

# Annexes

# ESG Performance Indices

We have been publicly disclosing our ESG performance since 2016 and we continue to improve how we disclose, considering the requirements of our stakeholders and constantly adapting to latest updates and advances in reporting standards. For this year, the ESG disclosures are presented in themes aligned with our new sustainability focus areas and to our sustainability thrusts: Planet, People, and Progress.

## PLANET

### Climate Change

#### Scope 1, 2, and 3 GHG Emissions (in ktCO<sub>2</sub>e)

GRI 103-1, 103-2, IF-EU-110a.1, IF-EU-110a.2, TR-RA-110a.1, TR-RA-110a.2, TR-RA-110a.3

#### Gross Direct (Scope 1) GHG Emissions

	2019	2020	2021
<b>Meralco</b>	4,883.6	8,698.7	10,051.3 <sup>(a)</sup>
<b>MPTC</b>	5.1	1.5	2.3
<b>Maynilad</b>	4.7	6.8	5.0
<b>LRMC</b>	0.2	0.2	0.1
<b>Head Office</b>	0.02	0.01	0.01
<b>Metro Pacific Water</b>			0.1

<sup>(a)</sup> Lower 2019 Scope 1 GHG emission of Meralco is due to the unaccounted feedstock fuel consumption of SBPL and SEC. Significant increase is attributed to the increase in fuel consumption due to increased power demand.

#### Gross Location-based Energy Indirect (Scope 2) GHG Emissions

	2019	2020	2021
<b>Meralco</b>	1,982.0	2,030.6	2,052.4 <sup>(b)</sup>
<b>MPTC</b>	8.4	8.4	10.1 <sup>(c)</sup>
<b>Maynilad</b>	92.3	111.8	122.1
<b>LRMC</b>	35.5	25.1	22.9
<b>Head Office</b>	0.07	0.03	0.03
<b>Metro Pacific Water</b>			4.0

<sup>(b)</sup> Scope 2 of Meralco increased due to system loss

<sup>(c)</sup> Expansion of reporting scope

#### Gross Location-based Energy Indirect (Scope 3) GHG Emissions

	2019	2020	2021
<b>Meralco</b>	33,381.4	31,032.1	32,813.1
<b>Head Office</b> <sup>(d)</sup>			0.1

<sup>(d)</sup> Head office started its Scope 3 emission reporting in 2021


### Nature Loss

#### Biodiversity

GRI 304-1, 304-3, 304-4


#### Habitats Protected or Restored

	Habitats Protected	Area (hectares)	Description
	GreenEarth Heritage Farm, San Miguel, Bulacan Brgy. Tibaguin, Hagonoy, Bulacan Batangas City, Batangas San Rafael, Bulacan Payatas Mini-EcoPark, Brgy. Payatas, Quezon City Laiban, Tanay, Rizal BSP Campground, Los Baños, Laguna Caliraya Lake, Lumban, Laguna Plaridel, Bulacan Cagsiay I, Mauban, Quezon Province Balugohin, Atimonan, Quezon Province Arayat National Park, Arayat, Pampanga Brgy. Kalawakan, Dona Remedios Trinidad, Bulacan	107	These are the planting sites under the One for Trees Program of One Meralco Foundation (OMF). With the goal of nurturing and protecting at least 5 million trees by 2025 and ensuring a survival rate of at least 80% of nurtured trees, Meralco employees were already able to nurture 1,143,933 trees as of October 2021.

	Habitats Protected	Area (hectares)	Description
	La Mesa Watershed	2,659	La Mesa Watershed is known as the “green lung” of Metro Manila, absorbing 3-5% of carbon emissions of the metropolis. It is a protected area under the joint administration, supervision, and control of DENR and MWSS. The watershed is being rehabilitated and protected through ABS-CBN Lingkod Kapamilya’s (ALKFI) Bantay Kalikasan Program since it entered into a partnership with MWSS in 1999. Maynilad also pays for half of the fund provided to ALKFI for the rehabilitation and protection of the watershed.
	Ipo Watershed	7,236	The Umiray-Angat-Ipo Watersheds supply 98 percent of Metro Manila’s water needs. It is located northeast of the metro and covers 7,236 hectares in Norzagaray and San Jose del Monte in Bulacan, and Rodriguez in Rizal. Maynilad pays for half of the wages of the Ipo Watershed forest rangers who are in-charge of the forest protection in the area. Aside from that, Maynilad adopts areas within the watershed for reforestation and rehabilitation.





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	Habitats Protected	Area (hectares)	Description
	General Nakar Watershed	145,607	General Nakar and Infanta cover the largest land area in the watershed, while the Real municipality only covers a small portion. On Sept. 27, 2017, a MOA signing was conducted for the protection of the Gen. Nakar Watersheds in relation to the Umiray Angat Transbasin Project (UATP) Rehabilitation Phase 2 and Sumag River Diversion Project (SRDP). Relative hereto, Sustainable Integrated Area Development Project Office (GN SIADPO) was formed under the LGU of General Nakar in charge of community development, forest management and protection. Maynilad is also in-charge of half of the funding for this project.

## Operational Sites affecting Biodiversity Protected Areas


	Operational Sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Protected Areas affected by Operations	International Union for Conservation of Nature (IUCN) Red List Species in protected areas affected by Operations	IUCN Red List Category
	San Buenaventura Power Ltd. Plant	Cagsiay I, Mauban, Quezon Province	Bagtikan ( <i>Parashorea malaanonan</i> ) Hawksbill sea turtle ( <i>Eretmochelys imbricata</i> ) Narra ( <i>Pterocarpus</i> ) Antipolo ( <i>Artocarpus blancoi</i> ) Pakak ( <i>Artocarpus altilis</i> ) Kalantas ( <i>Toona calantas</i> ) Kamagong ( <i>Diospyros blancoi</i> ) White lauau ( <i>Shorea contorta</i> ) Dao ( <i>Myotis macrotarsus</i> ) Southeast Asian box turtle ( <i>Cuora amboinensis</i> ) Philippine eagle-owl ( <i>Bubo philippensis</i> ) Pallid large-footed myotis ( <i>Myotis macrotarsus</i> )	Critically endangered species Critically endangered species Endangered species Vulnerable species Vulnerable species Vulnerable species Vulnerable species Vulnerable species Vulnerable species Vulnerable species Vulnerable species Near-threatened species

	Operational Sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Protected Areas affected by Operations	International Union for Conservation of Nature (IUCN) Red List Species in protected areas affected by Operations	IUCN Red List Category
	Subic-Clark-Tarlac Expressway (SCTEX)	Roosevelt Protected Landscape, Dinalupihan, Bataan (formerly known as Roosevelt National Park)	Piling-liitan* ( <i>Canarium luzonicum</i> ) Takip-asin* ( <i>Macaranga grandifolia</i> ) Merbau* ( <i>Intsia bijuga</i> ) Narra ( <i>Pterocarpus indicus</i> ) Big Leaf Mahogany* ( <i>Swietenia macrophylla</i> )	Near-threatened species Vulnerable species Near-threatened species Endangered species Vulnerable species
	La Mesa Compound: 1. LMTP 1 and 2 2. WATERLab 3. Common Purpose Facility 4. Water Maintenance Shop 5. La Mesa Pump Station and Reservoir 6. North C Annex Pump Station 7. North A Annex Pump Station 8. Safety Center		Piling-liitan** ( <i>Canarium luzonicum</i> ) Narra** ( <i>Pterocarpus indicus</i> ) Is-is** ( <i>Ficus ulmifolia</i> ) Balakat** ( <i>Ziziphus talanae</i> )	Near-threatened species Endangered species Vulnerable species Vulnerable species

\*Source: Conservation Status of the Plant Species in Selected Areas with Frequent Human Activities in Roosevelt Protected Landscape, Bataan, Luzon Island, Philippines by Buot Jr. et. al (2017)

\*\*Source: Tree Diversity at La Mesa Watershed in Luzon, a Reforested Urban Watershed by Galang et. al (2015)

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	Operational Sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Protected Areas affected by Operations	International Union for Conservation of Nature (IUCN) Red List Species in protected areas affected by Operations	IUCN Red List Category
	Ipo Dam Offices: 1. Ipo Dam Office: Office for CPF employees 2. Ipo Dam Housing: Housing for CPF employees assigned at Ipo 3. Ipo Multi-Purpose Building: Used for events and seminars venue 4. Ipo Dam Control Room: room for Ipo operators and controls for Ipo Dam equipment 5. Ipo Dam Conference Room: room for employee meetings 6. Manila Water Watershed Office: Manila Water office for watershed personnel. 7. Ipo Dam Security Barracks: Barracks for CPF service providers and security personnel. 8. Ipo Dam Security Office: Office for security personnel. 9. Ipo Dam Military Barracks: Barrack for military personnel	Ipo Watershed	No available data	No available data

## Water Pollution

### Total Water Discharge for all Areas

#### A. By Source (in Megaliters)

##### Surface Water

	2019	2020	2021
<b>Meralco</b>	6.1	2.7	2.8
<b>MPTC</b>	-	-	-
<b>Maynilad</b>	31,831.3	34,572.5	33,909.0
<b>LRMC</b>	-	-	-
<b>Head Office</b>	-	-	-

##### Ground Water

	2019	2020	2021
<b>Meralco</b>	-	-	-
<b>MPTC</b>	-	42.3	48.8
<b>Maynilad</b>	-	-	-
<b>LRMC</b>	-	-	-
<b>Head Office</b>	-	-	-

##### Seawater

	2019	2020	2021
<b>Meralco</b>	1,384,773.4	1,231,618.4	1,271,159.2
<b>MPTC</b>	-	-	-
<b>Maynilad</b>	42,668.5	39,939.5	35,968.3 <sup>(a)</sup>
<b>LRMC</b>	-	-	-
<b>Head Office</b>	-	-	-

<sup>(a)</sup> Decline of wastewater volume treated in Tondo Sewage Pump Plant was caused by the breakdown of Pump No.3 with the higher flow rate and switching to operating Pump No.1 with the lower flow rate

##### Third-party Water

	2019	2020	2021
<b>Meralco</b>	-	-	-
<b>MPTC</b>	-	9.2	78.1 <sup>(a)</sup>
<b>Maynilad</b>	-	-	-
<b>LRMC</b>	-	-	-
<b>Head Office</b>	-	-	-

<sup>(a)</sup> Expanded reporting scope

#### B. By Type (in Megaliters)

##### Freshwater

	2019	2020	2021
<b>Meralco</b>	6.1	2.7	2.8
<b>MPTC</b>	139.3	124.1	126.9
<b>Maynilad</b>	31,831.3	34,572.5	33,909.0
<b>LRMC</b>	-	-	-
<b>Head Office</b>	-	-	-

##### Other Water

	2019	2020	2021
<b>Meralco</b>	1,384,773.4	1,231,618.4	1,271,159.2
<b>MPTC</b>	85.6	51.5	-
<b>Maynilad</b>	42,668.50	39,939.50	35,968.30
<b>LRMC</b>	-	-	-
<b>Head Office</b>	-	-	-

## Solid Waste

GRI 306-1, 306-2, 306-3

### Waste Generation (in Metric Tons)

#### Total Hazardous Waste

	2019	2020	2021
<b>Meralco</b>	1,087.7	1,384.1	1,644.4
<b>MPTC</b>	1.4	0.3	0.7
<b>Maynilad</b>	56.8	144.0 <sup>(a)</sup>	170.0 <sup>(a)</sup>
<b>LRMC</b>	61.3	36.8	11.4
<b>Head Office</b>	-	-	-

<sup>(a)</sup> Includes carry-over wastes due to decreased hauling activities as a result of Maynilad's transition from manual to online waste management system of DENR-Environment Management Bureau (EMB)

#### Total Non-hazardous Waste

	2019	2020	2021
<b>Meralco</b>	210,804.5	223,332.5	257,211.3
<b>MPTC</b>	483.2	527.6	353.1
<b>Maynilad</b>	59	50.7	54.2
<b>LRMC</b>	158.8	153	34.2
<b>Head Office<sup>(b)</sup></b>	-	0.5	0.6

<sup>(b)</sup> Reclassification of waste solely at the head office floor

# ESG Performance Indices

## Waste Diverted from Disposal (in Metric Tons)

### Preparation for Reuse

	Hazardous Waste			Non-hazardous Waste		
	2019	2020	2021	2019	2020	2021
<b>Meralco</b>	-	-	-	-	-	-
<b>MPTC</b>	-	-	-	-	-	-
<b>Maynilad</b>	-	-	-	-	-	-
<b>LRMC</b>	4.8 <sup>(a)</sup>	3.9 <sup>(a)</sup>	3.2 <sup>(a)</sup>	-	-	1.5
<b>Head Office</b>	-	-	-	-	0.5	0.6 <sup>(b)</sup>

<sup>(a)</sup> LRMC's hazardous waste such as batteries are recycled for use in equipment with less power requirement than trains.

<sup>(b)</sup> Reclassification of waste to represent waste generated from the head office floor

### Recycling

	Hazardous Waste			Non-hazardous Waste		
	2019	2020	2021	2019	2020	2021
<b>Meralco</b>	-	-	-	72,947.1	94,123.5	142,684.8 <sup>(c)</sup>
<b>MPTC</b>	-	-	-	5.0	9.0	-
<b>Maynilad</b>	-	-	-	-	-	-
<b>LRMC</b>	45.6	28.4	61.9	81.2	75.6	17
<b>Head Office</b>	-	-	-	-	-	-

<sup>(c)</sup> Increase in prioritization of recycling over other waste disposal methods

### Other Recovery Methods

	Hazardous Waste			Non-hazardous Waste		
	2019	2020	2021	2019	2020	2021
<b>Meralco</b>	932.7	1,280.4	1,281.2	-	-	-
<b>MPTC</b>	-	-	0.7	1.0	-	3.5
<b>Maynilad</b>	-	-	-	-	-	-
<b>LRMC</b>	-	-	-	-	-	-
<b>Head Office</b>	-	-	-	-	-	-

## Waste Directed to Disposal (in Metric Tons)

### Incineration with Energy Recovery

	Hazardous Waste			Non-hazardous Waste		
	2019	2020	2021	2019	2020	2021
<b>Meralco</b>	-	-	-	-	-	-
<b>MPTC</b>	-	-	-	-	-	-
<b>Maynilad</b>	-	-	-	-	-	-
<b>LRMC</b>	-	-	-	-	-	-
<b>Head Office</b>	-	-	-	-	-	-

### Incineration without Energy Recovery

	Hazardous Waste			Non-hazardous Waste		
	2019	2020	2021	2019	2020	2021
<b>Meralco</b>	-	-	-	-	-	-
<b>MPTC</b>	-	-	-	-	-	-
<b>Maynilad</b>	-	-	-	-	-	-
<b>LRMC</b>	-	-	-	-	-	-
<b>Head Office</b>	-	-	-	-	-	-

### Landfilling

	Hazardous Waste			Non-hazardous Waste		
	2019	2020	2021	2019	2020	2021
<b>Meralco</b>	-	-	-	137,857.5	129,209.0	114,526.5 <sup>(d)</sup>
<b>MPTC</b>	1.2	-	-	477.2	1.4	349.6
<b>Maynilad</b>	-	-	-	59.0	50.7	54.2
<b>LRMC</b>	0.2 <sup>(e)</sup>	1.1 <sup>(e)</sup>	0.4 <sup>(e)</sup>	77.6	77.4	15.6
<b>Head Office</b>	-	-	-	-	-	-

<sup>(d)</sup> Reduced waste due to recycling initiatives

<sup>(e)</sup> Hazardous wastes are treated before disposed to landfills

### Other Disposal Methods

	Hazardous Waste			Non-hazardous Waste		
	2019	2020	2021	2019	2020	2021
<b>Meralco</b>	155.0	103.7	363.2 <sup>(f)</sup>	-	-	-
<b>MPTC</b>	0.2	-	-	-	-	-
<b>Maynilad</b>	56.8	23.0	40.1	-	-	-
<b>LRMC</b>	10.7	3.4	2.8	-	-	-
<b>Head Office</b>	-	-	-	-	-	-

<sup>(f)</sup> Increase in other disposal methods due to reopening of the economy

### Onsite Waste Storage

	Hazardous Waste			Non-hazardous Waste		
	2019	2020	2021	2019	2020	2021
<b>Meralco</b>	-	-	-	-	-	-
<b>MPTC</b>	-	0.3	-	-	517.1	-
<b>Maynilad</b>	-	121.0 <sup>(g)</sup>	130.0 <sup>(g)</sup>	-	-	-
<b>LRMC</b>	-	-	-	-	-	-
<b>Head Office</b>	-	-	-	-	-	-

<sup>(g)</sup> Includes carry-over wastes due to decreased hauling activities as a result of Maynilad's transition from manual to online waste management system of DENR-Environment Management Bureau (EMB). The temporary hazardous waste storage area per facility is in accordance to DAO 2013-22.

## Resource Availability

### Total Water Withdrawal for all areas by Source (in Megaliters)

GRI 303-1, IF-EU-140a.1, IF-WU-000.B

#### Surface Water

	2019	2020	2021
<b>Meralco</b>	72.0	99.4	87.2 <sup>(h)</sup>
<b>MPTC</b>	-	-	-
<b>Maynilad</b>	907,907.8	949,020.0	1,008,124.6 <sup>(i)</sup>
<b>LRMC</b>	-	-	-
<b>Head Office</b>	-	-	-

<sup>(h)</sup> Improved water conservation measures

<sup>(i)</sup> Due to higher raw water allocation of Angat reserve and data inclusion of Philippine Hydro, Inc.

#### Ground Water

	2019	2020	2021
<b>Meralco</b>	296.2	267.4	249.6
<b>MPTC</b>	60.7	42.3	48.8
<b>Maynilad</b>	300.3	241.3	79.5
<b>LRMC</b>	-	-	-
<b>Head Office</b>	-	-	-

#### Seawater

	2019	2020	2021
<b>Meralco</b>	1,385,237.1	1,231,802.0	1,271,552.2 <sup>(j)</sup>
<b>MPTC</b>	-	-	-
<b>Maynilad</b>	-	-	-
<b>LRMC</b>	-	-	-
<b>Head Office</b>	-	-	-

<sup>(j)</sup> Increased use of seawater for generation plant operations

#### Produced Water

	2019	2020	2021
<b>Meralco</b>	-	-	-
<b>MPTC</b>	-	-	-
<b>Maynilad</b>	-	-	-
<b>LRMC</b>	0.8	0.5	0.5
<b>Head Office</b>	-	-	-



# ESG Performance Indices

## Third-Party Water

	2019	2020	2021
<b>Meralco</b>	7.2	6.3	9.9
<b>MPTC</b>	78.5	81.8	78.1
<b>Maynilad</b>	-	-	-
<b>LRMC</b>	64	45.5	44.4
<b>Head Office</b>	-	-	-

## Total Water Withdrawal for all areas by Type (in Megaliters)

### Freshwater

	2019	2020	2021
<b>Meralco</b>	375.4	373.1	346.8
<b>MPTC</b>	139.3	124.1	126.9
<b>Maynilad</b>	908,208.1	949,261.3	1,008,204.1
<b>LRMC</b>	64	45.5	44.4
<b>Head Office</b>	-	-	-

### Other Water

	2019	2020	2021
<b>Meralco</b>	1,385,237.1	1,231,802.0	1,271,552.2 <sup>(a)</sup>
<b>MPTC</b>	-	-	-
<b>Maynilad</b>	-	-	-
<b>LRMC</b>	0.8	0.5	0.5
<b>Head Office</b>	-	-	-

<sup>(a)</sup> Increased use of seawater for generation plant operations

## Energy Consumption within the Organization (in TeraJoules)

GRI 302-1, IF-WU-130a.1, TR-RA-110a.3

### Non-renewable Fuel Consumption

	2019	2020	2021
<b>Meralco</b>	45,995.5	81,345.7	91,745.6 <sup>(b)</sup>
<b>MPTC</b>	69.9	20.3	39.1
<b>Maynilad</b>	64.2	93.2	81.1
<b>LRMC</b>	3.4	3.2	2.1
<b>Head Office</b>	0.2	0.1	0.2
<b>Metro Pacific Water</b>			1.1

<sup>(b)</sup> Non-renewable fuel consumption in 2019 is lower due to unaccounted feedstock fuel consumption of San Buenaventura Power Limited (SBPL) and Sarangani Energy Corporation (SEC). Inclusion of these entities in the data started in 2020. Increase of non-renewable fuel consumption in 2021 is attributed to the increase in power demand due to re-opening of the economy.

## Renewable Fuel Consumption

	2019	2020	2021
<b>Meralco</b>	0.6	0.5	0.5
<b>MPTC</b>	0.0	0.7	1.9
<b>Maynilad</b>	-	-	0.5
<b>LRMC</b>	-	-	22.8
<b>Head Office</b>	-	-	-

## Electricity, Heating, Cooling, and Steam Purchased for Consumption

	2019	2020	2021
<b>Meralco</b>	272.3	280.9	272.9
<b>MPTC</b>	42.3	42.4	51.0
<b>Maynilad</b>	466.4	565.2	617.4
<b>LRMC</b>	179.3	127.1	115.9
<b>Head Office</b>	0.4	0.1	0.1
<b>Metro Pacific Water</b>			20.3

## Electricity, Heating, Cooling, and Steam Sold

	2019	2020	2021
<b>Meralco</b>	168,735.0	156,860.0	165,862.3
<b>MPTC</b>	-	-	-
<b>Maynilad</b>	-	-	-
<b>LRMC</b>	-	-	-
<b>Head Office</b>	-	-	-

# PEOPLE

## Employment

### Employee Breakdown

GRI 102-8

### Total Workers (Including Employees and Others)

	2019	2020	2021
<b>Meralco</b>	19,390	19,229	19,669
<b>MPTC</b>	1,865	2,231	2,127
<b>Maynilad</b>	2,551	2,473	2,275
<b>LRMC</b>	1,446	1,193	1,144
<b>Head Office</b>	56	54	50

### Total Employees

	2019	2020	2021
<b>Meralco</b>	12,208	11,406	13,211
<b>MPTC</b>	1,632	1,721	1,432
<b>Maynilad</b>	2,218	2,163	2,052
<b>LRMC</b>	1,398	1,169	1,122
<b>Head Office</b>	56	54	50

### Employees by Gender

	2019		2020		2021	
	Male	Female	Male	Female	Male	Female
<b>Meralco</b>	8,647	3,561	8,168	3,238	9,176	4,035
<b>MPTC</b>	815	817	860	861	797	635
<b>Maynilad</b>	1,653	565	1,614	549	1,530	522
<b>LRMC</b>	932	466	773	396	745	377
<b>Head Office</b>	21	35	19	35	17	33

# ESG Performance Indices

Employees by Age Group

	2019		
	Under 30 years old	30 to 50 years old	Over 50 years old
<b>Meralco</b>	3,813	6,346	2,049
<b>MPTC</b>	716	866	50
<b>Maynilad</b>	552	1,203	463
<b>LRMC</b>	256	901	241
<b>Head Office</b>	16	29	11

Employees by Age Group

	2020		
	Under 30 years old	30 to 50 years old	Over 50 years old
<b>Meralco</b>	3,676	6,171	1,559
<b>MPTC</b>	709	946	66
<b>Maynilad</b>	587	1,180	396
<b>LRMC</b>	194	789	186
<b>Head Office</b>	16	28	10

Employees by Age Group

	2021		
	Under 30 years old	30 to 50 years old	Over 50 years old
<b>Meralco</b>	3,028	7,910	2,273
<b>MPTC</b>	589	761	82
<b>Maynilad</b>	418	1,278	356
<b>LRMC</b>	134	810	178
<b>Head Office</b>	15	25	10

Employees by Category: Senior Managers

	2019	2020	2021
<b>Meralco</b>	1,045	854	2,125
<b>MPTC</b>	26	37	50
<b>Maynilad</b>	69	66	67
<b>LRMC</b>	19	14	19
<b>Head Office</b>	14	3	15

Employees by Category: Middle Managers

	2019	2020	2021
<b>Meralco</b>	1,182	1,148	1,933
<b>MPTC</b>	99	108	139
<b>Maynilad</b>	378	391	391
<b>LRMC</b>	60	57	48
<b>Head Office</b>	18	27	12

Employees by Category: Supervisors

	2019	2020	2021
<b>Meralco <sup>(a)</sup></b>	-	-	-
<b>MPTC</b>	150	154	154
<b>Maynilad</b>	396	403	397
<b>LRMC</b>	289	253	264
<b>Head Office</b>	9	11	13

<sup>(a)</sup> Reclassification of supervisors as rank-and-file to be parallel with Meralco's internal classification

Employees by Category: Rank-and-file

	2019	2020	2021
<b>Meralco</b>	9,981	9,404	9,153
<b>MPTC</b>	1,357	1,422	1,089
<b>Maynilad</b>	1,375	1,303	1,197
<b>LRMC</b>	1,030	845	791
<b>Head Office</b>	15	13	10

## Employee Hires

GRI 401-1

New Employee Hires Breakdown

	2019	2020	2021
<b>Meralco</b>	5,128	4,654	4,979
<b>MPTC</b>	392	620	179
<b>Maynilad</b>	131	60	85
<b>LRMC</b>	94	30	20
<b>Head Office</b>	6	4	9

New Employee Hires by Gender

	2019	
	Male	Female
<b>Meralco</b>	3,664	1,464
<b>MPTC</b>	198	194
<b>Maynilad</b>	90	41
<b>LRMC</b>	62	32
<b>Head Office</b>	1	5

New Employee Hires by Gender

	2020	
	Male	Female
<b>Meralco</b>	2,874	1,780
<b>MPTC</b>	259	361
<b>Maynilad</b>	46	14
<b>LRMC</b>	20	10
<b>Head Office</b>	1	3

# ESG Performance Indices

*New Employee Hires by Gender*

	2021	
	Male	Female
<b>Meralco</b>	3,643	1,336
<b>MPTC</b>	96	83
<b>Maynilad</b>	61	24
<b>LRMC</b>	11	9
<b>Head Office</b>	3	6

*New Employee Hires by Age Group*

	2019		
	Under 30 years old	30 to 50 years old	Over 50 years old
<b>Meralco</b>	3,072	1,857	199
<b>MPTC</b>	321	70	1
<b>Maynilad</b>	98	33	-
<b>LRMC</b>	55	35	4
<b>Head Office</b>	3	3	-

*New Employee Hires by Age Group*

	2020		
	Under 30 years old	30 to 50 years old	Over 50 years old
<b>Meralco</b>	2,850	1,667	137
<b>MPTC</b>	535	76	9
<b>Maynilad</b>	49	11	-
<b>LRMC</b>	14	16	-
<b>Head Office</b>	2	1	1

*New Employee Hires by Age Group*

	2021		
	Under 30 years old	30 to 50 years old	Over 50 years old
<b>Meralco</b>	2,917	1,899	163
<b>MPTC</b>	128	50	1
<b>Maynilad</b>	72	12	1
<b>LRMC</b>	2	13	5
<b>Head Office</b>	4	5	-

*Rate of New Employee Hires*

	2019	2020	2021
<b>Meralco</b>	42%	41%	38%
<b>MPTC</b>	24%	36%	12%
<b>Maynilad</b>	6%	3%	4%
<b>LRMC</b>	7%	3%	2%
<b>Head Office</b>	11%	7%	18%

*Rate of New Employee Hires by Gender*

	2019	
	Male	Female
<b>Meralco</b>	42%	41%
<b>MPTC</b>	24%	24%
<b>Maynilad</b>	5%	7%
<b>LRMC</b>	7%	7%
<b>Head Office</b>	5%	14%

*Rate of New Employee Hires by Gender*

	2020	
	Male	Female
<b>Meralco</b>	35%	55%
<b>MPTC</b>	37%	39%
<b>Maynilad</b>	3%	3%
<b>LRMC</b>	3%	3%
<b>Head Office</b>	5%	9%

*Rate of New Employee Hires by Gender*

	2021	
	Male	Female
<b>Meralco</b>	40%	33%
<b>MPTC</b>	12%	13%
<b>Maynilad</b>	4%	5%
<b>LRMC</b>	1%	2%
<b>Head Office</b>	18%	18%

*Rate of New Employee Hires by Age Group*

	2019		
	Under 30 years old	30 to 50 years old	Over 50 years old
<b>Meralco</b>	81%	29%	10%
<b>MPTC</b>	45%	8%	2%
<b>Maynilad</b>	18%	3%	-
<b>LRMC</b>	21%	4%	2%
<b>Head Office</b>	19%	10%	-

*Rate of New Employee Hires by Age Group*

	2020		
	Under 30 years old	30 to 50 years old	Over 50 years old
<b>Meralco</b>	78%	27%	9%
<b>MPTC</b>	41%	34%	38%
<b>Maynilad</b>	8%	1%	-
<b>LRMC</b>	7%	2%	-
<b>Head Office</b>	13%	4%	10%

*Rate of New Employee Hires by Age Group*

	2021		
	Under 30 years old	30 to 50 years old	Over 50 years old
<b>Meralco</b>	96%	24%	7%
<b>MPTC</b>	22%	7%	1%
<b>Maynilad</b>	17%	1%	-
<b>LRMC</b>	1%	2%	3%
<b>Head Office</b>	27%	20%	-



# ESG Performance Indices

## Employee Turnover

GRI 401-1

### Employee Turnover Breakdown

	2019	2020	2021
<b>Meralco</b>	2,502	2,022	2,701
<b>MPTC</b>	174	113	606
<b>Maynilad</b>	156	116	197
<b>LRMC</b>	97	283	69
<b>Head Office</b>	6	6	13

### Employee Turnover by Gender

	2019	
	Male	Female
<b>Meralco</b>	1,641	861
<b>MPTC</b>	66	108
<b>Maynilad</b>	110	46
<b>LRMC</b>	31	66
<b>Head Office</b>	3	3

### Employee Turnover by Gender

	2020	
	Male	Female
<b>Meralco</b>	1,423	599
<b>MPTC</b>	49	64
<b>Maynilad</b>	84	32
<b>LRMC</b>	199	84
<b>Head Office</b>	2	4

### Employee Turnover by Gender

	2021	
	Male	Female
<b>Meralco</b>	1,780	921
<b>MPTC</b>	196	410
<b>Maynilad</b>	146	51
<b>LRMC</b>	44	25
<b>Head Office</b>	5	8

### Employee Turnover by Age Group

	2019		
	Under 30 years old	30 to 50 years old	Over 50 years old
<b>Meralco</b>	1,382	885	235
<b>MPTC</b>	121	51	12
<b>Maynilad</b>	63	74	19
<b>LRMC</b>	24	54	19
<b>Head Office</b>	3	3	-

### Employee Turnover by Age Group

	2020		
	Under 30 years old	30 to 50 years old	Over 50 years old
<b>Meralco</b>	1,045	715	263
<b>MPTC</b>	80	31	2
<b>Maynilad</b>	33	35	48
<b>LRMC</b>	30	139	114
<b>Head Office</b>	1	4	1

### Employee Turnover by Age Group

	2021		
	Under 30 years old	30 to 50 years old	Over 50 years old
<b>Meralco</b>	1,226	1,119	356
<b>MPTC</b>	215	378	13
<b>Maynilad</b>	58	62	77
<b>LRMC</b>	15	43	11
<b>Head Office</b>	5	8	-

### Rate of Employee Turnover

	2019	2020	2021
<b>Meralco</b>	20%	18%	20%
<b>MPTC</b>	11%	7%	42%
<b>Maynilad</b>	7%	5%	10%
<b>LRMC</b>	7%	24%	6%
<b>Head Office</b>	11%	11%	26%

### Rate of Employee Turnover by Gender

	2019	
	Male	Female
<b>Meralco</b>	19%	24%
<b>MPTC</b>	8%	13%
<b>Maynilad</b>	7%	8%
<b>LRMC</b>	3%	14%
<b>Head Office</b>	14%	9%

### Rate of Employee Turnover by Gender

	2020	
	Male	Female
<b>Meralco</b>	17%	18%
<b>MPTC</b>	6%	8%
<b>Maynilad</b>	5%	6%
<b>LRMC</b>	26%	21%
<b>Head Office</b>	11%	11%

### Rate of Employee Turnover by Gender

	2021	
	Male	Female
<b>Meralco</b>	19%	23%
<b>MPTC</b>	25%	65%
<b>Maynilad</b>	10%	10%
<b>LRMC</b>	6%	7%
<b>Head Office</b>	29%	24%

### Rate of Employee Turnover by Age Group

	2019		
	Under 30 years old	30 to 50 years old	Over 50 years old
<b>Meralco</b>	36%	14%	11%
<b>MPTC</b>	17%	6%	4%
<b>Maynilad</b>	11%	6%	4%
<b>LRMC</b>	9%	6%	8%
<b>Head Office</b>	19%	10%	-

# ESG Performance Indices

Rate of Employee Turnover by Age Group

	2020		
	Under 30 years old	30 to 50 years old	Over 50 years old
<b>Meralco</b>	28%	12%	17%
<b>MPTC</b>	7%	7%	0%
<b>Maynilad</b>	6%	3%	12%
<b>LRMC</b>	15%	18%	61%
<b>Head Office</b>	6%	14%	10%

Rate of Employee Turnover by Age Group

	2021		
	Under 30 years old	30 to 50 years old	Over 50 years old
<b>Meralco</b>	40%	14%	16%
<b>MPTC</b>	6%	3%	10%
<b>Maynilad</b>	14%	5%	22%
<b>LRMC</b>	11%	5%	6%
<b>Head Office</b>	33%	32%	-

## Health and Well-being

### Occupational Health and Safety

GRI 403-8, IF-EU-320a.1, IF-EN-320a.1, TR-RA,320a.1

Employees covered by the OH&S Management System

	2019	2020	2021
	% Employees	% Employees	% Employees
<b>Meralco</b>	100%	100%	100%
<b>MPTC</b>	100%	100% <sup>(a)</sup>	100%
<b>Maynilad</b>	100%	100%	100%
<b>LRMC</b>	100%	100%	100%
<b>Head Office</b>	100%	100%	100%

<sup>(a)</sup> Typographical error

Total Fatal Cases from Work Accidents

	2019	2020	2021
<b>Meralco</b>	-	1	1 <sup>(b)</sup>
<b>MPTC</b>	-	-	-
<b>Maynilad</b>	-	-	-
<b>LRMC</b>	-	-	-
<b>Head Office</b>	-	-	-

<sup>(b)</sup> One lineman fatality in Luzon

Total Occupational Injuries

	2019	2020	2021
<b>Meralco</b>	259	169	148
<b>MPTC</b>	5	3	23
<b>Maynilad</b>	-	3	23
<b>LRMC</b>	4	-	-
<b>Head Office</b>	-	-	-

Total Lost Days due to Injuries

	2019	2020	2021
<b>Meralco</b>	209	753	6,302 <sup>(b)</sup>
<b>MPTC</b>	-	-	-
<b>Maynilad</b>	-	94	-
<b>LRMC</b>	44	-	-
<b>Head Office</b>	-	-	-

<sup>(b)</sup> Due to recorded fatality

Total Number of Occupational Diseases

	2019	2020	2021
<b>Meralco</b>	-	2	6
<b>MPTC</b>	12	-	-
<b>Maynilad</b>	14	-	-
<b>LRMC</b>	-	-	-
<b>Head Office</b>	-	-	-

COVID-19-related cases are excluded. Discussion on MVP Group's nationwide vaccination program can be found on We Got Your Vac: Moving towards the paramount goal of herd immunity (p.63), Workplace Excellence (pp. 102-106); and Positive Community Impact Programs (pp.148-152).

Number of Hours of Health and Safety Training Provided to Employees

	2019	2020	2021
<b>Meralco</b>	77,153	28,319	58,207
<b>MPTC</b>	3,508	125	56
<b>Maynilad</b>	36,649	9,009	8,700
<b>LRMC</b>	3,348	8,283	1,571
<b>Head Office</b>	-	98	128

Safe Man-hours

	2019	2020	2021
<b>Meralco</b>	38,843,348	41,738,168	39,501,294
<b>MPTC</b>	4,871,812	5,371,968	5,484,616
<b>Maynilad</b>	4,417,519	1,869,732	6,942,513
<b>LRMC</b>	2,030,361	4,761,659	5,524,460
<b>Head Office</b>	117,376	117,376	101,384

Number of Safety Drills

	2019	2020	2021
<b>Meralco</b>	99	53	48
<b>MPTC</b>	4	1	3
<b>Maynilad</b>	107	54	2
<b>LRMC</b>	9	8	16
<b>Head Office</b>	5	-	-

# ESG Performance Indices

## Parental Leave

GRI 401-3

	2021		
	Male	Female	
Total number of employees that were entitled to parental leave, by gender.	Meralco	10,946	4,768
	MPTC	797	635
	Maynilad	1,713	562
	LRMC	487	380
	Head Office	8	11
Total number of employees that took parental leave, by gender.	Meralco	429	237
	MPTC	18	31
	Maynilad	31	29
	LRMC	26	50
	Head Office	-	-
Total number of employees that returned to work in the reporting period after parental leave ended, by gender.	Meralco	428	214
	MPTC	18	31
	Maynilad	31	28
	LRMC	26	48
	Head Office	-	-
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.	Meralco	401	212
	MPTC	18	31
	Maynilad	37	29
	LRMC	26	48
	Head Office	-	-
Return to work and retention rates of employees that took parental leave, by gender.	Meralco	94%	99%
	MPTC	100%	100%
	Maynilad	97%	91%
	LRMC	100%	96%
	Head Office	-	-

## Customer Health and Safety

GRI 416-1, 419-1

Percentage of Significant Product and Service Categories for which Health and Safety Impacts are Assessed for Improvement

	2019	2020	2021
Meralco	100%	100%	100%
MPTC	100%	100%	100%
Maynilad	100%	100%	100%
LRMC	100%	100%	100%
Head Office	-	-	-

## Incidents of Non-compliance with Regulations Resulting in a Fine or Penalty

	2019	2020	2021
Meralco	-	-	-
MPTC	-	-	-
Maynilad	-	-	1
LRMC	-	-	-
Head Office	-	-	-

On 19 Oct 2021, Maynilad received a letter from the MWSS Regulatory Office providing a copy of Resolution No. 2021-097 issued by MWSS Board of Trustees due to failure to meet service obligation under the Concession Agreement (24 hr water supply and 7psi pressure) caused by the water interruption in Paranaque

## Incidents of Non-compliance with Regulations Resulting in a Warning

	2019	2020	2021
Meralco	-	-	-
MPTC	-	-	-
Maynilad	-	-	-
LRMC	-	-	-
Head Office	-	-	-

## Incidents of Non-compliance with Voluntary Codes with which Improvement were Agreed Upon as a Result of Assessment

	2019	2020	2021
Meralco	-	-	-
MPTC	-	-	-
Maynilad	-	-	-
LRMC	-	-	-
Head Office	-	-	-

## Skills for the Future

GRI 404-1

## Total Training Hours

	2019	2020	2021
Meralco	289,605	152,534	273,528
MPTC	19,617	36,150	30,257
Maynilad	89,539	58,629	48,587
LRMC	47,810	19,172	32,400
Head Office	1,032	793	738

## Average Hours of Training Per Employee

	2019	2020	2021
Meralco	24	13	21
MPTC	18	35	21
Maynilad	40	27	24
LRMC	34	16	29
Head Office	18	15	15

## Total Hours of Training by Gender

	2019	
	Male	Female
Meralco	234,449	55,156
MPTC	13,227	6,390
Maynilad	65,964	23,575
LRMC	31,658	16,152
Head Office	376	656

## Total Hours of Training by Gender

	2020	
	Male	Female
Meralco	108,924	43,610
MPTC	13,626	22,524
Maynilad	41,321	17,308
LRMC	12,818	6,354
Head Office	328	464

## Total Hours of Training by Gender

	2021	
	Male	Female
Meralco	208,565	64,963
MPTC	15,178	15,079
Maynilad	34,255	14,331
LRMC	25,477	6,923
Head Office	193	545



# ESG Performance Indices

Total Hours of Training by Employee Category

2019				
	Senior Management	Middle Management	Supervisors	Rank and File
<b>Meralco</b>	30,274	35,326	- <sup>(a)</sup>	224,005
<b>MPTC</b>	528	5,634	3,426	10,029
<b>Maynilad</b>	4,113	26,076	20,238	39,112
<b>LRMC</b>	1,772	10,394	13,966	21,678
<b>Head Office</b>	120	328	360	224

<sup>(a)</sup> Reclassification of supervisors as rank-and-file to be parallel with Meralco's internal classification

Total Hours of Training by Employee Category

2020				
	Senior Management	Middle Management	Supervisors	Rank and File
<b>Meralco</b>	19,629	26,481	- <sup>(a)</sup>	106,425
<b>MPTC</b>	3,402	10,156	15,192	7,400
<b>Maynilad</b>	2,289	17,244	12,766	26,330
<b>LRMC</b>	859	6,202	-	12,111
<b>Head Office</b>	53	255	259	225

<sup>(a)</sup> Reclassification of supervisors as rank-and-file to be parallel with Meralco's internal classification

Total Hours of Training by Employee Category

2021				
	Senior Management	Middle Management	Supervisors	Rank and File
<b>Meralco</b>	38,375	47,508	- <sup>(a)</sup>	187,645
<b>MPTC</b>	1,719	5,944	4,426	18,168
<b>Maynilad</b>	1,902	14,969	10,619	21,097
<b>LRMC</b>	824	3,562	8,243	19,770
<b>Head Office</b>	211	196	243	88

<sup>(a)</sup> Reclassification of supervisors as rank-and-file to be parallel with Meralco's internal classification

Average Training Hours by Gender

2019		
	Male	Female
<b>Meralco</b>	27	15
<b>MPTC</b>	16	8
<b>Maynilad</b>	40	42
<b>LRMC</b>	34	35
<b>Head Office</b>	18	19

Average Training Hours by Gender

2020		
	Male	Female
<b>Meralco</b>	13	13
<b>MPTC</b>	16	26
<b>Maynilad</b>	26	32
<b>LRMC</b>	17	16
<b>Head Office</b>	17	13

Average Training Hours by Gender

2021		
	Male	Female
<b>Meralco</b>	23	16
<b>MPTC</b>	19	24
<b>Maynilad</b>	22	27
<b>LRMC</b>	34	18
<b>Head Office</b>	11	17

Average Training Hours by Employee Category

2019				
	Senior Management	Middle Management	Supervisors	Rank and File
<b>Meralco</b>	29	30	-	22
<b>MPTC</b>	20	57	23	7
<b>Maynilad</b>	60	69	51	28
<b>LRMC</b>	93	173	48	21
<b>Head Office</b>	9	18	40	15

Average Training Hours by Employee Category

2020				
	Senior Management	Middle Management	Supervisors	Rank and File
<b>Meralco</b>	23	23	-	11
<b>MPTC</b>	92	84	99	5
<b>Maynilad</b>	35	44	32	20
<b>LRMC</b>	61	109	-	14
<b>Head Office</b>	18	9	24	17

Average Training Hours by Employee Category

2021				
	Senior Management	Middle Management	Supervisors	Rank and File
<b>Meralco</b>	18	25	-	21
<b>MPTC</b>	34	43	29	17
<b>Maynilad</b>	28	38	27	18
<b>LRMC</b>	43	74	31	25
<b>Head Office</b>	14	16	19	9

## Dignity and Equality

### Collective Bargaining Agreement (CBA)

GRI 102-41, UNGC Principle 3

Employees Covered by the CBA

	2019	2020	2021
<b>Meralco</b>	53%	83%	45%
<b>MPTC</b>	NA	NA	NA
<b>Maynilad</b>	72%	73%	71%
<b>LRMC</b>	19%	56%	64%
<b>Head Office</b>	NA	NA	NA

## Non-Discrimination

Number of Incidents of Discrimination





	2019	2020	2021
<b>Meralco</b>	-	-	-
<b>MPTC</b>	-	1	-
<b>Maynilad</b>	-	-	-
<b>LRMC</b>	1	-	-
<b>Head Office</b>	-	-	-

# ESG Performance Indices

## Gender Pay Gap

GRI 405-2





### MPIC Head Office

Senior Management	Middle Management	Supervisors	Rank and file
 1: 0.56	 1: 1.15	 1: 1.23	 1: 0.76





### Meralco

Senior Management	Middle Management	Supervisors	Rank and file
 1: 1.01	 1: 1.00	 <i>In Meralco, Supervisors are part of the Rank and File classification</i>	 1: 0.88





### Maynilad

Senior Management	Middle Management	Supervisors	Rank and file
 1: 0.74	 1: 1.05	 1: 1.05	 1: 0.98

### MPTC

Senior Management	Middle Management	Supervisors	Rank and file
 1:0.59	 1:0.87	 1:0.96	 1:0.90

### LRMC

Senior Management	Middle Management	Supervisors	Rank and file
 1:0.67	 1:1.02	 1:1.04	 1:0.98

## Positive Community Impact Programs

GRI 413-1

Meralco			
Program Name	Program Description	Beneficiaries	Cash and in-kind contribution (in ₱)
<b>Household Electrification Program</b>	The Household Electrification Program provides affordable and safe electric services in organized depressed communities within the Meralco franchise area.	7,509 households	20,202,131
<b>School Electrification Program</b>	The School Electrification Program focuses on energizing remote off-grid schools through the use of solar photovoltaic (PV) systems.	3,225 students and 136 teachers benefitted from 16 off-grid schools energized	7,141,622
<b>One for Trees (OFT) Reforestation</b>	One for Trees is an environmental program led by One Meralco Foundation. It contributes to the preservation and protection of Philippine forests through reforestation and agroforestry.	150 tree farmers and caretakers planted 130,730 new trees: - 80,750 in San Miguel Bulacan (with Green Earth Heritage Foundation) - 49,980 in Pangantucan, Bukidnon (with Xavier Science Foundation)	17,494,036

# ESG Performance Indices



MPTC			
Program Name	Program Description	Beneficiaries	Cash and in-kind contribution (in ₱)
<b>Donation of Plants</b>	This program temporarily takes the place of MPTC's tree-planting initiatives. Because of pandemic restrictions, MPTC has opted to donate garden and vegetable plants to different partner communities instead of their usual tree-planting activities through employee volunteers.	1 barangay (Brgy. Don Jose, Santa Rosa City, Laguna)	10,000
<b>Donation of Medicines and PPE</b>	This program donated boxes of Vitamin C and PPE to various host local government units to help boost the wellness and COVID-19 efforts of these LGUs.	12 LGUs (Paranaque City, Las Pinas City, Taguig City, Pasay City, Bacoor City, Kawit Municipality, Silang Municipality, Dasmariñas City, Imus City, General Trias City, Santa Rosa City, Biñan City.)	240,000
<b>Brigada Eskwela</b>	<i>Brigada Eskwela</i> (School Brigade) is a schools maintenance program supported by various education stakeholders like MPTC. This year, MPTC supported the program by focusing on beneficiary public schools that are part of the host communities of Cavite, C5 Link, and CALAX.	7 Schools (Binakayan NHS, Carmen ES, Tibig ES, Daniel Fajardo ES, Sineguelasan ES, Sto. Nino ES, Tenement ES)	240,000
<b>COVID-19 Relief Assistance</b>	This initiative helps various local government units with their COVID-19 relief efforts, particularly in areas where communities urgently need assistance due to pandemic-related difficulties.	City Government of Bacoor	120,000

MPTC			
Program Name	Program Description	Beneficiaries	Cash and in-kind contribution (in ₱)
<b>AKO Alagang Kapwa Oras Oras</b>	AKO is an employee giving program that encourages MPTC staff to donate to needy communities. The program changes themes and beneficiary communities every month, with the proceeds given to a specific stakeholder group, community, or school.	Cities in Cavite, C5 Link and CALAX	62,000
<b>PASKO NG BAGONG PAG-ASA: Parol-Making Contest</b>	This contest showcases the spirit of unit and creativity of MPTC's partner barangays (communities) through an annual Christmas lantern-making contest. This year, six barangays along CAVITEX participated in the competition, with MPTC officials and staff serving as judges.	6 Barangays in Cavite (Brgy. Aplaya, Brgy. Marulas, Brgy. Alapan II-B, Brgy. Zapote V, Brgy. Talaba II, Brgy. Digman)	135,000
<b>Typhoon Odette Relief Efforts in Cebu</b>	Through in-kind donations, MPTC extended assistance to its host communities near CCLEX that were hard hit by Typhoon Odette.	Cebu	493,350
<b>Various Donations</b>	MPTC responds to calls for donations throughout the year to support its marginalized or underrepresented communities. This year, the company supported NLEX-SCTEX Toys for Tots, NLEX-SCTEX Pamaskong Handog, the Tuloy Pa Rin Ang Pasko Movement of the MVP Group, and various Typhoon Odette relief efforts.	NLEX-SCTEX Host Barangays, LGUs, Transport Group	6,978,169
<b>Donation and Assistance during the Pandemic</b>	MPTC supported the philanthropic efforts of community volunteers who mounted community pantries in their respective localities. These community pantries became a symbol of hope and giving throughout the pandemic, feeding hungry families who lost their livelihood because of the quarantines.	45 Host Barangays	175,000



# ESG Performance Indices



MPTC			
Program Name	Program Description	Beneficiaries	Cash and in-kind contribution (in ₱)
<b>Training Education</b>	Through the NLEX-SCTEX Basketball Online Clinic, MPTC's Training Education initiative engaged the youth by reviving sports programs that pandemic restrictions have put on hold.	56 Youth	100,000
<b>Disaster Response</b>	The company allocated funds to immediately address gaps in disaster relief efforts within NLEX-SCTEX host communities during the heavy rainfalls caused by the habagat season.	34 Host Barangays	665,524
<b>Environmental Support: Greening the NLEX Program</b>	Since 2006, NLEX has been implementing its Greening the NLEX drive to help minimize the effects of global warming as part of its corporate social responsibility program.	Planted 3610 trees	652,890
<b>Environmental Support: Tullahan River Clean Up</b>	This monthly drive engages community volunteers to clean the Tullahan River of various wastes every month. It covers three barangays situated near the Tullahan River (Brgy. Ugong in Valenzuela City, Brgy. Talipapa in Quezon City and Brgy. 164 in Caloocan City).	100 volunteer cleaners	129,500
<b>Environmental Support: Recycled Christmas Tree Making Contest</b>	Every Christmas season, NLEX-SCTEX encourages its partner communities to use recycled materials to craft their community Christmas trees and Yuletide ornaments. For 2021, the company funded another round of recycled Christmas tree-making contests in various cities and municipalities.	33 Host Barangays	238,000
<b>MPTC SUPPORT FOR LGU VACCINATORS</b>	In partnership with Mondelez PH, MPTC distributed 300 cases of biscuits to select NLEX, SCTEX, Cavitec, and CALAX service LGUs in support of their respective vaccination programs.	19 LGUs	300,000

MPTC			
Program Name	Program Description	Beneficiaries	Cash and in-kind contribution (in ₱)
<b>Maynilad Plant for Life Project</b>	MPTC adopted two hectares of land in Bulacan for a tree-planting effort spanning three years of maintenance under the auspices of Maynilad's Plant for Life Project. Since its inception in 2007, this tree-planting program has gathered the support of various organizations like MPTC in reforesting the Ipo and La Mesa Watersheds.	Ipo Watershed	62,320
<b>MVP Sports Foundation</b>	Through cash donations, MPTC rallied behind this sports initiative of the MVP Group to promote and assist deserving athletes in their quest for athletic glory. The MVP Sports Foundation (MVPSF) was created to centralize the sports initiatives of the MVP Group, particularly the National Team Programs that the MVP Group of Companies supports.	N/A	10,000,000
<b>MPTC Donations for Typhoon Odette Relief and Rehabilitation</b>	This disaster relief contribution aimed to minimize the suffering of various Cebuano communities brought about by the widespread destruction of Typhoon Odette in CCLEX's partner communities in Cebu and Mactan.	2 LGUs: Cebu City and Municipality of Cordova	1,000,000
<b>COVID-19 Vaccine Donations to LGUs</b>	Through these donations, MPTC assisted each LGU beneficiary in receiving 140 vials equivalent to 1,540 doses of COVID-19 vaccines for their respective booster shot programs.	12 LGUs from North & South Luzon	N/A
<b>MPTC Corporate Cash Donation for Typhoon Odette Victims</b>	This donation represented another round of cash donations for victims of Typhoon Odette in CCLEX partner communities.	Affected communities by typhoon Odette, specifically Cebu City	5,000,000

# ESG Performance Indices

MPTC			
Program Name	Program Description	Beneficiaries	Cash and in-kind contribution (in ₱)
<b>Employee Donation Drive for Typhoon Odette</b>	The spirit of giving is well and alive among MPTC employees as they mounted this donation drive to extend support to families who have been hard hit by this record-breaking storm.	Affected communities by typhoon Odette, specifically Cebu City	508,050
<b>ANCOP Global Walk Project</b>	This virtual walkathon served as a fundraising event to raise cash support for the education of various underprivileged partner communities. The virtual exercise encouraged participants or sponsors to walk a minimum of roughly five kilometres during the program's four-month run.	Communities	15,000

Maynilad			
Program Name	Program Description	Beneficiaries	Cash and in-kind contribution (in ₱)
<b>Bayan Tanim</b>	This collaborative project between Maynilad and MPIF advocates food sustainability among underprivileged communities through urban farming. The project encourages families to grow their household crops in their backyards to lessen their daily spending needs.	500 families	390,000
<b>Donation of Floating Kubo</b>	This program supports the local government's eco-tourism program in the Laguna Lake area. The floating kubo or hut will be used as a venue for small gatherings with the hope of generating revenue and eventually providing an alternative source of income for the lake's fishers.	Fishermen in Laguna Lake area	296,952

Maynilad			
Program Name	Program Description	Beneficiaries	Cash and in-kind contribution (in ₱)
<b>Donation of Uniforms and Hygiene Kits for DENR's Estero Rangers</b>	This year, the Department of Environment and Natural Resources (DENR) has deployed hundreds of estero rangers or river marshalls in the metropolis to clean rivers and creeks to help prevent flooding during the rainy season. Maynilad donated uniforms and hygiene kits to help these rangers clean Metro Manila's waterways.	14 Estero Rangers	10,640
<b>Social Enterprise (Kapwa-Green Badge-Sining Ipo) Pivot</b>	Samahang Tubig Maynilad or STM is a pro-poor service delivery scheme, wherein informal settler household groups are organized into cooperative-based water associations that are trained to effectively manage small-scale water service systems in their respective areas. The Kapwa program offers an alternative source of income to STMs through formulating hygiene and sanitation products. Meanwhile, the Green Badge program is a social enterprise to upcycle old Maynilad uniforms into new items like drawstring bags, face masks and plush toy Tube. Sining Ipo program provides livelihood to Dumagats, the indigenous community inhabiting the Ipo watershed, through their artisan driftwood crafts.	34 indigent families in the West Zone and 30 Dumagat families in Ipo	2,617,220

More details on Maynilad's Corporate Social Responsibility is available at <https://www.mayniladwater.com.ph/investor-relations/>



# ESG Performance Indices



MPIC Head Office			
Program Name	Program Description	Beneficiaries	Cash and in-kind contribution (in ₱)
<b>Mangrove Protection/ Propagation Center</b>	MPIC's legacy project to the Filipino people, the mangrove centers are set up in each of the three main regions to serve as hubs to protect and propagate mangroves, rehabilitate degraded mangroves, and provide information, education, and communication	Three existing MPIC Centers: (1) Alaminos, Pangasinan. (2) Del Carmen, Siargao and (3) Cordova, Cebu	4,361,001
<b>Mangrove Eco-guides</b>	The Mangrove Eco-guides work in the Mangrove Protection/Propagation and Information centers to serve as the key point persons for tourists and locals who wish to visit the mangrove plantations and learn more about the benefits/importance of mangroves to the area's ecosystem.	10 Mangrove Eco-Guides: 2 in Alaminos, 4 in Del Carmen, and 4 in Cordova, Cebu	1,069,380
<b>Marine Protection, Inspection, and Conservation (MPIC) Guardians</b>	The Marine Protection, Inspection, and Conservation (MPIC) Guardians is an initiative that is focused on training and equipping local fisherfolk and <i>bantay dagats</i> from our partner coastal communities to become stewards of the marine environment, while also serving as an alternative livelihood opportunity.	Two (2) municipalities and 36 MPIC Guardians	819,000
<b>Bayan Tanim!</b>	Bayan Tanim! forms the third phase of MPIF's COVID-19 response strategy. The initiative taps the potential of small-scale gardening to help disadvantaged communities cope with the adverse impacts of the pandemic, providing them the resources to cultivate food sustainably. It was designed to distribute planting crates containing essentials such as seeds, seedlings, fertilizer, and potting mix. Through Bayan Tanim!, beneficiaries can become self-sufficient with food thereby improving their food security and long-term resilience.	Revise to 2021 values only: 2,905 Bayan Tanim Kits to 3,004 families in 31 communities	N/A

MPIC Head Office			
Program Name	Program Description	Beneficiaries	Cash and in-kind contribution (in ₱)
<b>Pahunang Pangkabuhayan / Bike for Livelihood</b>	A sustainable alternative livelihood program, a long-term solution to the resulting unemployment brought about by the pandemic. The goal of this initiative is to provide out-of-work individuals, primarily displaced tourism workers with livelihood tools (i.e. bicycles, sewing and edging machines, pocket Wi-Fi units, and Smart retailer kits) for them to secure their own sources of income.	4 Partner Communities, 2 women's/people's organizations	N/A
<b>Salamat Mga MVPs</b>	The MVP Group's #SalamatMgaMVPs (Thank you, MVPs) initiative led by MVP Group's Tulong Kapatid CSR alliance distributed hot meals to several Metro Pacific and public government hospitals on a daily basis for two weeks.	Two (2) Metro Pacific Hospitals - Manila Doctors Hospital and Cardinal Santos Medical Center + One Beneficiary Organization c/o Alagang kapatid Foundation	N/A
<b>MPIF Medical Lifeline</b>	An internal program that provides medical and financial assistance to MPIC's outsourced security, utilities, and reception employees.	30 personnel from MPIC's outsourced security, utilities, and reception employees + assistants and security personnel of MPIC Chairman  One (1) Individual for monthly financial/medical assistance support for kidney transplant maintenance	227,781.93
<b>Mano Amiga Annual Excellence Fund</b>	The Foundation has been providing scholarship support to students from Mano Amiga Academy since they were in Kindergarten. They have also been providing financial support and training to select teachers in the Academy.	23 Mano Amiga scholars who moved up to Grade 11, as well as their teachers	1,000,000.00



# ESG Reporting Methodology

GRI 102-46, 102-48, 102-49, 103-1

This report has been prepared according to the Integrated Reporting <IR> Framework of the International Integrated Reporting Council (IIRC). This report has been prepared in accordance with the Global Reporting Initiative’s GRI Standards: Core Option. Some additional explanations and supporting notes are provided in this section.

## Identified Material Topics

For the purposes of this report, ‘materiality’ refers to significant economic, environmental and social impacts of our business that have substantial influence on the assessments and decisions of MPIC’s stakeholders.

Kindly refer to the Consolidated Material Sustainability Issues of MPIC on page 21 and the ESG Performance Indices on pages 139-153.

## Reporting Scope and Topic Boundaries

In December 2020, MPIC signed a purchase agreement with Meralco to transfer its respective shareholdings in Global Business Power Corporation (GBP) to Meralco, through its power generation subsidiary, Meralco Powergen Corp (MGEN). As a result of the transaction on March 31, 2021, MGEN owns 100% of GBP while MPIC will retain an indirect economic interest in GBP via its investment in Meralco. The following table summarizes our shareholding of corporate entities that are within and outside the boundary of this report.

	Within Boundary	Outside Boundary
<b>Power</b>	46% Manila Electric Company and Subsidiaries	100% MetPower Venture Partners Holdings Inc.
<b>Tollroads</b>	100% Metro Pacific Tollways Corporation 75% NLEX Corporation (North Luzon Expressway and Subic-Clark Tarlac Expressway) 100% CAVITEX Infrastructure Corporation (Cavite Expressway) 100% MPCALA Holdings Inc	100% Cebu Cordova Link Expressway Corporation
		66% Easytrip Services Corporation
		45% CII Bridges & Roads (Vietnam)
		45% CII Bridges & Roads (Vietnam)
		76% PT Nusantara (Indonesia)
<b>Water</b>	52.8% Maynilad Water Services, Inc.	53% Philippine Hydro, Inc.
		53% Amayi Water Solutions Inc.
		100% MetroPac Water Investments Corporation
<b>Light Rail</b>	35.8% Light Rail Manila Corporation	
<b>Other Services</b>		50% Philippine Coastal Storage and Pipeline Corporation
		20% Metro Pacific Hospital Holdings Inc.
		38% Landco Pacific Corporation

# ESG Reporting Methodology

GRI 102-46, 102-48, 102-49, 103-1

MPTC holds a significant stake in two major infrastructure companies in the ASEAN Region that are outside the scope of this report because the focus of our ESG strategy is on nation-building in the Philippines. As the size and significance of our investments outside the Philippines continue to grow, we will consider extending the scope of our Sustainability Report to include these operations in the future.

## Scope and Boundary of Reporting

This table summarizes the reporting boundaries within our organization:

Scope and boundary of reporting	Parent Company	MERALCO	MPTC	Maynilad	MPHHI	LRMC
GRI 201 Economic Performance	Y	Y	Y	Y	Y	Y
GRI 203 Indirect Economic Impacts	Y	Y	Y	Y	Y	Y
GRI 205 Anti-corruption	Y	Y	Y	Y	Y	Y
GRI 419 Socioeconomic Compliance	Y	Y	Y	Y	Y	Y
GRI 307 Environmental Compliance	Y	Y	Y	Y	Y	Y
GRI 302 Energy	Y	Y	Y	Y	Y	Y
GRI 303 Water and Effluents		Y	Y	Y	Y	Y
GRI 305 Emissions	Y	Y	Y	Y	Y	Y
GRI 306 Effluents and Waste	Y	Y	Y	Y	Y	Y
GRI 416 Customer Health and Safety		Y	Y	Y	Y	Y
GRI 401 Employment	Y	Y	Y	Y	Y	Y
GRI 403 Occupational Health and Safety	Y	Y	Y	Y	Y	Y
GRI 404 Training and Education	Y	Y	Y	Y	Y	Y
GRI 405 Diversity and Equal Opportunity	Y	Y	Y	Y	Y	Y
GRI 413 Local Communities	Y	Y	Y	Y	Y	Y

## Basis of Reporting

All KPIs have been reported on a 100% basis, which means they have not been adjusted to reflect MPIC's shareholdings in the operating companies.

## Energy

Direct energy consumption has been reported in Terajoules (i.e. '000 Gigajoules) and calculated by multiplying the mass of fuel by corresponding calorific values. Indirect energy has been reported in Terajoules (i.e. '000 Gigajoules), with each gigawatt hour ("GWh") of purchased electricity representing 3.6 Terajoules.

## Heating values applied in 2021

Fuel	Net Heating Values	Unit	Sources
Scope 1: Gasoline consumption (vehicles)	28.8523876	Liter/GJ	The Greenhouse Gases, Regulated Emissions, and Energy Use In Transportation Model (GREET)
Scope 1: Gasoline consumption (generator sets and other equipment)	28.8523876	Liter/GJ	The Greenhouse Gases, Regulated Emissions, and Energy Use In Transportation Model (GREET)
Scope 1: Diesel consumption (vehicles)	26.1140881	Liter/GJ	The Greenhouse Gases, Regulated Emissions, and Energy Use In Transportation Model (GREET)
Scope 1: Diesel consumption (generator sets and other equipment)	26.1140881	Liter/GJ	The Greenhouse Gases, Regulated Emissions, and Energy Use In Transportation Model (GREET)
Scope 2: Electricity purchased from Luzon grid (including system loss)	277.777778	GJ/kWh	Department of Energy

*\*consumed in GBP Powerplants*

## Emissions

GHG Emissions have been calculated in accordance with the GHG Protocol developed by World Resources Institute and World Business Council on Sustainable Development and expressed in carbon dioxide equivalents ("CO<sub>2</sub>e"). Direct emissions for GRI reporting are the same as Scope 1 emissions under the Greenhouse Gas Protocol and indirect emissions for GRI reporting are the same as Scope 2 emissions under the Greenhouse Gas Protocol. For MERALCO, Scope 2 GHG emissions include emissions associated with system loss. The emission factors used for coal, heavy fuel oil and special fuel oil in 2020 were still adopted for this reporting.

# ESG Reporting Methodology

GRI 102-46, 102-48, 102-49, 103-1

## GHG emission factors applied for 2021

	Emission factors	Unit	Sources
Scope 1: Gasoline consumption (vehicles)	0.001831991	tonnes CO2e/liter	GHG Protocol Emission Factors from Cross-Sector Generator sets and other equipment (adjusted to Philippine bioethanol average blend)
Scope 1: Gasoline consumption (generator sets and other equipment)	0.002286191	tonnes CO2e/liter	GHG Protocol Emission Factors from Cross-Sector Generator sets and other equipment
Scope 1: Diesel consumption (vehicles)	0.002156857	tonnes CO2e/liter	GHG Protocol Emission Factors from Cross-Sector Generator sets and other equipment (adjusted to Philippine bioethanol average blend)
Scope 1: Diesel consumption (generator sets and other equipment)	0.002692357	tonnes CO2e/liter	GHG Protocol Emission Factors from Cross-Sector Generator sets and other equipment
Scope 2: Electricity purchased from Luzon grid (including system loss)	0.0007122	tonnes CO2e/kWh	Department of Energy

## GHG emission factors applied in 2020

	Emission factors for fuels (tCO2e/liter)	Emission factors for electricity (kgCO2e/kWh)	Source
Scope 1: Diesel	0.002685659		DENR
Scope 1: Gasoline	0.002280113		DENR
Scope 1: Heavy Fuel Oil (GBP only)	0.002948981		DENR
Scope 1: Special Fuel Oil (GBP only)	0.002685659		DENR
Scope 2: Purchased electricity - National Grid		0.7122	2015-2017 National Grid Emission Factor from DOE

### Waste

The waste data reported by our operating companies have either been collected directly through internal monitoring systems or provided by accredited third parties employed to collect and dispose of waste on their behalf.

### Employment, Training and Education, Diversity and Equal Opportunity

Adopting the GRI Standards definition, a permanent employment contract is a contract with an Employee for an indeterminate period. At MPIC, regular contract staff and staff under probation are considered 'permanent.' In contrast, a temporary employment contract is of limited duration, and terminated by a specific event such as the end of a project or work phase. At MPIC, contractual staff and project-based staff are considered 'temporary.'

When compiling the information specified in Disclosures 401-1, 404-1 and 405-1, data from Disclosure 102-8 has been used consistently to identify the total number of employees by headcount at the end of the reporting period. For GRI 404-1, average training hours reflect total training hours (for each category of employee) divided by the total headcount (for each category of employee) as of 31 December 2021.



# Certifications

## Environmental Management System

Certified Entities	Certification Standard and Scope	Validity
<b>MERALCO</b>		
• MIESCOR Engineering, Procurement & Construction (EPC)*	ISO 14001:2015 Environmental Management System	March 23, 2022
• MIESCOR Logistics Department*		March 23, 2022
<b>MERALCO</b>		
• Manila Sector	ISO 14001:2015 Environmental Management System	June 10, 2022
• Pasig Sector		June 10, 2022
• Rizal Sector		June 10, 2022
• Plaridel Sector		June 10, 2022
• San Pablo Sector		June 10, 2022
• Santa Rosa Sector		June 10, 2022
• Dasmariñas Sector		June 10, 2022
• Operating Center		June 10, 2022
• Parañaque Sector		June 10, 2022
<b>MAYNILAD</b> (Company-wide Certification)		ISO 14001: 2015 Environmental Management System
	• Provision of water and wastewater services	
<b>NLEX Corp.</b>	ISO 14001:2015 Environmental Management System	November 29, 2024
	• Design, development, construction, operation, and maintenance	
<b>LRMC</b>	ISO 14001:2015 Environmental Management System	August 8, 2023

\*Ongoing certification under new Certifying Body (BRS), Stage 1 last March 23 & 24 (Passed), Stage 2 tentative schedule set for last week of April

## Quality Management System

Certified Entities	Certification Standard and Scope	Validity
<b>MERALCO</b>		
• MIESCOR Engineering, Procurement & Construction (EPC)	ISO 9001:2015 Quality Management System	March 23, 2024
• MIESCOR Logistics Department		March 23, 2024
<b>MERALCO</b>		
• Manila Sector	ISO 9001:2015 Quality Management System	June 10, 2022
• Pasig Sector		June 10, 2022
• Rizal Sector		June 10, 2022
• Plaridel Sector		June 10, 2022
• San Pablo Sector		June 10, 2022
• Santa Rosa Sector		June 10, 2022
• Dasmariñas Sector		June 10, 2022
• Operating Center		June 10, 2022
• Parañaque Sector		June 10, 2022
<b>MAYNILAD</b> (Company-wide Certification)		ISO 9001: 2015 Quality Management System
	• Provision of water and wastewater services	
<b>NLEX Corp.</b>	ISO 9001:2015 Quality Management System	November 29, 2024
	• Design, development, construction, operation, and maintenance	
<b>LRMC</b>	ISO 9001:2015 Quality Management System	August 8, 2023

# Certifications

## Occupational Health and Safety Management System

Certified Entities	Certification Standard and Scope	Validity
<b>MERALCO</b>		
• MIESCOR Engineering, Procurement & Construction (EPC)*	ISO 45001:2018 Occupational Health and Safety Management System	March 23, 2022
• MIESCOR Logistics Department*		March 23, 2022
<b>MERALCO</b>		
• Manila Sector	ISO 45001:2018 Occupational Health and Safety Management System	June 10, 2022
• Pasig Sector		June 10, 2022
• Rizal Sector		June 10, 2022
• Plaridel Sector		June 10, 2022
• San Pablo Sector		June 10, 2022
• Santa Rosa Sector		June 10, 2022
• Dasmariñas Sector		June 10, 2022
• Operating Center		June 10, 2022
• Parañaque Sector	June 10, 2022	
<b>MAYNILAD</b> (Company-wide Certification)	ISO 45001:2018: International Occupational Health and Safety Management system	July 30, 2024
<b>NLEX Corp.</b>	ISO 45001:2018 Occupational Health and Safety Management System • <i>Design, development, construction, operation, and maintenance</i>	November 29, 2024

## Other Certifications

Certified Entities	Certification Standard and Scope	Validity
<b>MAYNILAD</b> (9 sites certified)	ISO 22301:2012 Business Continuity Management System • <i>Provision of Water Services</i>	April 4, 2025
<b>MAYNILAD</b> (10 sites certified, 2 new additional site PWTP 1 and 2)	ISO 50001:2018 Energy Management System • <i>Provision of Water and Wastewater Services</i>	July 30, 2024
<b>MAYNILAD</b> (1 site)	ISO/IEC 20001-1:2018 IT Service Management System	February 1, 2023
<b>MAYNILAD</b> (2 sites)	PNS ISO/IEC 17025: 2017 Integrated Meter Management - Meter Laboratory	December 30, 2026

Certified Entities	Certification Standard and Scope	Validity
<b>MAYNILAD</b> (Company-wide Carbon Emission Verified Reports)	ISO 14064:2019 Greenhouse gases	CY 2019-2021
<b>NLEX CORP.</b>	ISO 39001: Road Traffic Safety Management Systems • <i>Design, development, construction, operation, and maintenance of toll roads managed by NLEX Corporation</i>	January 5, 2023

# Global Reporting Initiative Content Index

GRI 102-54, 102-55

This report has been prepared in accordance with the GRI Standards: Core option.

GRI INDICATOR	DESCRIPTION	SECTION	PAGE NUMBER
<b>Organizational Profile</b>			
102-1	Name of the organization	About the Report	2
102-2	Activities, brands, products, and services	Our Diverse Portfolio of Assets, MPIC Value Creation Framework	5, 24-26
102-3	Location of headquarters	Metro Pacific Investments Corporation 10/F MGO Building, Legaspi corner Dela Rosa Streets, Makati City, 0721, Philippines	
102-4	Location of operations	Where We Operate	6-8
102-5	Ownership and legal form	About the Company, Our Diverse Asset Portfolio	4-5
102-6	Markets served	Where We Operate	6-8
102-7	Scale of the organization	Where We Operate, Consolidated Financial Highlights, MPIC Value Creation Framework	6-8, 10, 25
102-8	Information on employees and other workers	2021 EESG Highlights, Our Value Creation Model, Business Strategy, and Review of Performance, ESG Performance Indices	9, 25, 35-38, 43-46, 50-53, 57-60, 66-69, 140-141
102-9	Supply chain	The supply chain for MPIC's major operating companies consists primarily of contractors and materials suppliers for design, construction and maintenance of infrastructure projects.	
102-10	Significant changes to the organization and its supply chain	There were none.	
102-11	Precautionary Principle or approach	Our Sustainability Focus Areas and Actions, Our Governance and Enterprise Risk Management Strategy	74-78, 81-83, 116-117
102-12	External initiatives	Memberships and Institutional Alliances, Our Sustainability Focus Areas and Actions	17, 22, 74, 79, 81, 84, 97, 102
102-13	Membership of associations	Memberships and Institutional Alliances	22
<b>Strategy and Analysis</b>			
102-14	Statement from the most senior decision-maker of the organization	Message from the Chairman, President, and CEO	12-13
<b>Ethics and Integrity</b>			
102-16	Values, principles, standards and norms of behavior	Our Mission and Purpose, Our Vision, Our Culture	4

GRI INDICATOR	DESCRIPTION	SECTION	PAGE NUMBER
<b>Governance</b>			
102-18	Governance structure	Governance and Enterprise Risk Management	108-110, 118
<b>Stakeholder Management</b>			
102-40	List of stakeholder groups	Stakeholder Engagement	112-113
102-41	Collective bargaining agreements	ESG Performance Indices: Collective Bargaining Agreement	146
102-42	Identifying and selecting stakeholders	Stakeholder Engagement	112-113
102-43	Approach to stakeholder engagement	Stakeholder Engagement	112-113
102-44	Key topics and concerns raised	Stakeholder Engagement	112-113
<b>Reporting practice</b>			
102-45	Entities included in the consolidated financial statements	Notes of MPIC's 2021 Audited Financial Statement Schedule V of MPIC's 2021 SEC Form 17-A ( <a href="http://edge.pse.com.ph">http://edge.pse.com.ph</a> )	
102-46	Defining report content and topic Boundaries.	ESG Reporting Methodology	152-154
102-47	List of material topics	Enhanced MPIC Sustainability Framework, ESG Performance Indices	19-21, 136-151
102-48	Restatements of information	ESG Reporting Methodology	152-154
102-49	Changes in reporting	ESG Reporting Methodology	152-154
102-50	Reporting period	About the Report	2
102-51	Date of most recent report	About the Report	2
102-52	Reporting cycle	About the Report	2
102-53	Contact point for questions regarding the report	Metro Pacific Investments Corporation Investor Relations 10/F MGO Building, Legaspi corner Dela Rosa Streets, Makati City, 0721, Philippines +63 2 8888 0888 investorrelations@mpic.com.ph	
102-54	Claims of reporting in accordance with GRI Standards	About the Report, Global Reporting Initiative Content Index	157
102-55	GRI Content Index	Global Reporting Initiative Content Index	157
102-56	External assurance	About the Report, Independence Assurance Statement	2, 168-169



# Global Reporting Initiative Content Index

ECONOMIC				
	GRI INDICATOR	DESCRIPTION	SECTION	PAGE NUMBER
<b>GRI 201: Economic Performance 2016</b>	103-1	Explanation of the material topic and its Boundary	Enhanced MPIC Sustainability Framework, ESG Reporting Methodology	19-21, 136, 152-154
	103-2	The management approach and its components	Message from the Chairman, President, and CEO, Our Sustainability Focus Areas and Actions	12-13, 12-13, 74-106, 136
	103-3	Evaluation of the management approach	Message from the Chairman, and President, Our Sustainability Focus Areas and Actions	12-13, 12-13, 74-106, 136
	201-1	Direct economic value generated and distributed	2021 EESG Highlights	9
<b>GRI 203: Indirect Economic Impacts 2016</b>	103-1	Explanation of the material topic and its Boundary	Enhanced MPIC Sustainability Framework, ESG Reporting Methodology	19-21, 136, 152-154
	103-2	The management approach and its components	Our Sustainability Focus Areas and Actions	12-13, 74-106, 136
	103-3	Evaluation of the management approach	Our Sustainability Focus Areas and Actions	12-13, 74-106
	203-1	Infrastructure investments and services supported	2021 EESG Highlights, Our Value Creation Model, Business Strategy, and Review of Performance, Our Sustainability Focus Areas and Actions	9, 34-78, 81-89, 96-106
<b>GRI 205: Anti-corruption 2016</b>	103-1	Explanation of the material topic and its Boundary	Enhanced MPIC Sustainability Framework, ESG Reporting Methodology	19-21, 136, 152-154
	103-2	The management approach and its components	Our Sustainability Focus Areas and Actions	12-13, 74-106, 136
	103-3	Evaluation of the management approach	Our Sustainability Focus Areas and Actions	12-13, 74-106
	205-3	Confirmed incidents of corruption and actions taken	2021 EESG Highlights	9

ENVIRONMENTAL				
	GRI INDICATOR	DESCRIPTION	SECTION	PAGE NUMBER
<b>GRI 302: Energy 2016</b>	103-1	Explanation of the material topic and its Boundary	Enhanced MPIC Sustainability Framework, ESG Reporting Methodology	19-21, 136, 152-154
	103-2	The management approach and its components	Our Sustainability Focus Areas and Actions	12-13, 74-106, 136
	103-3	Evaluation of the management approach	Our Sustainability Focus Areas and Actions	12-13, 74-106
	302-1	Energy consumption within the organization	2021 EESG Highlights, Our Value Creation Model, Business Strategy, and Review of Performance, ESG Performance Indices	9, 25, 36-38, 45-46, 66-67, 140
<b>GRI 303: Water &amp; Effluents 2018</b>	103-1	Explanation of the material topic and its Boundary	Our Sustainability Focus Areas and Actions	19-21, 136, 152-154
	103-2	The management approach and its components	Our Sustainability Focus Areas and Actions	12-13, 74-106, 136
	103-3	Evaluation of the management approach	Our Sustainability Focus Areas and Actions	12-13, 74-106
	303-1	Interactions with water as a shared resource	Our Sustainability Focus Areas and Actions	74, 77, 139
	303-2	Management of water discharge-related impacts	Our Sustainability Focus Areas and Actions	74, 77
303-3	Water withdrawal	2021 EESG Highlights, Our Value Creation Model, Business Strategy, and Review of Performance, ESG Performance Indices	9, 25, 45-46, 51, 66-67	
<b>GRI 304: Biodiversity 2016</b>	103-1	Explanation of the material topic and its Boundary	Enhanced MPIC Sustainability Framework, ESG Reporting Methodology	19-21, 136, 152-154
	103-2	The management approach and its components	Our Sustainability Focus Areas and Actions	12-13, 74-106, 136
	103-3	Evaluation of the management approach	Our Sustainability Focus Areas and Actions	12-13, 74-106
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	ESG Performance Indices	136
	304-3	Habitats protected or restored	Our Value Creation Model, Business Strategy, and Review of Performance, ESG Performance Indices	51, 136
	304-4	UCN Red List species and national conservation list of species with habitats in areas affected by operations	ESG Performance Indices	136

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ENVIRONMENTAL				
	GRI INDICATOR	DESCRIPTION	SECTION	PAGE NUMBER
<b>GRI 305: Emissions 2016</b>	103-1	Explanation of the material topic and its Boundary	Enhanced MPIC Sustainability Framework, ESG Reporting Methodology	19-21, 136, 152-154
	103-2	The management approach and its components	Our Sustainability Focus Areas and Actions	12-13, 74-106, 136
	103-3	Evaluation of the management approach	Our Sustainability Focus Areas and Actions	12-13, 74-106
	305-1	Direct (Scope 1) GHG emissions	2021 EESG Highlights, Our Value Creation Model, Business Strategy, and Review of Performance, ESG Performance Indices	9, 45-46, 66-67
	305-2	Indirect (Scope 2) GHG emissions	2021 EESG Highlights, Our Value Creation Model, Business Strategy, and Review of Performance, ESG Performance Indices	9, 45-46, 66-67
	<b>GRI 306: Waste 2020</b>	103-1	Explanation of the material topic and its Boundary	Enhanced MPIC Sustainability Framework, ESG Reporting Methodology
103-2		The management approach and its components	Our Sustainability Focus Areas and Actions	12-13, 74-106, 136
103-3		Evaluation of the management approach	Our Sustainability Focus Areas and Actions	12-13, 74-106
306-1		Waste generated	2021 EESG Highlights, Our Value Creation Model, Business Strategy, and Review of Performance, ESG Performance Indices	9, 45-46, 66-67, 138
306-2		Waste diverted from disposal	2021 EESG Highlights, ESG Performance Indices	9, 138
306-3		Waste directed to disposal	2021 EESG Highlights, ESG Performance Indices	9, 138

ENVIRONMENTAL				
	GRI INDICATOR	DESCRIPTION	SECTION	PAGE NUMBER
<b>GRI 307: Environmental Compliance 2016</b>	103-1	Explanation of the material topic and its Boundary	Enhanced MPIC Sustainability Framework, ESG Reporting Methodology	19-21, 136, 152-154
	103-2	The management approach and its components	Our Sustainability Focus Areas and Actions	12-13, 74-106, 136
	103-3	Evaluation of the management approach	Our Sustainability Focus Areas and Actions	12-13, 74-106
	307-1	Non-compliance with environmental laws and regulations	2021 EESG Highlights	9

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SOCIAL				
	GRI INDICATOR	DESCRIPTION	SECTION	PAGE NUMBER
<b>GRI 401: Employment 2016</b>	103-1	Explanation of the material topic and its Boundary	Enhanced MPIC Sustainability Framework, ESG Reporting Methodology	19-21, 136, 152-154
	103-2	The management approach and its components	Our Sustainability Focus Areas and Actions	12-13, 74-106, 136
	103-3	Evaluation of the management approach	Our Sustainability Focus Areas and Actions	12-13, 74-106
	401-1	New employee hires and employee turnover	2021 EESG Highlights, Our Value Creation Model, Business Strategy, and Review of Performance, ESG Performance Indices	9, 35-39, 43-46, 50-53, 66-67, 141-143, 154
	401-3	Parental Leave	ESG Performance Indices	145
<b>GRI 403: Occupational Health and Safety 2018</b>	103-1	Explanation of the material topic and its Boundary	Enhanced MPIC Sustainability Framework, ESG Reporting Methodology	19-21, 136, 152-154
	103-2	The management approach and its components	Our Sustainability Focus Areas and Actions	12-13, 74-106, 136
	103-3	Evaluation of the management approach	Our Sustainability Focus Areas and Actions	12-13, 74-106
	403-1	Occupational health & safety management system	Our Sustainability Focus Areas and Actions	102-106
	403-2	Hazard identification, risk assessment, and incident investigation	Our Sustainability Focus Areas and Actions	102-106
	403-3	Occupational health services	Our Sustainability Focus Areas and Actions	102-106
	403-4	Worker participation, consultation, and communication on occupational health and safety	Our Sustainability Focus Areas and Actions	102-106
	403-5	Worker training on occupational health and safety	Our Sustainability Focus Areas and Actions	102-106
	403-6	Promotion of worker health	Our Sustainability Focus Areas and Actions	102-106
403-8	Workers covered by an occupational health & safety management system	2021 EESG Highlights, ESG Performance Indices	9, 144	
<b>GRI 404: Training and Education 2016</b>	103-1	Explanation of the material topic and its Boundary	Enhanced MPIC Sustainability Framework, ESG Reporting Methodology	19-21, 136, 152-154
	103-2	The management approach and its components	Sustainability Focus Areas and Actions	12-13, 74-106, 136
	103-3	Evaluation of the management approach	Sustainability Focus Areas and Actions	12-13, 74-106
	404-1	Average hours of training per year per employee	EESG Highlights, Our Value Creation Model, Business Strategy, and Review of Performance, ESG Performance Indices	9, 45-46, 50-53, 66-67, 145

SOCIAL				
	GRI INDICATOR	DESCRIPTION	SECTION	PAGE NUMBER
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	103-1	Explanation of the material topic and its Boundary	Enhanced MPIC Sustainability Framework, ESG Reporting Methodology	19-21, 136, 152-154
	103-2	The management approach and its components	Our Sustainability Focus Areas and Actions	12-13, 74-106, 136
	103-3	Evaluation of the management approach	Our Sustainability Focus Areas and Actions	12-13, 74-106
	405-2	Ratio of Basic Salary and remuneration of women to men	2021 EESG Highlights	9
<b>GRI 413: Local Communities 2016</b>	103-1	Explanation of the material topic and its Boundary	Enhanced MPIC Sustainability Framework, ESG Reporting Methodology	19-21, 136, 152-154
	103-2	The management approach and its components	Our Sustainability Focus Areas and Actions	12-13, 74-106, 136
	103-3	Evaluation of the management approach	Our Sustainability Focus Areas and Actions	12-13, 74-106
	413-1	Operations with local community engagement, impact assessments, and development programs	Our Sustainability Focus Areas and Actions, ESG Performance Indices	91-95, 147-151
<b>GRI 416: Customer Health and Safety 2016</b>	103-1	Explanation of the material topic and its Boundary	Enhanced MPIC Sustainability Framework, ESG Reporting Methodology	19-21, 136, 152-154
	103-2	The management approach and its components	Sustainability Focus Areas and Actions	12-13, 74-106, 136
	103-3	Evaluation of the management approach	Sustainability Focus Areas and Actions	12-13, 74-106
	416-1	Assessment of the health and safety impacts of product and service categories	ESG Performance Indices	145
<b>GRI 419: Socioeconomic Compliance 2016</b>	103-1	Explanation of the material topic and its Boundary	Enhanced MPIC Sustainability Framework, ESG Reporting Methodology	19-21, 152-154
	103-2	The management approach and its components	Our Sustainability Focus Areas and Actions	74-106
	103-3	Evaluation of the management approach	Our Sustainability Focus Areas and Actions	74-106
	419-1	Non-compliance with laws and regulations in the social and economic area	ESG Performance Indices	145



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## ELECTRIC UTILITIES & POWER GENERATORS

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	SASB Code	SECTION	Page Number / Direct Answer
<b>Greenhouse Gas Emissions &amp; Energy Resource Planning</b>	(1) Gross global Scope 1 emissions, percentage covered under (2) emissions-limiting regulations, and (3) emissions-reporting regulations	Quantitative	Metric tons (t) CO <sub>2</sub> -e, Percentage (%)	IF-EU-110a.1	ESG Performance Indices	Scope 1: 10,051,294
	Greenhouse gas (GHG) emissions associated with power deliveries	Quantitative	Metric tons (t) CO <sub>2</sub> -e	IF-EU-110a.2	ESG Performance Indices	Scope 3: 32,813,094
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	n/a	IF-EU-110a.3	Our Value Creation Model, Business Strategy, and Review of Performance, Our Sustainability Focus Areas and Actions	28, 38, 82
	(1) Number of customers served in markets subject to renewable portfolio standards (RPS) and (2) percentage fulfillment of RPS target by market	Quantitative	Number, Percentage (%)	IF-EU-110a.4	-	Not available
<b>Air Quality</b>	Air emissions of the following pollutants: (1) NO <sub>x</sub> (excluding N <sub>2</sub> O), (2) SO <sub>x</sub> , (3) particulate matter (PM <sub>10</sub> ), (4) lead (Pb), and (5) mercury (Hg); percentage of each in or near areas of dense population	Quantitative	Metric tons (t), Percentage (%)	IF-EU-120a.1	-	SF6: 5,079 MT
<b>Water Management</b>	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m <sup>3</sup> ), Percentage (%)	IF-EU-140a.1	ESG Performance Indices	139-140
	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	Quantitative	Number	IF-EU-140a.2	-	0
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	n/a	IF-EU-140a.3	Our Value Creation Model, Business Strategy, and Review of Performance	29
<b>Coal Ash Management</b>	Amount of coal combustion residuals (CCR) generated, percentage recycled	Quantitative	Metric tons (t), Percentage (%)	IF-EU-150a.1	-	254,325 MT, 55%
	Total number of coal combustion residual (CCR) impoundments, broken down by hazard potential classification and structural integrity assessment	Quantitative	Number	IF-EU-150a.2	-	3

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	SASB Code	SECTION	Page Number / Direct Answer
<b>Energy Affordability</b>	Average retail electric rate for (1) residential, (2) commercial, and (3) industrial customers	Quantitative	Rate	IF-EU-240a.1	-	(1) 9.4 (2) 8.2 (3) 6.8
	Typical monthly electric bill for residential customers for (1) 500 kWh and (2) 1,000 kWh of electricity delivered per month	Quantitative	Reporting currency	IF-EU-240a.2	-	(1) 50 kWh: ₱5,028 (2) 100 kWh: ₱10,137
	Number of residential customer electric disconnections for non-payment, percentage reconnected within 30 days	Quantitative	Number, Percentage (%)	IF-EU-240a.3	-	907,618; 79%
	Discussion of impact of external factors on customer affordability of electricity, including the economic conditions of the service territory	Discussion and Analysis	n/a	IF-EU-240a.4	Our Value Creation Model, Business Strategy, and Review of Performance, Our Sustainability Focus Areas and Actions	28-29, 36, 38, 75
<b>Workforce Health &amp; Safety</b>	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	Quantitative	Rate	IF-EU-320a.1	-	TRIR: 1; Fatality Rate: 1;
<b>End-Use Efficiency &amp; Demand</b>	Percentage of electric utility revenues from rate structures that (1) are decoupled and (2) contain a lost revenue adjustment mechanism (LRAM)	Quantitative	Percentage (%)	IF-EU-420a.1	-	Not Applicable
	Percentage of electric load served by smart grid technology	Quantitative	Percentage (%) by megawatt hours (MWh)	IF-EU-420a.2	-	0.7854 (Clark Electric Distribution Corporation)
	Customer electricity savings from efficiency measures, by market	Quantitative	Megawatt hours (MWh)	IF-EU-420a.3	-	Not Applicable
<b>Nuclear Safety &amp; Emergency Management</b>	Total number of nuclear power units, broken down by U.S. Nuclear Regulatory Commission (NRC) Action Matrix Column	Quantitative	Number	IF-EU-540a.1	-	Not Applicable
	Description of efforts to manage nuclear safety and emergency preparedness	Discussion and Analysis	n/a	IF-EU-540a.2	-	Not Applicable
<b>Grid Resiliency</b>	Number of incidents of non-compliance with physical and/or cybersecurity standards or regulations	Quantitative	Number	IF-EU-550a.1	-	0
	1) System Average Interruption Duration Index (SAIDI), (2) System Average Interruption Frequency Index (SAIFI), and (3) Customer Average Interruption Duration Index (CAIDI), inclusive of major event days	Quantitative	Minutes, Number	IF-EU-550a.2	-	SAIDI: 138.77 SAIFI: 1.41 CAIDI: 98.43

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ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	SASB Code	SECTION	Page Number / Direct Answer
Number of: (1) residential, (2) commercial, and (3) industrial customers served	Quantitative	Number	IF-EU-000.A	-	7.4 million customers served (Residential: 6.8 million, Commercial: 0.6 million, Industrial: 0.01 million)
Total electricity delivered to: (1) residential, (2) commercial, (3) industrial, (4) all other retail customers, and (5) wholesale customers	Quantitative	Megawatt hours (MWh)	IF-EU-000.B	-	Energy Sales GWH: (1) Residential: 16,913 (2) Commercial: 15,234 (3) Industrial: 13,782
Length of transmission and distribution lines	Quantitative	Kilometers (km)	IF-EU-000.C	-	18,822 (Meralco DU); 477 (Clark Electric)
Total electricity generated, percentage by major energy source, percentage in regulated markets	Quantitative	Megawatt hours (MWh), Percentage (%)	IF-EU-000.D	-	Fuel Mix: Coal 32.75%, Natural Gas 48.50%, WESM 10.17%, Oil 5.56%, Solar 0.64%  Power Sources: IPP/ Old PSA 52%, New PSA 23%, Other RES 16%, WESM 8%, Special Contracts 1%
Total wholesale electricity purchased	Quantitative	Megawatt hours (MWh)	IF-EU-000.E	-	Note: Sourced from Wholesale Electricity Spot Market (WESM) and sold to captive customers only.  Meralco: 3,380,580.96 Clark Electric: 68,042.11

## WATER UTILITIES & SERVICES

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	SASB Code	SECTION	Page Number / Direct Answer
<b>Energy Management</b>	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	IF-WU-130a.1	ESG Performance Indices	140
<b>Distribution Network Efficiency</b>	Water main replacement rate	Quantitative	Rate	IF-WU-140a.1	-	71% 2008-2021; 4% in 2021
	Volume of non-revenue real water losses	Quantitative	Thousand cubic meters (m <sup>3</sup> )	IF-WU-140a.2	-	667 (average Non-Revenue Water at the District Meter Area)
<b>Effluent Quality Management</b>	Number of incidents of non-compliance associated with water effluent quality permits, standards, and regulations	Quantitative	Number	IF-WU-140b.1	-	1
	Discussion of strategies to manage effluents of emerging concern	Discussion and Analysis	n/a	IF-WU-140b.2	Our Value Creation Model, Business Strategies, and Review of Performance, Our Sustainability Focus Areas and Actions	30-31, 77

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	SASB Code	SECTION	Page Number / Direct Answer
<b>Water Affordability &amp; Access</b>	Average retail water rate for (1) residential, (2) commercial, and (3) industrial customers	Quantitative	Rate	IF-WU-240a.1	-	(1) residential ₱25.18/CBM (2) commercial ₱77.38/CBM (3) industrial ₱87.21/CBM
	Typical monthly water bill for residential customers for 10 Ccf of water delivered per month	Quantitative	Reporting currency	IF-WU-240a.2	-	₱130.42/first 10 CBM
	Number of residential customer water disconnections for non-payment, percentage reconnected within 30 days	Quantitative	Number, Percentage (%)	IF-WU-240a.3	-	250,308 disconnected residential customers and reconnected 28% within 30 days
	Discussion of impact of external factors on customer affordability of water, including the economic conditions of the service territory	Discussion and Analysis	n/a	IF-WU-240a.4	Our Value Creation Model, Business Strategy, and Review of Performance, Our Sustainability Focus Areas and Actions	30-31, 77
<b>Drinking Water Quality</b>	Number of (1) acute health-based, (2) nonacute health-based, and (3) non-health-based drinking water violations	Quantitative	Number	IF-WU-250a.1	-	0
	Discussion of strategies to manage drinking water contaminants of emerging concern	Quantitative	n/a	IF-WU-250a.2	Our Value Creation Model, Business Strategy, and Review of Performance, Our Sustainability Focus Areas and Actions	30-31, 51, 77-78, 87
<b>End-Use Efficiency</b>	Percentage of water utility revenues from rate structures that are designed to promote conservation and revenue resilience	Quantitative	Percentage (%)	IF-WU-420a.1	-	Lifeline Discount - 41% for Basic charges for Residential Accts consuming 10 cu.m and below
	Customer water savings from efficiency measures, by market	Quantitative	Cubic meters (m <sup>3</sup> )	IF-WU-420a.2	-	Data Not Available
<b>Water Supply Resilience</b>	Total water sourced from regions with High or Extremely High Baseline Water Stress, percentage purchased from a third party	Quantitative	Thousand cubic meters (m <sup>3</sup> ), Percentage (%)	IF-WU-440a.1	-	0
	Volume of recycled water delivered to customers	Quantitative	Thousand cubic meters (m <sup>3</sup> )	IF-WU-440a.2	-	24,368.57
	Discussion of strategies to manage risks associated with the quality and availability of water resources	Discussion and Analysis	n/a	IF-WU-440a.3	Our Value Creation Model, Business Strategy, and Review of Performance, Our Sustainability Focus Areas and Actions	30-31, 51, 54, 76-78, 87

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TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	SASB Code	SECTION	Page Number / Direct Answer
<b>Network Resiliency &amp; Impacts of Climate Change</b>	Wastewater treatment capacity located in 100-year flood zones	Quantitative	Cubic meters (m <sup>3</sup> ) per day	IF-WU-450a.1	-	22
	(1) Number and (2) volume of sanitary sewer overflows (SSO), (3) percentage of volume recovered	Quantitative	Number, Cubic meters (m <sup>3</sup> ), Percentage (%)	IF-WU-450a.2	-	(1) 612 Interceptor Box Systems  (2) 76,682,617 cu. m (this is the flow that we are expecting to receive from the households)  (3) WMD captured 91% of the expected flow in the area that we deliver sewerage services
	(1) Number of unplanned service disruptions, and (2) customers affected, each by duration category	Quantitative	Number	IF-WU-450a.3	-	Data Not Available
	Description of efforts to identify and manage risks and opportunities related to the impact of climate change on distribution and wastewater infrastructure	Discussion and Analysis	n/a	IF-WU-450a.4	Our Value Creation Model, Business Strategy, and Review of Performance, Our Sustainability Focus Areas and Actions	29, 51, 53, 77, 78

ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	SASB Code	SECTION	Page Number / Direct Answer
Number of: (1) residential, (2) commercial, and (3) industrial customers served, by service provided	Quantitative	Number	IF-WU-000.A	-	Customer mix: Domestic 83.87%, Commercial 11.41%, Industrial 4.72%
Total water sourced, percentage by source type	Quantitative	Cubic meters (m <sup>3</sup> ), Percentage (%)	IF-WU-000.B	ESG Performance Indices	139-140
Total water delivered to: (1) residential, (2) commercial, (3) industrial, and (4) all other customers	Quantitative	Thousand cubic meters (m <sup>3</sup> )	IF-WU-000.C	-	(1) residential 435.88 (2) commercial 59.27 (3) industrial 24.50
Average volume of wastewater treated per day, by (1) sanitary sewer, (2) stormwater, and (3) combined sewer	Quantitative	Cubic meters (m <sup>3</sup> ) per day	IF-WU-000.D	-	(1) wastewater 107,043 (2) storm water not measured (3) combined sewer 83,306
Length of (1) water mains and (2) sewer pipe	Quantitative	Kilometers (km)	IF-WU-000.E	-	(1) water mains 7,748 (2) sewer pipe 607

## ENGINEERING & CONSTRUCTION SERVICES

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	SASB Code	SECTION	Page Number / Direct Answer
<b>Environmental Impacts of Project Development</b>	Number of incidents of non-compliance with environmental permits, standards, and regulations	Quantitative	Number	IF-EN-160a.1	-	Zero (0)
	Discussion of processes to assess and manage environmental risks associated with project design, siting, and construction	Discussion and Analysis	n/a	IF-EN-160a.2	Our Value Creation Model, Business Strategy, and Review of Performance, Our Sustainability Focus Areas and Actions	28, 44, 47, 76
<b>Structural Integrity &amp; Safety</b>	Amount of defect- and safety-related rework costs	Quantitative	Reporting currency	IF-EN-250a.1	-	Zero (0)
	Total amount of monetary losses as a result of legal proceedings associated with defect- and safety-related incidents	Quantitative	Reporting currency	IF-EN-250a.2	-	Zero (0)
<b>Workforce Health &amp; Safety</b>	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	Rate	IF-EN-320a.1	-	a) 1.79 2) 0
<b>Lifecycle Impacts of Buildings &amp; Infrastructure</b>	Number of (1) commissioned projects certified to a third-party multi-attribute sustainability standard and (2) active projects seeking such certification	Quantitative	Number	IF-EN-410a.1	-	Zero (0)
	Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design	Discussion and Analysis	n/a	IF-EN-410a.2	Our Value Creation Model, Business Strategy, and Review of Performance, Our Sustainability Focus Areas and Actions	28, 44, 85-86
<b>Climate Impacts of Business Mix</b>	Amount of backlog for (1) hydrocarbon-related projects and (2) renewable energy projects	Quantitative	Reporting currency	IF-EN-410b.1	-	Zero (0)
	Amount of backlog cancellations associated with hydrocarbon-related projects	Quantitative	Reporting currency	IF-EN-410b.2	-	Zero (0)
	Amount of backlog for non-energy projects associated with climate change mitigation	Quantitative	Reporting currency	IF-EN-410b.3	-	Zero (0)



# Sustainability Accounting Standards Board Content Index



TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	SASB Code	SECTION	Page Number / Direct Answer
<b>Business Ethics</b>	(1) Number of active projects and (2) backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Quantitative	Number, Reporting currency	IF-EN-510a.1	-	Zero (0)
	Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption and (2) anti-competitive practices	Quantitative	Reporting currency	IF-EN-510a.2	-	Zero (0)
	Description of policies and practices for prevention of (1) bribery and corruption, and (2) anti-competitive behavior in the project bidding processes	Discussion and Analysis	n/a	IF-EN-510a.3	Our Value Creation Model, Business Strategy, and Review of Performance	44

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	SASB Code	SECTION	Page Number / Direct Answer
<b>Competitive Behavior</b>	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	Reporting currency	TR-RA-520a.1	-	Zero (0)
<b>Accident &amp; Safety Management</b>	Number of accidents and incidents	Quantitative	Number	TR-RA-540a.1	-	39
	Number of (1) accident releases and (2) non-accident releases (NARs)	Quantitative	Number	TR-RA-540a.2	-	Zero (0)
	Number of Federal Railroad Administration (FRA) Recommended Violation Defects	Quantitative	Number	TR-RA-540a.3	-	Zero (0)
	Frequency of internal railway integrity inspections	Quantitative	Rate	TR-RA-540a.4	-	Daily

ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	SASB Code	SECTION	Page Number / Direct Answer
Number of active projects	Quantitative	Number	IF-EN-000.A	-	Zero (0)
Number of Commissioned projects	Quantitative	Number	IF-EN-000.B	-	Zero (0)
Total backlog	Quantitative	Reporting Currency	IF-EN-000.C	-	Zero (0)

In lieu of the SASB requirement of number of carloads transported and intermodal units transported, which do not apply to LRMC, we measure our performance efficiency through the following activity metrics below:

ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	SASB Code	SECTION	Page Number / Direct Answer
Available Light Rail Vehicles (LRVs)	Quantitative	Number	TR-RA-000.A	-	120 LRVs
Average daily ridership	Quantitative	Number	TR-RA-000.B	-	124,239
Track miles	Quantitative	Miles	TR-RA-000.C	-	12.21
Number of Employees	Quantitative	Number	TR-RA-000.E	-	1,144

## RAIL TRANSPORTATION

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	SASB Code	SECTION	Page Number / Direct Answer
<b>Greenhouse Gas Emissions</b>	Gross global Scope 1 emissions	Quantitative	Metric tons (t) CO <sub>2</sub> -e	TR-RA-110a.1	-	121.68
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	n/a	TR-RA-110a.2	Our Value Creation Model, Business Strategy, and Review of Performance, Our Sustainability Focus Areas and Actions	28, 67, 83
	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	TR-RA-110a.3	ESG Performance Indices	140
<b>Air Quality</b>	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, and (3) particulate matter (PM10)	Quantitative	Metric tons (t), Percentage (%)	TR-RA-120a.1	-	No measurements made. Not measured at the moment
<b>Employee Health &amp; Safety</b>	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	Quantitative	Rate	TR-RA-320a.1	-	1) Zero (0) 2) Zero (0) 3) Zero (0)

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	Principle 2: Make sure that they are not complicit in human rights abuses	Our Sustainability Focus Areas and Actions	91-95, 103-106
Labour	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Governance and Enterprise Risk Management, ESG Performance Indices: People	111, 146
	Principle 4: The elimination of all forms of forced and compulsory labour	Our Sustainability Focus Areas and Actions, Our Governance and Enterprise Risk Management Strategy	103-106, 111
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Metro Pacific Investments Corporation  
10/F MGO Building, Legaspi corner Dela Rosa Streets,  
Makati City, 0721, Philippines  
+63 2 8888 0888  
[www.mpic.com.ph](http://www.mpic.com.ph)