)	6,681.59	6,785.99	6,994.79	7,331.42	7,806.56
RHomes (Horizontal Developments)	311.65	321.85	272.34	229.88	215.76
Hotels and Resorts	21,441.01	14,441.14	14,999.91	24,355.75	37,317.53

*Scope 2 emissions are derived from common area electricity consumption

Scope 3 Emissions (tCO ₂ e)					
	2019	2020	2021	2022	2023
Malls (tenants)	158,585.34	117,711.40	113,391.18	101,967.31	162,895.44
Office Buildings (tenants)	72,994.57	55,081.96	35,647.97	60,859.77	65,118.96

*Scope 3 emissions are derived from tenant electricity consumption

GRI 305-1

Operations Absolutes (Water)

*2022-2023 data are more accurate figures due to improved data management and collection initiatives in 2022

*Offices values include RCR data

Water withdrawal (m3)					
	2019	2020	2021	2022	2023
Malls	5,161,103.00	3,620,445.00	3,317,283.00	4,615,575.25	4,467,948.59
Office Buildings	551,100.70	495,925.37	477,890.68	706,539.35	692,685.64
Industrial and Integrated Developments	5,249.60	10,499.20	18,373.60	22,512.00	26,248.00
RLC Residences (Vertical Developments)	1,331,723.00	1,320,616.30	1,288,847.40	1,161,419.40	940,638.00
RHomes (Horizontal Developments)	512,799.16	675,830.75	592,845.23	525,105.82	477,830.00
Hotels and Resorts	144,406.75	156,101.72	165,920.20	209,591.00	234,941.70
Waste (tons)					
	2019	2020	2021	2022	2023
Total waste generated	17,134.57	56,045.90	22,564.82	26,562.96	34,591.92
Recyclable	3,550.50	3,477.47	4,049.65	7,379.17	8,465.60
Compostable	6,702.14	4,696.09	6,797.32	4,091.78	4,979.92
Residual	6,881.91	47,829.61	11,716.24	23,976.05	20,479.29
Others	0.02	42.73	1.61	0.12	1.26
Waste sent to landfill (tons)	17,113.74	56,129.20	22,567.11	25,620.60	35,007.02
Recyclable	3,578.40	3,541.12	4,080.71	7,657.61	8,575.65
Compostable	6,666.77	4,694.09	6,760.10	4,116.97	4,542.68
Residual	6,868.55	47,851.26	11,724.69	23,836.29	21,830.92
Others	0.02	42.73	1.61	63.65	48.01
Waste diverted from landfill	3.00	3.00	2.75	9.74	9.75

GRI 302-3

Operations Intensities (Energy and GHG)

*2022-2023 data are more accurate figures due to improved data management and collection initiatives in 2022

*Offices values include RCR properties

*Occupancy rate is not factored in the computation for intensity

Energy Intensity (Whole Building) (kWh/sqm)					
	2019	2020	2021	2022	2023
Malls	179.30	123.45	121.04	178.30	202.01
Office Buildings	233.50	138.49	85.56	152.43	164.60
Industrial Facilities	15.33	23.46	23.03	22.29	22.17
Hotels and Resorts	134.46	90.56	88.41	115.05	152.02

*Whole Building Energy Intensity is calculated by dividing total energy consumption to the total gross floor area

Energy Intensity (Common Area) (kWh/sqm)					
	2019	2020	2021	2022	2023
Malls	233.71	148.72	151.15	257.17	302.66
Office Buildings	488.34	253.52	174.93	300.52	341.84

*Common Area Energy Intensity is calculated by dividing total energy consumption of common areas to the total gross area of common spaces

*Energy Intensity Values for common area consumption was newly added for 2022-2023

Energy Intensity (Tenant) (kWh/sqm)					
	2019	2020	2021	2022	2023
Malls	144.69	107.37	101.97	130.37	140.84
Office Buildings	198.92	125.15	75.68	136.71	145.80

*Tenant Energy Intensity is calculated by dividing total energy consumption of tenants to the total gross leasable area

*Energy Intensity Values for tenant consumption was newly added for 2022-2023

Scope 1 GHG Intensity (tCO2e/sqm)					
	2019	2020	2021	2022	2023
Malls	0.0022	0.0014	0.0014	0.0018	0.0018
Office Buildings	0.0026	0.0031	0.0023	0.0024	0.0021
Hotels and Resorts	0.0001	0.0001	0.0002	0.0002	0.0014

*Scope 1 emissions intensity are calculated by dividing total Scope 1 emissions to the total gross floor area

Scope 2 GHG Intensity (tCO2e/sqm)

	2019	2020	2021	2022	2023
Malls	0.15	0.09	0.09	0.14	0.17
Office Buildings	0.34	0.15	0.06	0.15	0.17
Industrial and Integrated Developments	0.01	0.02	0.02	0.02	0.02
Hotels and Resorts	0.10	0.06	0.06	0.08	0.11

*Scope 2 emissions intensity are calculated by dividing total Scope 2 emissions to the total gross floor area

Scope 3 GHG Intensity (kWh/sqm)

	2019	2020	2021	2022	2023
Malls	0.10	0.08	0.07	0.06	0.10
Office Buildings	0.15	0.09	0.05	0.08	0.09

*Scope 3 emissions intensity is calculated by dividing total scope 3 emissions to the total gross leasable area

*Scope 3 Intensity Values was newly added for 2022-2023

GRI 305-4

Operations Intensities (Water)

Water Intensity (m3/sqm)

	2019	2020	2021	2022	2023
Malls	2.07	1.45	1.31	1.77	1.71
Office Buildings	0.98	0.72	0.62	0.84	0.82
Industrial and Integrated Developments	0.07	0.11	0.11	0.11	0.11
Hotels and Resorts	0.64	0.70	0.70	0.71	0.68

*Water Intensity is calculated by dividing total water withdrawn to the total gross floor area

Social

New Hires by Gender

	2021	2022	2023
Male	216	683	682
Female	274	632	662
Total Employees	490	1,315	1,344

New Hires by Age

	2021	2022	2023
Baby Boomer	-	10	21
Gen X	10	162	139
Millennial	190	822	682
Gen Z	292	321	502
Total Employees	492	1,315	1,344

Employee Turnover by Age

	2021	2022	2023
Baby Boomer	16	23	36
Gen X	16	93	103
Millennial	172	538	503
Gen Z	274	117	171
Total Employees	462	771	813

GRI Content Index

Statement of use	Robinsons Land Corporation has reported the information cited in this GRI content index for the period January to December 2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Real Estate, Home Building, and Hotel (not reflected yet in the GRI Sector Volume)

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	301-3	Reclaimed products and their packaging materials	56-57
Energy			
GRI 302: Energy 2016	302-1	Energy consumption within the organization	40-42, Appendix
	302-2	Energy consumption outside of the organization	40-42, Appendix
	302-3	Energy intensity	40, Appendix
	302-4	Reduction of energy consumption	40, 42, Appendix
	302-5	Reductions in energy requirements of products and services	40-43
Water And Effluents			
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	56, Appendix
	303-2	Management of water discharge-related impacts	
	303-3	Water withdrawal	
	303-4	Water discharge	
	303-5	Water consumption	
Emissions			
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	41, Appendix
	305-2	Energy indirect (Scope 2) GHG emissions	
	305-3	Other indirect (Scope 3) GHG emissions	
	305-4	GHG emissions intensity	
	305-5	Reduction of GHG emissions	40-41

GRI 305: Emissions 2016	305-6	Emissions of ozone-depleting substances (ODS)	40-41
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-
Waste			
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	57-59, Appendix
	306-2	Management of significant waste-related impacts	
	306-3	Waste generated	
	306-4	Waste diverted from disposal	
	306-5	Waste directed to disposal	
Supplier Environmental Assessment			
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	83-85
	308-2	Negative environmental impacts in the supply chain and actions taken	
SOCIAL			
Employment			
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	62-63
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	63-64
	401-3	Parental leave	63-64
Labor/Management Relations			
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	65
Training And Education			
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	65
	404-2	Programs for upgrading employee skills and transition assistance programs	64-65
	404-3	Percentage of employees receiving regular performance and career development reviews	65

Diversity And Equal Opportunity			
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	63, 90
	405-2	Ratio of basic salary and remuneration of women to men	63
Non-discrimination			
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	65
Freedom of Association And Collective Bargaining			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	66
Child Labor			
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	66-67
Forced or Compulsory Labor			
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	67
Supplier Social Assessment			
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	67
	414-2	Negative social impacts in the supply chain and actions taken	67

SASB Index

Topic	SASB Code	Metric	Subsector	
Energy Management				
	IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area, by property sector	Office Buildings	0.00%
			Malls	88.49%
			Logistics Facilities	75.03%
	IF-RE-130a.2	Total energy consumed by portfolio area with data coverage, by subsector (GJ)	Office Buildings	450,138.87
			Malls	1,679,055.64
			Logistics Facilities	18,199.33
		Total energy consumed by percentage grid electricity, by property subsector (%)	Office Buildings	75%
			Malls	87%
			Logistics Facilities	100%
		Total energy consumed by percentage renewable, by property subsector (%)	Office Buildings	25%
			Malls	13%
			Logistics Facilities	0%
	IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector (%)	Office Buildings	6%
			Malls	5%
			Logistics Facilities	144%
	IF-RE-130a.4	Percentage of eligible portfolio that has an energy rating, by property subsector (%)	Office Buildings	0%
			Malls	0%
			Logistics Facilities	0%
		Percentage of eligible portfolio that is certified to ENERGY STAR, by property subsector (%)	Office Buildings	Not applicable to Philippines
			Malls	
			Logistics Facilities	
	IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy		We have energy conservation programs and installed solar panels in our key malls.

		Total energy consumed, by subsector (GJ)	Total energy consumed, by subsector (GJ)	147,988
	SV-HL-130a.1, GRI 403-9	Total energy consumed by percentage grid electricity, by property subsector (%)	Total energy consumed by percentage grid electricity, by property subsector (%)	100%
		Total energy consumed by percentage renewable, by property subsector (%)	Total energy consumed by percentage renewable, by property subsector (%)	0%
Water Management				
		Water withdrawal data coverage as a percentage of total floor area, by property subsector (%)	Office Buildings	83.69%
			Malls	93.56%
			Logistics Facilities	18.75%
	IF-RE-140a.1	Water withdrawal data coverage as a percentage of total floor area in regions with High or Extremely High Baseline Water Stress, by property subsector (%)	Office Buildings	83.69%
			Malls	86.47%
			Logistics Facilities	100.00%
		Total water withdrawn by portfolio area with data coverage, by property subsector (m ³)	Office Buildings	171,014.65
			Malls	4,410,211.59
			Logistics Facilities	831,650.70
	IF-RE-140a.2	Total water withdrawn by percentage in regions with High or Extremely High Baseline Water Stress, by property subsector (%)	Office Buildings	100%
			Malls	89%
			Logistics Facilities	100%
		Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector (%)	Office Buildings	-3%
	IF-RE-140a.3		Malls	-26%
			Logistics Facilities	110%
	IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks		We educate tenants and employees on water conservation.

		Total water withdrawn, by property subsector (m ³)	Hotels & Resorts	674,708.50
	SV-HL-140a.1	Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress, by property subsector (%)	Hotels & Resorts	100%

Management of Tenant Sustainability Impacts

		Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements, by property subsector (%)	Office Buildings	0%
			Malls	0%
	IF-RE-410a.1		Logistics Facilities	0%
		Associated leased floor area, by property subsector (m ²)	Office Buildings	760,285.00
			Malls	1,659,296.00
			Logistics Facilities	N/A
		Percentage of tenants are separately metered or submetered for grid electricity consumption, by property subsector (%)	Office Buildings	100%
			Malls	100%
			Logistics Facilities	100%
	IF-RE-410a.2		Office Buildings	100%
		Percentage of tenants that are separately metered or submetered for water withdrawals, by property subsector (%)	Malls	100%
			Logistics Facilities	100%
	IF-RE-410a.3	Discussion of approach to measuring incentivizing and improving sustainability impacts of tenants		We encourage our tenants to practice environmentally friendly practices such as water and energy conservation through communications such as posters and memos.

Land Use & Ecological Impacts


	IF-HB-160a.1	Number of (1) lots and (2) homes delivered on redevelopment sites	Residential	395
			RHomes	0


		Total amount of monetary losses as a result of legal proceedings associated with environmental regulations.	Residential	0
	IF-HB-160a.3		RHomes	0
	IF-HB-160a.4	Discussion of process to integrate environmental considerations into site selection, site design and site development and construction		Integrating environmental considerations into site selection, design, and construction involves choosing locations that minimize ecological impact, avoid sensitive areas, and make use of natural resources like sunlight and wind. Sustainable design prioritizes efficient land use, water management, and energy-saving
	IF-HB-160a.4	Discussion of process to integrate environmental considerations into site selection, site design and site development and construction		Techniques to reduce environmental harm throughout the development process.



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