LT GROUP, INC.

Vision Beyond Boundaries

2024 Sustainability Report

Contents

About the Report

Since the launch of our sustainability efforts in 2019, LT Group, Inc. (referred as "LTG," "Company," or "Group" in this report) has continuously evolved our practices to promote responsible business operations and long-term value creation.

For this year onwards, the Group transitions to Integrated Reporting, underscoring our strengthened commitment to Environmental, Social, and Governance (ESG) principles. This shift to Integrated Reporting reflects our dedication to providing a more holistic and transparent view of how financial and non-financial factors intertwine to drive sustainable growth.

About the Theme

As we present our maiden Integrated Report for the 2024 reporting cycle, ***Vision Beyond Boundaries*** reflects our Company's determination to break past traditional limits and lead with a bold, forward-thinking spirit. This theme captures our drive to innovate, embrace new opportunities, and continuously push ourselves to achieve greater heights. It symbolizes our commitment to transformative growth that benefits not only our business but society and the environment as well.

This vision extends to how we conduct business, setting higher standards in corporate governance rooted in transparency, integrity, and accountability. Through this report, we affirm our pledge to make every decision count toward building a more sustainable, inclusive, and responsible future—one where we leave a lasting, positive impact on our stakeholders and the communities we serve.

Reporting Scope and Boundaries

GRI 2-2, 2-3, 2-5

This report covers the period from January 1 to December 31, 2024, encompassing LTG as a holding company and our subsidiaries: Asia Brewery, Eton, Tanduay, PNB Holdings Corporation (PHC), and Philippine National Bank (PNB). While PNB's initiatives are included, they also publish a separate sustainability report. PMFTC, under the management of Philip Morris International Inc. (PMI), has limited coverage in this report, with its sustainability disclosures provided separately by PMI.

Financial statements were audited by SGV & Co., and non-financial data, though not externally assured, underwent thorough internal review and verification.

Reporting Guidelines and Standards

At LTG, we demonstrate our commitment to global sustainable development by adhering to international sustainability reporting standards. Transparency and accuracy are central to our disclosures, ensuring our contributions are both impactful and measurable in building a more sustainable future. This report adheres to the following standards:

- Global Reporting Initiative (GRI)
- Sustainability Accounting Standards Board (SASB)
- IFRS S1 *General Requirements for Disclosure of Sustainability-related Financial Information*
- IFRS S2 *Climate-related Disclosures*
- Securities and Exchange Commission (SEC)
- United Nations' Sustainable Development Goals (SDGs)

2024 Our Business at a Glance

GRI 2-1

In 2012, as part of its expansion strategy, LTG previously named Tanduay Holdings, Inc. (THI), embarked on a significant milestone. diversifying its investment portfolio. This move included acquiring shares in Fortune Tobacco Corporation (FTC), Philippine National Bank (PNB), Allied Banking Corporation, Asia Brewery Inc. (ABI), Eton Properties Philippines, Inc. (EPPI). During the same year, the Company officially transitioned into a conglomerate and rebranded as LT Group, Inc.

This strategic shift expanded LTG's presence into multiple sectors, including tobacco, beverages, property development, distilled spirits, and banking. The Majority of the shares are held by Dr. Lucio C. Tan, his family, and assignees. LTG and its subsidiaries, collectively referred to as the Group, are the focus of this Sustainability Report. As of today, Tangent Holdings Corporation, LTG's ultimate parent company, holds a 74.36% ownership stake.

LTG remains committed to innovation, continually diversifying its product offerings and exploring international markets. This dedication reflects the Group's commitment to staying at the forefront of industry trends and remaining relevant in a constantly evolving market.

LT Group Logo/ Vision/ Mission

LTG operates with a clear vision and mission to deliver exceptional products and services, build a robust distribution network, leverage strategic synergies, support the well-being of employees and communities, and actively contribute to environmental sustainability.

To stay aligned with evolving goals and market conditions, the Board of Directors reviews and approves the Vision and Mission Statements each year. The most recent review took place on February 18, 2025.

About the LT Group's Logo

The LT Group, Inc. logo embodies the strength and unity that define the Group's identity. Designed with precision, it features balanced lines and curves forming a symmetrical tree with a mystical, Eastern-Oriental aesthetic—a nod to LTG's rich Chinese heritage.

The tree symbolizes life, growth, and resilience, representing the company's deep connection to its roots while emphasizing its commitment to progress and value creation. Its spreading branches illustrate the interconnectedness of LTG's subsidiaries and stakeholders. Enclosed by two circles, the inner circle reflects continuity and enduring values, while the outer circle signifies solidarity and the unity that binds all elements within the logo.

Vision

To be a world-class conglomerate at the forefront of Philippine economic growth, successfully maintaining a strong presence and dominant position in key Philippine industries while driving sustainable progress. We aim to create lasting value for our consumers, communities, employees, business partners, and shareholders through responsible leadership, environmental stewardship, and inclusive practices that benefit both current and future generations.

Mission

Anchored to its Vision, the LT Group, Inc. commits:
To increase stockholder values through long-term and sustainable growth in its major business groups, fostering resilience and innovation in response to environmental and social challenges.

To continuously improve the value of its products and services while ensuring sustainable sourcing, production, and distribution, providing consumers with more environment-friendly and responsible choices.

To build the largest, most effective distribution network with a focus on minimizing environmental impact and maximizing accessibility, thereby contributing to the sustainable development of communities.

To leverage synergies across our businesses to not only improve revenues and cost structure but also reduce waste, energy consumption, and carbon footprint.

To enhance the welfare of its employees and the communities by fostering an inclusive, equitable, and safe working environment, promoting human rights, and actively contributing to the sustainable development of the communities where we operate.

Our Partnership

GRI 2-6

LTG's corporate framework clearly illustrates the strong connection between the parent company and its subsidiaries, fostering seamless collaboration across the Group. Each subsidiary, with the exception of Victoria Milling Company Inc., and ALI-Eton Development Corporation, further extends its reach by establishing its own set of subsidiaries.

Several of LTG's subsidiaries have implemented vertical integration in their supply chains to boost operational efficiency and streamline business processes. This approach reflects the Group's commitment to resilience and efficiency throughout its portfolio.

1 Owns 50% less 1 share
2 Voting control at 59.83%

Memberships and Associations

GRI 2-28

Asia Brewery

- Cabuyao River Protection Advocates (CaRPA) - ABI as President -Dr. Alberto D. Rivera, SVP Supply Chain Head
- ALPrESH - Advocates, Leaders and professionals in Environment, Safety and Health under Association of Safety and Heath Practitioner (ASPPI), member
- People Management Association of the Philippines (PMAP), member
- Employers Confederation of the Philippines (ECOP), member
- Philippine Society for Training and Development (PSTD), member
- Semiconductor and Electronics Industries in the Philippines (SEIPI), member
- International Bottled Water Association, member

Eton

- Philippine Society for Talent and Development, *member*
- Employees Confederation of the Philippines, *member*
- Philippine Association of National Advertisers, *member*
- IT & Business Process Association of the Philippines, *member*
- Urban Land Institute, founding *member*

PNB

- ACI Philippines, The Financial Markets Association Inc.
- Analytics and Artificial Intelligence Association of the Philippines (AAIAP)
- Asian Bankers Association (ABA)
- Association of Bank Remittance Officers (ABROI)
- Association of Bank Compliance Officers (ABCOMP)
- Association of Certified Anti-Money Laundering Specialists (ACAMS)
- Association of Certified Fraud Examiners (ACFE)
- Association of Certified Public Accountants in Commerce & Industry (ACPACI)
- Association of Philippine Correspondent Bank Officers, Inc. (APCBOI)
- Bank Marketing Association of the Philippines (BMAP)
- Bank Security & Management Association Inc. (BSMA)
- Bankers Association of the Philippines (BAP)
- Bankers Institute of the Philippines (BAIPHIL)
- BAP Credit Bureau, Inc (BAPCBI)
- BAP Data Exchange, Inc. (BAPDEX)
- British Chamber of Commerce Philippines (BCCP)
- Business Continuity Managers Assocation of the Philippines (BCMAP)
- Business for Sustainable Development
- Butuan City Bankers Club
- Cebu Chamber of Commerce & Industry, Inc.
- Chamber of Commerce of the Philippine Islands (CCPI)
- Chartered Financial Analyst (CFA)
- Clearing Officers Club Inc. (COCI)
- Credit Card Association of the Philippines (CCAP)
- Credit Management Association of the Phils, Inc. (CMAP)
- Employers Confederation of the Philippines (ECOP)
- European Chamber of Commerce of the Philippines (ECCP)
- Federation of Philippine Industries, Inc. (FPII)
- Federation of Filipino-Chinese Chambers of Commerce and Industry, Inc. (FFCCCII)
- Financial Executives Institute of the Philippines (FINEX)
- Fintech Alliance Ph
- Fund Managers Association of the Philippines (FMAP)
- Good Governance Advocates and Practitioners of the Philippines (GGAPP)
- IAG's various membership organizations
- Information Systems Audit and Control Association (ISACA)
- Institute of Corporate Directors (ICD)
- Institute of Internal Auditors of the Philippines (IIA)
- Integrated Bar of the Philippines (IBP)
- International Association of Privacy Professional (IAPP)
- Japanese Chamber of Commerce & Industry of the Philippines, Inc. (JCCIP)
- Malaybalay Banker's Association
- Management Association of the Philipines (MAP)
- Money Market Association of thePhilippines (MART)
- National Association of Securities Broker Salesmen, Inc. (NASBI)
- People Management Association of the Philippines, Inc. (PMAP)
- Philippine Association of National Advertisers, Inc. (PANA)
- Philippine Business Coalition for Women Empowerment (PBCWE)
- Philippine Chamber of Commerce & Industry (PCCI)
- Philippine Dealing & Exchange Corporation (PDEX)
- Philippine Payments Management, Inc. (PPMI)
- Pampanga Chamber of Commerce
- Southern Bukidnon Bankers Association
- Tax Management Association of the Philippines (TMAP)
- Trust Officers Association of the Philippines (TOAP)

PHC

- Urban Land Institute, *member*
- Makati Central Estate Association (MACEA)

Tanduay

- ADI: EPAP (Ethanol Producers Association of the Philippines), *Chairman*
- ADI: CARD Foundation, *Chairman*

Awards and Recognition

Asia Brewery

- Recognition for Sustainable Development Partner 2024 – City of Sta. Rosa, Laguna
- Bantayog ng Lawa Recognition 2024 – Laguna Lake Development Authority
- Country Movers Award 2024 – Philippine Chamber of Commerce and Industry

Eton

- 2024 Lion Awardee- Top 10 taxpayers in Sta. Rosa, Laguna

LTG

- Forbes' World's Best Employers 2024- Ranked 600+
- ASEAN Corporate Governance Scorecard (ACGS) 2024 Golden Arrow Awards – Two Golden Arrow Awardee

PNB

- Forbes World's Best Banks 2024 – Best Bank in the Philippines
- International Business Magazine Awards 2024 – Most Admired Financial Services Provider in the Philippines
- Euromoney Private Banking Awards 2024 – Best Bank for Investment Research in the Philippines
- ASEAN Corporate Governance Scorecard (ACGS) 2024 Golden Arrow Awards – Four Golden Arrow Awardee
- Asian Banking and Finance: Retail Banking Awards 2024 –Rebranding Campaign of the Year in the Philippines for PNB *Every Step Together*
- The Digital Banker's Digital CX Awards 2024 – Excellence in Customer Service Innovation under the Strategy Awards category
- Asian Experience Awards 2024 – Philippines' Digital Experience of the Year – Banking for PNB Singapore Mobile App
- The Asset Benchmark Research Awards 2024 - Highly Commended in the Top Investment Houses for Trust and Investment
- The Asset Benchmark Research Awards 2024 - 2nd Most Astute Investor under the Portfolio Management category for Albert Joseph Hampton, Head of Investment and Execution Department
- Catholic Mass Media Awards (CMMA) 2024 – Best Branded Digital Ad for PNB's *Every Step Together*
- 17th Annual Best Deal & Solution Awards 2023 – PNB Capital and Investment Corporation won as Best PPP & Blended Financing Infrastructure Deal of the Year for San Miguel Corporation Mass Rail Transit Inc.'s Php 100 billion Syndicated Term Loan Facility
- 17th Annual Best Deal & Solution Awards 2023 – PNB Capital and Investment Corporation won as Best Local Currency Bond Deal of the Year in the Philippines for San Miguel Corporation's Php 60 billion Fixed Rate Bonds
- 17th Annual Best Deal & Solution Awards 2023 – PNB Capital and Investment Corporation won as Best Multi-year Bond of the Year in the Philippines for Aboitiz Equity Ventures Inc.'s Php 17.45 billion (2-, 5- and 10-year) Fixed Rate Bonds
- PDS Annual Awards – Top 1 Fixed-Income Brokering Participant
- PDS Annual Awards – Top 5 Fixed-Income Cash Settlement Bank
- PAG-IBIG Funds Chairman's Report 2023 Excellence Awards - Highest amount in payments collected from Overseas Pag-IBIG Fund members
- PAG-IBIG Funds Chairman's Report 2023 Excellence Awards - Highest number of transactions of Overseas Pag-IBIG Fund members
- LinkedIn Talent Awards 2024 – Learning Champion under the 5,000 to 10,000 employees on LinkedIn category
- Philippine Daily Inquirer and Statista's Philippines' Best Employers 2025 – Listed as One of the Top Employers in the Philippines

PHC

- Delaware Philippines. – Collaboration Excellence Award
- SAP Customer Excellence Award for SEA 2024- 2nd Runner-Up
- LinkedIn Talent Awards 2024-Best Employer Brand on LinkedIn

Tanduay

- Tanduay, 2024 World Branding Awards

Our Businesses

GRI 2-6

Beverages

Since its establishment in 1982, Asia Brewery, Inc. has become a prominent name in the beverage industry, known for delivering quality and affordable products to a wide audience. Initially breaking into the market by challenging the beer industry monopoly with a pioneering brand, the company has since evolved into a diversified enterprise offering a wide range of beverages. With a robust distribution network comprised of exclusive distributors, Asia Brewery ensures its products reach nationwide mass consumers efficiently. Today, the company is recognized for its strong presence in both non-alcoholic and alco-mix beverage segments, boasting a portfolio of over 40 alcoholic and 62 non-alcoholic beverages, including popular brands like Absolute, Summit, Cobra Energy Drink, Nestea, Beer na Beer, Tanduay Ice, and Vitamilk. This commitment to variety and quality has solidified Asia Brewery's reputation as a trusted beverage provider.

Property Development

Eton Properties Philippines Inc., established in 2007, is one of the Philippines' leading real estate developers, with a vision to become the most trusted property developer in the country. Backed by its international counterpart, Eton Properties Ltd., with a strong presence in Hong Kong and mainland China, Eton specializes in developing commercial, office, and residential properties. Its portfolio includes 36 projects, such as iconic office buildings like Centris Cyberpod in Quezon City and Eton Cyberpod Corinthian in Ortigas, along with thriving mixed-use townships, such as the 600-hectare Eton City in Sta. Rosa, Laguna, which seamlessly integrates commercial centers and residential developments. Eton's latest venture, Parklinks in Quezon City, in partnership with Ayala Land, Inc., reflects its commitment to reshaping urban spaces and addressing market needs with innovation and precision.

Eton Properties Philippines, Inc.

On the other hand, PNB Holdings Corporation (PHC) aims to be the premier developer of sustainable high-end luxury properties in the Philippines, transforming its prime assets into iconic architectural landmarks and world-class master-planned mixed-use developments. PHC's portfolio includes the PNB Financial Center in Pasay City, the PNB Makati Center, and the 8,000-square-meter PHC Buendia Property at the intersection of Sen. Gil J. Puyat Avenue and Paseo de Roxas in Makati City, among other key investment properties. As part of its growth strategy, PHC is actively seeking strategic investors with proven expertise in property development and financial strength to maximize the value and potential of these prime locations.

Banking

Established in 1916 and privatized in 2007, the Philippine National Bank (PNB) is one of the Philippines' oldest and largest financial institutions, proudly known as the "Bangko ng Bayan" or the people's bank. Over its 110-year history, PNB has remained resilient, evolving to meet the changing needs of its customers through continuous innovation and service excellence. With a strong domestic network of 631 branches and offices and 72 overseas locations, PNB serves a diverse clientele ranging from individuals to corporations and government entities, offering traditional banking services alongside digital solutions. From pioneering rural banking in the 1920s to opening its first international branch in New York in 1917, PNB continues to play a vital role in both the local and global financial landscape.

PNB
EVERY STEP TOGETHER

pmftc

Tobacco

In 2010, Philip Morris Philippines Manufacturing Inc. (PMPMI) and Fortune Tobacco Corporation (FTC) joined forces to establish PMFTC Inc., marking a significant milestone in the tobacco industry. PMPMI, which began producing Marlboro in 1955 under a licensing agreement, and FTC, founded by Dr. Lucio C. Tan in 1965, brought together decades of expertise. Today, PMFTC dominates the market, manufacturing five of the top 10 cigarette brands in the Philippines, cementing its position as a key industry leader.

Distilled Spirits

Tanduay Distillers Inc. is a leading liquor producer in the Philippines, known for its extensive product line and robust distribution network, which spans over 220,000 points of sale and 15 exclusive distributors nationwide. Established in 1988, Tanduay manufactures a variety of distilled spirits, including rhum, brandy, whiskey, and gin, and exports its products globally through Tanduay Brands International, Inc. (TBII). TBII, fully acquired in 2006, strategically markets Tanduay's products, enhancing its visibility in the competitive distilled spirits industry. Tanduay's subsidiary, Absolut Distillers Inc. (ADI), specializes in high-quality ethyl alcohol and sustainable production practices, supporting both alcoholic and non-alcoholic beverage sectors while championing employee empowerment and stakeholder engagement.

TRADE MARK 1854
TANDUAY Distillers, Inc.

Embedding Sustainability in our Footprint

Our Sustainability Framework

GRI 2-6

As one of the Philippines' leading holding companies, LTG is unwavering in its commitment to fostering positive change and building a future where prosperity and sustainability go hand in hand. Anchored in our core purpose and mission, we recognize the critical role sustainability plays in every aspect of our operations. To guide us in achieving this vision, we have established a comprehensive Sustainability Framework.

This framework is built on the core principles of our organization and informed by rigorous materiality assessments. To maintain progress and drive improvement, LTG has developed Key Performance Indicators (KPIs) within this framework. These KPIs allow us to track our sustainability goals, assess our performance, and make informed, data-driven decisions. Our KPIs and targets are reviewed and refined every 2-5 years, in alignment with our policies and sustainability action plans, with oversight from the Parent Company to ensure consistency and accountability in meeting our sustainability objectives.

- Sustained financial performance despite market challenges.
- Improvement of banking and beverages sectors' revenue streams to future-proof the business.
- Strengthened governance structures to support resilience and adaptability.
- Commitment to sustainability as a driver of long-term value creation.

SDGs Impact: SDGs 8, 9, 10, 13, 17

- Efficiency in energy consumption and greenhouse gas emissions.
- Implementation of waste management and circular economy initiatives.
- Compliance with local and international environmental regulations.
- Adoption of sustainable supply chain practices across all subsidiaries.
- Investment in operational efficiency to minimize resource use and costs.

SDGs Impact: 6, 7, 9, 12, 13

- Expansion of product offerings to align with consumer demand.
- Continued focus on high-quality, responsibly sourced products.
- Integration of sustainability principles into product development processes.
- Enhanced customer satisfaction through innovation and value-added services.
- Leveraging technology to improve access and convenience for stakeholders.

SDGs Impact: 2, 3, 8, 9, 12

- Comprehensive health, safety, and wellness programs for employees.
- Promotion of diversity, equity, and inclusion across all business units.
- Increased employee engagement through skills development and training.
- Active participation in community-building initiatives via CSR programs.
- Targeted support for education, healthcare, and livelihood opportunities in local communities.

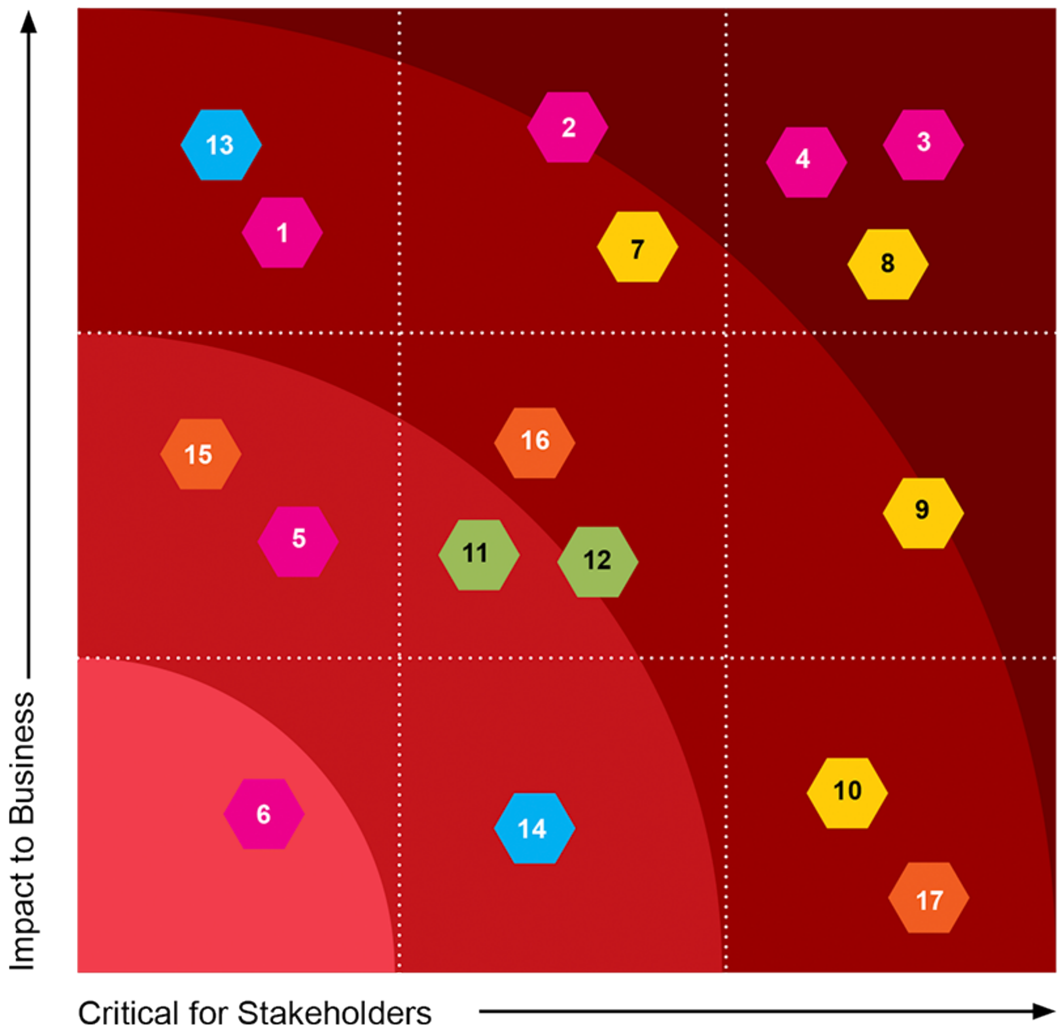
SDGs Impact: 1, 3, 4, 5, 8, 10, 11, 13

Approach to Materiality and Stakeholder Engagement

GRI 2-9, 3-1, 3-2

The Board of Directors of each LTG subsidiary acknowledges its responsibility to embed sustainability principles into both corporate governance and risk management frameworks. To ensure relevance and impact, each subsidiary conducts its own materiality assessment, identifying the sustainability issues most pertinent to its stakeholders and operational structure. These assessments involve desk reviews and surveys, with the data reported internally to the respective Sustainability Technical Work Groups, Steering Committees, and other relevant units at the subsidiary level. At the Parent Company level, the results are also reported to the Corporate Governance and Sustainability Committee. After which, the reported results are consolidated and subsidiary material topics are evaluated and ranked to ensure strategic alignment with the Group's sustainability priorities.

Following these assessments and validation sessions, we are able to identify the most pressing issues for our stakeholders across the ESG areas as highlighted in the graph below.



ECONOMIC and GOVERNANCE
1. Socio-economic and Environmental Compliance
2. Ethical Operations
3. Good Governance
4. Economic Performance
5. Customer Engagement and Satisfactio
6. Illicit Trade

EMPLOYEES
7. Employment
8. People, Safety, Security and Well-beir
9. Employee Skills and Competency Development
10. Labor Relations and Diversity

ENVIRONMENT
11. Resource Efficiency
12. Climate Change/GHG Emission

CUSTOMERS
13. Customer Data Privacy and Security
14. Marketing and Labelling

SOCIETY
15. Supply Chain Management
16. Human Rights Protection
17. Community Relations

More so, the well-being of our stakeholders is at the heart of everything we do. To ensure long-term benefits for all parties, we foster meaningful relationships through regular engagement activities. Our key stakeholders include national government agencies (NGAs), customers, employees, suppliers, and the communities we serve.

We tailor our engagement methods to suit each stakeholder group, facilitating productive collaborations and gathering valuable feedback. This feedback is vital in helping us continuously enhance our operations, products, and services.

Government Agencies and Regulators
Key concerns: Socio-economic and environmental compliance; Ethical operations; Good governance; Economic Performance; Illicit Trade; Human rights protection; Resource efficiency; and Climate change/GHG emissions
Mode of Engagement: Policy dialogues, consultations and meetings, and legislative hearings; Regular reportorial requirements and other official correspondence; Briefings, forums, webinars and conferences (primarily online); Annual audits; Formal proceedings; Membership in committees organized by the government; Periodic examinations; Emails / Correspondences; Virtual Meetings; and Webinars

Employees
Key concerns: Employment; People; Safety, security, and well-being; Employee skills and competency development; Labor relations and diversity; Customer engagement and satisfaction; and Community relations
Mode of Engagement: Consultation; Tool box meetings; Employee-related activities; Labor union; Annual Shareholders' Meeting; Annual Press Briefing; Quarterly Analysts' Briefing; Consultation Meetings with the Congress; Conference/ telephone calls; Regular virtual meetings with relationship managers and branch personnel; Website updates; Email communication; Social Media Updates and Messaging Apps (Facebook, Messenger, Twitter, Instagram, Viber, WhatsApp); Virtual Events; and Yearly outing/ team building

Communities
Key Concerns: Supply chain management; Human rights protection; Community relations
Mode of Engagement: Corporate Social Responsibility Activities; Investors' Conference; Plant Visits; Virtual Financial Literacy/ Financial Wellness sessions; Virtual meetings and events/ activities (i.e., donations, turnovers, etc.); Charitable/ Philanthropic Contributions; Environmental and sustainability-related projects or initiatives; and Partnerships with credible NGOs, Foundations, academic institutions, LGUs, or Civil Society Organizations

Customers
Key Concerns: Customer data privacy and security; Marketing and labeling; Ethical operations; Good governance; Resource efficiency; Climate change/GHG emissions; and Customer Engagement and Satisfaction
Mode of Engagement: Email; Calls/SMS; Social Media Platforms; Messaging Apps; Websites; Retail Partners; and Customer Survey Forms

Suppliers
Key Concerns: Ethical operations; Good governance; Resource efficiency; Climate change/GHG emissions; Illicit Trade; and Supply chain management
Mode of Engagement: Supplier Performance Evaluation; Consignment Program (Partnership); Electronic/Physical Letters; Virtual meetings; and Phone calls/SMS

Our Value Creation Model

Input

Financial

- Php 48.77 billion operating costs
- Php 28.92 billion net income
- Php 89.2 million total investment for Digital Transformation Initiatives

Intellectual

- Launched Bills Pay PH in January and QR PH in February, expanding digital transaction channels for customers.
- Implemented S4-HANA to modernize business processes

Manufactured

- 1,572 ATMs and 143 CAMs
- 6,152 POS Terminals

Human

- 12,803 Total Employees
- 46.17% Male and 53.83% Female
- 344,745 Total Training Hours
- 10.79% Turnover rate

Natural

- 1,174,471.80 GJ Fuel Consumption
- 237,218,743.10 kWh Electricity Consumption (Non-Renewable)
- 7,690.25 ML Water Withdrawal
- 18 MhW solar photovoltaic project

Social and Relationship

- Php 18.96 million total investments on the Local Communities
- Php 5.2 million total investments for scholarship programs, training, and learning opportunities
- Establish a school building which comprises 46 state-of-the-art classrooms and can accommodate 2,300 students

Business Activities

Vision

To be a world-class conglomerate at the forefront of Philippine economic growth, successfully maintaining a strong presence and dominant position in key Philippine industries while driving sustainable progress. We aim to create lasting value for our consumers, communities, employees, business partners, and shareholders through responsible leadership, environmental stewardship, and inclusive practices that benefit both current and future generations.

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- To continuously improve the value of its products and services while ensuring sustainable sourcing, production, and distribution, providing consumers with more environment-friendly and responsible choices.
- To build the largest, most effective distribution network with a focus on minimizing environmental impact and maximizing accessibility, thereby contributing to the sustainable development of communities.
- To leverage synergies across our businesses to not only improve revenues and cost structure but also reduce waste, energy consumption, and carbon footprint.
- To enhance the welfare of its employees and the communities by fostering an inclusive, equitable, and safe working environment, promoting human rights, and actively contributing to the sustainable development of the communities where we operate.

Sustainability Framework

Long term growth

- Economic peformance
- Ethical operations
- Good governance

Value through products and services

- Customer satisfaction
- Data privacy and security
- Innovation and digitalization

Responsible Operations

- Resource Efficiency
- Supply chain management
- Adapting to Climate Change

Welfare of employees and communities

- Safety, security and wellbeing
- Labor relations and skills
- Community relation and development

Output

Long term growth

- **Php 147.95 billion Economic Value Generated**
- **Php 122.97 billion Economic Value Distributed**

Value through products and services

- **1,449,058 enrolled users (mobile)**

Responsible Operations

- **4,636 Total of trees and seedlings planted in 2024**
- **31% increase of energy consumption**
- **17,047.32 GJ renewable energy**
- **3,375.76 ML water consumption**
- **5,976.72 MT waste generated**
- **986 total hectares of trees planted**
- **242,844.99 tCO_2e total carbon footprint**

Welfare of employees & communities

- **2,258 New hires**
- **1,052 Average training hours for employees**
- **24,806,606 Safe man hours**
- **53 students awarded scholarship grants and educational assistance**
- **351 students received school supplies, uniforms, and hygiene kits**
- **316 teachers trained for FUSE Training Program**
- **12,100 kgs. rice donated to farmers and young athletes**
- **600+ employees benefited from PAL Farm-to-Table Project**

Impact on SDGs

8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

8 DECENT WORK AND ECONOMIC GROWTH

7 AFFORDABLE AND CLEAN ENERGY
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
15 LIFE ON LAND

2 ZERO HUNGER
3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
8 DECENT WORK AND ECONOMIC GROWTH
16 PEACE, JUSTICE AND STRONG INSTITUTIONS
17 PARTNERSHIPS FOR THE GOALS

Long-Term Growth

Economic Performance

GRI 3-3

A strong economic performance is the foundation of everything we do, enabling the Group to meet our commitments, grow responsibly, and continue making a positive impact across our stakeholders. Inasmuch as the Group faced many challenges over the years, these have strengthened our ability to adapt and innovate. For 2024, we achieved a consolidated net income attributed to the Parent Company of Php 28.92 billion, a 14% increase from last year. Such growth reflects not just numbers on a balance sheet but also our ongoing recovery and strategies that keep us moving forward.

Our performance was fueled by the steady recovery of our beverage, distilled spirits, and tobacco segments, all of which benefited from operational improvements and strong consumer demand. Our banking arm also held its ground, leveraging digital tools to expand its reach and serve more customers. Across all sectors, we stayed focused on managing costs smartly and using our resources wisely to deliver sustainable results.

GRI 201-1

	2024	2023	2022
Operating costs*	48.77	47.51	49.57
Employee wages and benefits*	13.55	12.79	12.07
Payments to government*	27.94	24.42	26.31
Payments to providers of capital*	32.70	29.06	24.77
Community investments (in Php millions)	18.96	49.96	0.03
Total direct economic value distributed*	**122.97**	**113.84**	**112.76**
Total economic value generated*	**147.95**	**134.86**	**128.28**
Economic value retained*	**24.98**	**21.03**	**15.52**

*in Php billions

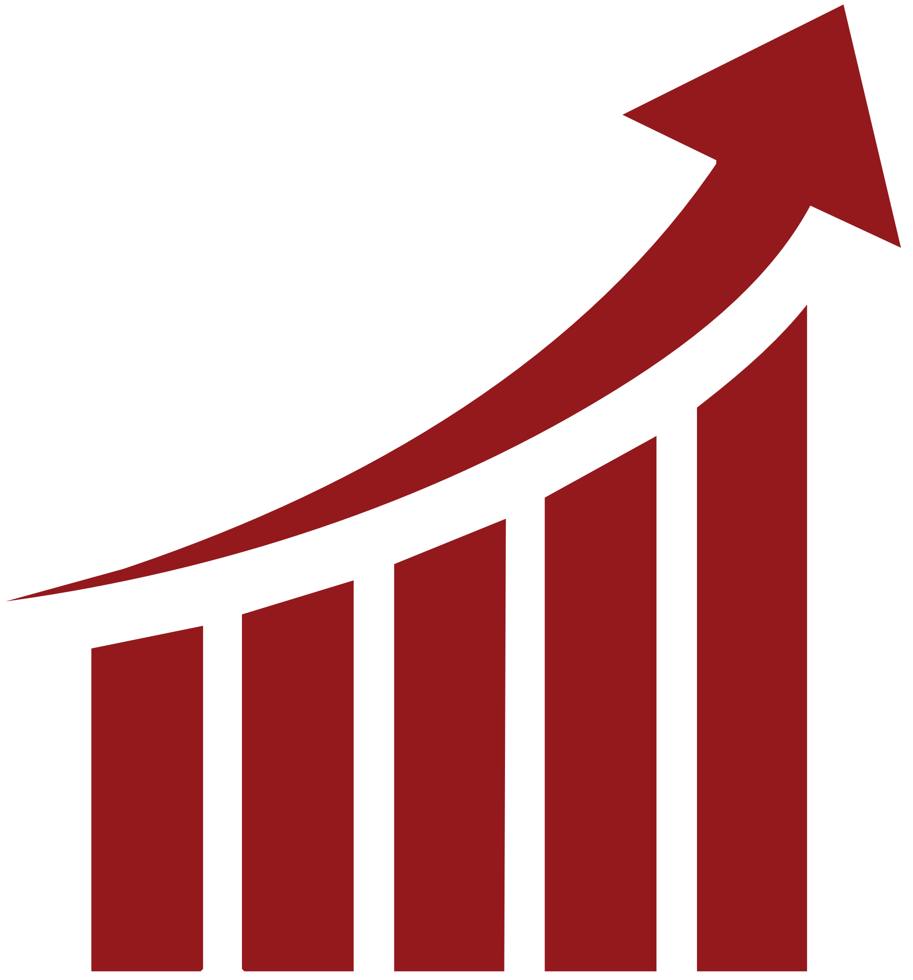
Strong, Steady Growth in 2024

In February 2025, LT Group Inc. reported strong and steady growth in 2024, with consolidated attributable to parent net income increasing by 14% to Php 28.92 billion, compared to Php 25.42 billion last year. The growth reflects the group's ability to adapt to market challenges and sustain its momentum across diverse business segments.

Banking remained a key driver of LTG's performance, posting an 11% increase in net income to Php 21.18 billion, supported by higher net interest income. LTG's share in Philippine National Bank's (PNB) earnings rose to Php 11.89 billion, up from Php 10.75 billion in 2023. Distilled spirits also showed robust performance, with Tanduay Distillers reporting a record net income since LTG initial public offering of Php 2.15 billion or 37% increase, driven by higher sales volume and selling prices.

Beverages saw significant gains, with Asia Brewery's net income surging 46% to Php 841 million due to increased sales of major product lines. Tobacco segment demonstrated consistent growth with a 12% improvement in net income to Php 12.77 billion, impacted by higher equitized earnings from PMFTC due to increased sales volume.

Despite a 53% decline in Eton Properties Philippines net income to Php 212 million, LTG's consolidated revenues increased 12% to Php 128.96 billion, driven by growth in banking, distilled spirits, beverage, and tobacco and property development segments.



Ethical Operations

GRI 3-3, 205-2, 205-3

Integrity is the bedrock of the Group's commitment to sustainable growth and responsible leadership. To achieve this, the Group has a Code of Business Ethics that establishes the foundation for ethical conduct across all operations, emphasizing transparency, fairness, and accountability. A key provision within the Code is the strict prohibition of insider trading, ensuring that all employees and stakeholders adhere to legal and ethical standards in handling material non-public information. For more information about our Code of Business Ethics, click here.

In 2024, LTG took decisive steps to strengthen its Group-wide approach to ethical governance, fostering collaboration across subsidiaries to maintain the highest standards of conduct. Noteworthy, the Group likewise maintained full compliance with all applicable laws and regulations in 2024, including environmental laws, with no recorded violations or penalties incurred. This unified effort ensures that integrity remains a cornerstone of our business practices, reinforcing our resilience and capacity to create lasting value while fostering a culture of accountability, ensuring alignment with the highest standards and the organization's core values.

Group-wide Ethical Framework

In 2024, LTG reinforced its Group-wide Code of Business Conduct and Ethics, which serves as the foundational framework guiding our actions and decisions. This code outlines the principles that all employees, from leadership to frontline staff, are expected to uphold, fostering a unified culture of ethical behavior across our diverse business units.

Collaborative Efforts with Subsidiaries

Working closely with our subsidiaries, we have implemented comprehensive anti-corruption initiatives to prevent unethical conduct and promote fair business practices. This collaborative approach ensures that our policies are not only disseminated but also effectively integrated into daily operations. Regular training sessions, workshops, and communication campaigns have been conducted to educate employees about the importance of ethical conduct and the mechanisms in place to report any concerns.

Transparent Reporting and Whistleblowing Mechanisms

To maintain transparency and accountability, LTG has strengthened its whistleblowing policies and grievance mechanisms. Employees and relevant third parties are encouraged to report any unethical behavior without fear of retaliation. All reports are handled with utmost confidentiality and are thoroughly investigated to ensure that any issues are addressed promptly and effectively.

Empowering Employees through Education

Understanding that our employees are our first line of defense against unethical behavior, we have intensified our educational campaigns to cultivate a culture of integrity. In 2024, over 11,703 employees participated in anti-corruption training programs, equipping them with the knowledge and tools to recognize, prevent, and address any unethical activities. This marks a significant increase from previous years, reflecting our commitment to continuous improvement in this area.

Apart from the aforementioned initiatives, LTG reported zero major incidents of corruption, underscoring the effectiveness of our ethical framework and the vigilance of our employees. This achievement is a testament to our collective commitment to maintaining a corruption-free environment.

11,703 employees
Received Anti-corruption Training in 2024

ZERO
Major Incidents of Corruption in 2024

Good Governance

GRI 2-9, 2-10, 2-11, 2-12

Governance is more than a structural necessity—it is the compass that guides the Group toward success beyond numbers. By embedding transparency, accountability, and ethical leadership into every decision, we ensure that our operations are not only effective but also aligned with the evolving expectations of our stakeholders.

The Group has redefined governance as a dynamic force that empowers innovation, fosters resilience, and strengthens our commitment to a sustainable future. This year, LTG introduced the ESG and Sustainability Charter. The Charter provides a unified roadmap for group-wide governance and sustainability practices, emphasizing a cohesive approach across all subsidiaries. Once fully approved, the Charter will guide every member of the organization, ensuring that governance structures are aligned with our shared sustainability vision.

Moreover, the implementation of LTG's Sustainability Framework, approved last year, has been completed across the Group. This framework, which incorporates specific KPIs for each subsidiary, ensures faithful compliance with both internal goals and external regulatory requirements, reflecting our ambition to go beyond compliance and proactively address ESG concerns to drive long-term impact.

The Board of Directors, through its five key committees—including the Audit Committee, Risk Management Committee, and Corporate Governance and Sustainability Committee—actively oversees LTG's operations. These committees play a vital role in shaping strategies, managing risks, and ensuring strong governance practices. The Board regularly includes Sustainability and ESG matters in its formal agenda, including reviews and approval of the Sustainability Report to ensure consistency, alignment with the Group's overall mission and vision, and integration of ESG principles into its strategic direction.

Nomination and Compensation Committee

The Nomination and Compensation Committee ensures that a formal and transparent Board nomination process is done in the selection, compensation, monitoring and, when necessary, replacement of key executives as well as overseeing the succession planning of the Company.

Chairman:
Dr. Lucio C. Tan

Members:
Lucio C. Tan III, Michael G. Tan, Karlu T. Say, Juanita T. Tan Lee, Mary G. Ng, and Wilfrido E. Sanchez

Audit Committee

The Audit Committee is tasked to assist the Board in its oversight functions. As such, the Audit Committee, through the Internal and External Auditors, is informed of the financial and non-financial status of the Company, the management of its risks, the system of internal control and the audit process.

Chairman:
Johnip G. Cua

Members:
Mary G. Ng, Wilfrido E. Sanchez, Juanita T. Tan Lee, Florencia G. Tarriela, and Chester Y. Luy

Risk Management Committee

The Risk Management Committee shall have Risk Oversight and Related Party Transactions (RPTs) Functions, as well as the duty and responsibility to monitor the risk environment of the Company and provide direction for the activities to mitigate, to an acceptable level, the risks that may adversely affect the Company's ability to achieve its goals. Moreover, it is responsible to review and ensure that RPTs entered into are not undertaken on more favorable economic terms with such related parties than similar transactions with non-Related Parties under similar circumstances.

Chairman:
Mary G. Ng

Members:
Johnip G. Cua, Wilfrido E. Sanchez, Juanita T. Tan Lee, Florencia G. Tarriela, and Chester Y. Luy

Executive Committee

The Executive Committee's duty and responsibility is to ensure that the Board properly manages the businesses and affairs of the Company. Its authority, however, is limited to functions not expressly reserved to be exercised by the Board of Directors under the laws of the Philippines, the corporate By-Laws and the Company's Revised Corporate Governance Manual.

Chairman:
Dr. Lucio C. Tan

Members:
Lucio C. Tan III, Michael G. Tan, Karlu T. Say, Vivienne K. Tan, Juanita T. Tan Lee, and Johnip G. Cua

Corporate Governance and Sustainability Committee

The Corporate Governance and Sustainability Committee's primary responsibility is to oversee the Company's compliance with Philippine laws, rules, and regulations, as well as the SEC recommendations on good corporate governance for publicly-listed companies and the Company's Manual on Good Corporate Governance. Additionally, the Committee ensures the integration and oversight of sustainability and ESG matters, aligning the Company's practices with its commitment to responsible corporate citizenship and long-term value creation.

Chairman:
Florencia G. Tarriela

Members:
Lucio C. Tan III, Michael G. Tan, Juanita T. Tan Lee, Johnip G. Cua,Mary G. Ng, and Chester Y. Luy

Sustainability Governance

To strengthen sustainability leadership, LTG has appointed Mr. Jose Gabriel Olives as the Chief Sustainability and ESG Officer, spearheading the Group's overarching sustainability and ESG initiatives. Supporting this leadership structure, each subsidiary has also appointed dedicated sustainability officers to champion ESG integration within their operations.

These leaders will drive ESG integration within their respective operations, ensuring consistency and alignment with the Group's sustainability objectives.

Moreover, LTG continues to uphold a robust governance process with clear checks and balances. The Board actively engages in an annual self-assessment, evaluating both individual and collective performance to enhance efficiency and accountability. Directors are also required to disclose any material transactions or potential conflicts of interest, with ambiguity addressed in consultation with relevant committees or legal officers. Stakeholder engagement remains a cornerstone of our governance philosophy. Through active consultation, feedback from stakeholders on sustainability-related concerns is regularly presented to the Board.

This practice ensures that our governance strategies are informed, inclusive, and aligned with stakeholder expectations.

Dedicated Sustainability Officer/Manager

Asia Brewery	Dr. Alberto Rivera	Senior Vice President, Supply Chain
Eton	Ms. Donna Salgado	Assistant Vice President - Marketing, Public Relations and Corporate Communications
PNB	Ms. Jean Marie Baruelo	Senior Vice President, Division Head-Corporate Sustainability and Social Responsibility
PHC	Atty. Michael Delos Reyes	Senior Vice President, Chief Risk and Compliance Officer
Tanduay	Mr. Nestor Mendones	Senior Vice President, Chief Risk and Sustainability Officer

Stakeholder Feedback Mechanism

A robust feedback mechanism is essential for fostering transparency, continuous improvement, and stakeholder engagement in LTG's sustainability journey. To ensure open communication, the Company welcomes stakeholder feedback, recommendations, and inquiries at sustainability@ltg.com.ph.

Responsible Operations

Supply Chain Management

GRI 2-6, 2-13, 3-3, 414-2

While each subsidiary tailors its supply chain management processes to its specific sector and industry, the Group promotes a unified approach to responsible supply chain management that prioritizes efficiency, resilience, and alignment with operational and sustainability objectives. In 2024, the Group focused on streamlining processes, strengthening oversight, and enhancing risk management to maintain a seamless and resilient supply chain. LTG and its subsidiaries did not identify any significant environmental or social impacts within their supply chain for the reporting period.

Each subsidiary implements tailored initiatives to meet operational demands while contributing to the Group's commitment to responsible business practices. For instance, Asia Brewery prioritizes supply chain efficiency to achieve operational excellence. Its Board Executive Committee oversees supply acquisitions and strategic sourcing initiatives, ensuring dependability and cost-effectiveness. The Committee also shapes operational strategies to maintain a robust supply chain that supports the company's long-term objectives.

As for Eton, the Company focuses on optimizing its supply chain to enhance customer satisfaction and operational efficiency. The company has strengthened its supplier selection process by requiring DOLE DO 174 certification, ensuring compliance with labor standards and ethical contracting practices based on the stipulations on the said regulation. To address potential risks, Eton also monitors its supply chain for disruptions and ensures compliance with regulatory standards at all project sites.

PNB emphasizes a transparent and efficient procurement process guided by its Outsourcing and Accreditation Policy. This includes rigorous due diligence during supplier selection, ensuring vendors meet technical requirements and align with PNB's sustainability policy. The Bank's Procurement Committee evaluates bids, incorporating ESG criteria such as environmental compliance and gender inclusion. PNB also implements a Business Continuity Plan to mitigate risks and maintain supply chain stability during unforeseen disruptions.

Tanduay adopts a comprehensive approach to supply chain management, balancing local and international supplier engagement. The company prioritizes suppliers with ISO certifications and compliance with government regulations to ensure quality and sustainability. Tanduay's supplier accreditation policy requires legally binding agreements that uphold ethical standards, fostering a transparent and inclusive supply chain.

PNB Procurement Process

1. sourcing from accredited vendors/suppliers and third-party service providers;
2. canvassing and bidding;
3. review/assessment of bids; and
4. awarding to vendors/suppliers through issuance of Purchase Order or Letter of Awards.

At PHC, the supplier accreditation process incorporates compliance with social and environmental standards, including adherence to SDGs and ethical labor practices. PHC prioritizes local suppliers to reduce carbon footprint and mitigate logistical risks while employing proactive measures to address potential challenges such as material shortages, price fluctuations, and labor constraints. The company's initiatives include sustainable procurement practices, automation of procurement processes, and fostering strong supplier relationships to ensure seamless and responsible supply chain operations.

Human Rights

The Group continues to uphold a firm commitment to human rights across its supply chain, guided by its Human Rights Policy. This policy emphasizes the prohibition of forced and child labor, harassment, and discrimination while advocating for fair labor practices, workplace safety, and ethical business conduct. For more information about our Human Rights Policy, click here.

Illicit Trade

Illicit trade continues to be a significant challenge for PMFTC in 2024, deeply affecting the company's operations, market dynamics, and stakeholder relations. The prevalence of illicit cigarettes, spurred by tax-driven price increases and the widening gap between legal and illegal cigarette prices, remains a pressing issue. The illicit cigarette market constituted 19.9% of total consumption in 2024 and is expected to increase to 21.3% the following year. Forecasts show that illicit trade will continue to increase annually. The lower cost of illicit cigarettes, averaging Php 40/pack compared to the Bureau of Internal Revenue's mandated floor price of Php 78.58/pack (inclusive of excise tax) makes them appealing to the youth and low-income consumers, which negatively impacts the consumption of legitimate products.

With such, PMFTC has bolstered its efforts to combat illicit trade through strategic partnerships and legislative advocacy. Participation in key initiatives, such as the 2nd International Tobacco Agricultural Summit and engagements with ASEAN Customs Enforcement and Compliance Group officials, highlight PMFTC's commitment to global and regional collaboration. These efforts aim to harmonize anti-illicit trade policies across borders and promote shared enforcement strategies.

On the legislative front, PMFTC actively supported the passage of Republic Act No. 12022 (Anti-Agricultural Economic Sabotage Act), which imposes stricter penalties on illicit activities, including tobacco smuggling. The company also advocated for the enactment of local anti-illicit trade ordinances across various provinces, enhancing regional enforcement capabilities.

In 2024, PMFTC conducted 89 training sessions attended by approximately 3,000 individuals, including law enforcement officers, sales agents, and retailers. These programs focused on identifying counterfeit products, understanding the implications of illicit trade, and fostering vigilance among stakeholders. Additionally, public awareness campaigns were intensified across traditional and social media platforms, reaching diverse audiences and amplifying the deterrent message.

Collaborations with agencies like the Bureau of Customs (BOC), Bureau of Internal Revenue (BIR), Philippine National Police (PNP) and Armed Forces of the Philippines (AFP) have yielded tangible results. As of December 2024, 645 enforcement actions led to the seizure of over 1 billion illicit cigarette sticks and 131 machine components, with 9 illicit factories shut down nationwide. These interventions, including high-profile raids in Clark, Pampanga, and Bulacan, have significantly disrupted illicit supply chains.

PMFTC has also enhanced its internal processes, implementing rigorous supply chain security measures and due diligence protocols to mitigate diversion risks. These measures ensure that products are distributed responsibly and in alignment with market demand. PMFTC aims to limit illicit trade to manageable levels by reclaiming market share from counterfeit products and curbing demand through targeted retailer engagement and consumer awareness campaigns.

The company will continue to allocate significant resources for capacity building, legislative advocacy, and operational support to further strengthen anti-illicit trade enforcement efforts.

89 Sessions
Trainings Conducted in 2024

3,000 attendees
received training in 2024

Resource Efficiency

Energy and Emissions

GRI 3-3, 2-4

Managing energy and emissions is a critical component of our commitment to sustainability. Our Company's approach to energy and emissions management is characterized by our ongoing efforts to refine processes, invest in sustainable technologies, and engage with stakeholders. Our subsidiaries are continuously identifying opportunities for improvement, setting Science-based energy reduction targets, and aligning our practices with international sustainability standards. Moreover, while the Group currently does not monitor NOx, SOx, VOC, PM, and HAP emissions, we are in the process of establishing a system to measure and track these emissions.

The total energy consumption for this year is 2,045,506.60 GJ whereas the corresponding emissions are 75,099.32 tCO_2e for Scope 1 and 167,745.67 tCO_2e for Scope 2 emissions. There is an 31% increase in the total energy consumption and 25% increase in emission thereof.

	2024	2023	2022
Total electricity consumption within the organization from renewable sources (kWh)	**4,735,368.00**		
Total electricity consumption within the organization froam non-renewable sources (kWh)	**237,218,743.10**	**188,104,787.83**	**211,434,909.06**
Luzon and Visayas (kWh)	215,625,481.74	166,734,201.03	192,555,829.46
Mindanao (kWh)	21,362,727.36	21,300,916.80	18,879,080.60
*International (kWh)**	230,534.00	69,669.00	

*Scope is for PNB only.
*The shaded areas indicate periods for which data monitoring was not conducted.

GRI 302-1, FB-AB-130a.1, FB-NB-130a.1

	2024	2023	2022
Total energy consumption within the organization (GJ)	**2,045,506.60**	**1,565,090.00**	**2,549,615.24**
Total fuel consumption within the organization from non-renewable sources (GJ)	**1,174,471.80**	**887,913.26**	**1,788,471.39**
Luzon and Visayas (GJ)	1,069,466.78	842,275.78	1,646,688.33
Mindanao (GJ)	105,005.02	45,638.48	141,783.06

	2024	2023	2022
Total Fuel Consumption (GJ)	**1,174,471.81**	**887,913.26**	**1,788,471.40**
Bunker Fuel (GJ)	526,442.75	367,785.36	586,022.92
Coal (GJ)	451,822.52	393,419.50	867,769.55
Low Sulfur Fuel Oil (LSFO) (GJ)	0.00	0.00	254.46
Diesel (GJ)	37,816.99	17,957.40	139,736.25
Gasoline (GJ)	13,928.61	1,409.37	14,604.13
Liquefied Petroleum Gas (GJ)	144,460.94	107,341.63	180,085.10

GRI 305-1, 305-2

Emissions Breakdown	2024	2023	2022
Generator Sets	26,566.71	27,677.11	10,008.00
Company-owned Vehicles	3,096.83	4,847.04	2,585.00
Third-party vehicles	-	-	-
Others	45,435.78	28,304.12	53,727.00
Scope 1 (tCO_2e)	**75,099.32**	**60,828.27**	**66,320.17**
Luzon and Visayas (tCO_2e)	149,643.42	115,630.16	133,537.47
Mindanao (tCO_2e)	18,098.17	18,152.64	16,088.75
*International (tCO_2e)**	4.08	1.23	
Scope 2 (tCO_2e)	**167,745.67**	**133,784.03**	**149,626.18**
Total carbon footprint (tCO_2e)	**242,844.99**	**194,612.30**	**215,946.35**

*Scope is for PNB only.
*The shaded areas indicate periods for which data monitoring was not conducted.

Asia Brewery's operations are heavily reliant on energy. The beverage and packaging sites in Cabuyao, Sta. Rosa, Laguna, San Fernando Pampanga, El Salvador, Misamis Oriental, and Toril, Davao, along with support offices, from the scope of the energy management efforts. The largest energy consumers are coal-fired boilers and electricity-dependent equipment. To optimize energy use, Asia Brewery has implemented an Energy Management System based on the ISO 50001 framework, which was audited by DQS. Initiatives include converting to LED lighting, installing high-efficiency motors and inverters, optimizing room cooling systems, and ongoing efforts to integrate solar photovoltaic technology for future electricity needs. To reduce reliance on non-renewable energy sources, Asia Brewery is pursuing solar photovoltaic projects to meet future electricity demands. Site-specific targets aim for a 5% energy reduction, enhancing operational sustainability through continuous assessment and system improvements. In addition to energy-saving initiatives, ABI is advancing renewable energy projects, including the completion of an 18 MWh solar photovoltaic project at its Cabuyao facility. The total cost of this project is Php 468.8 million and energy savings for this year are Php 11 million from 4 MWh generated. Two additional solar PV projects in Pampanga and El Salvador, with capacities of 2 MWh and 3 MWh respectively, are scheduled to be operational by 2025. Asia Brewery is also optimizing fuel use by improving logistics practices, such as enhanced shuttle schedules and reduced forklift idling times, and maintaining backup systems for emergencies only.

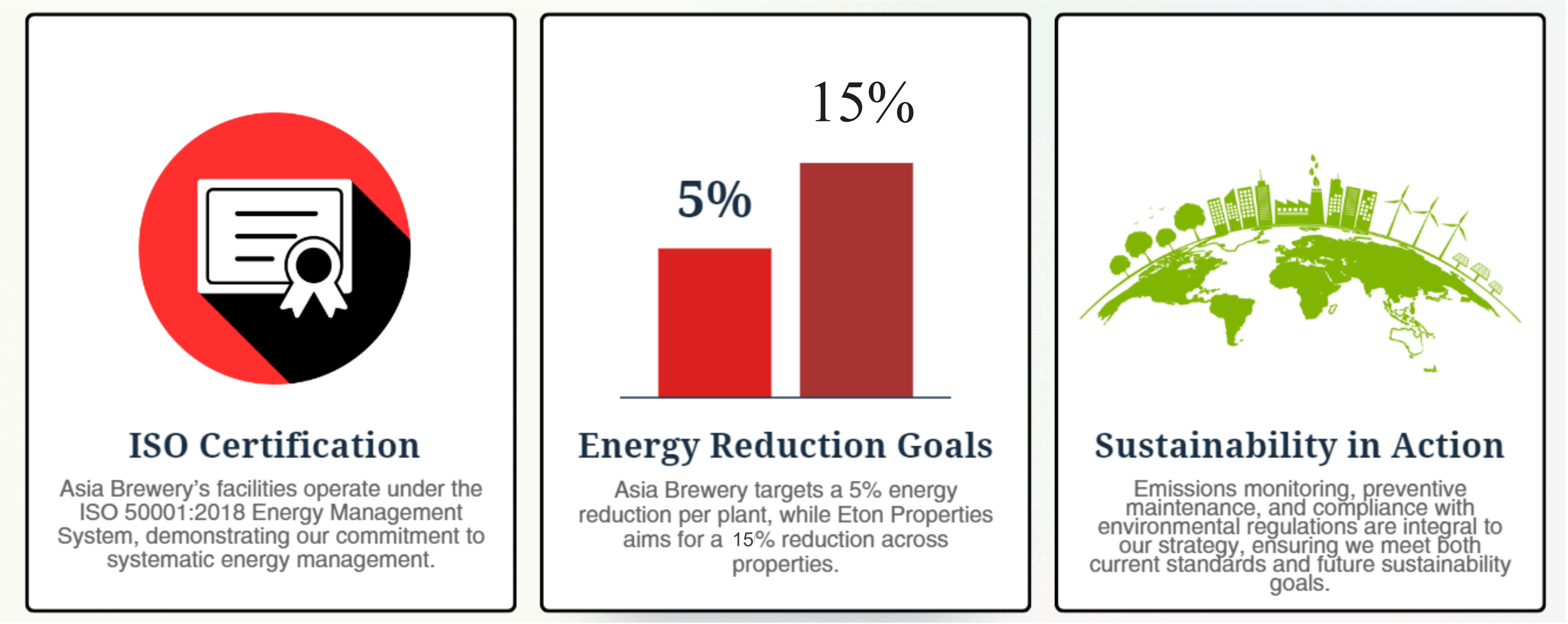
Emissions monitoring is conducted by third-party laboratories accredited by the Department of Environment and Natural Resources-Environmental Management Bureau (DENR-EMB). While Scope 1, 2, and 3 emissions monitoring frameworks are being established, Asia Brewery has committed to measurable goals for greenhouse gas reduction and compliance with emission standards.

As for Eton, energy efficiency is a top priority across our residential and commercial properties. Currently, Eton is transitioning select sites to solar power and collaborating with service vendors to enhance renewable energy integration by implementing LED lighting across its projects. Rigorous energy conservation programs are enforced at each property to achieve ongoing reductions in energy use, with a target of a 15% energy reduction across properties. Emissions related to generator operations are strictly monitored, with a focus on energy efficiency measures and compliance assessments to mitigate environmental impact.

PNB's corporate offices exemplify energy efficiency, featuring LED lighting, inverter-type air conditioning units, and initiatives encouraging employees to minimize unnecessary energy consumption. Energy considerations are integral to property investment evaluations, and PNB continues to identify and implement strategies that enhance operational efficiency. Through annual GHG accounting, PNB tracks emissions and implements measures to reduce Scope 1 emissions through maintenance of generator sets and Scope 2 emissions through energy-efficient practices. PNB's commitment extends to engaging employees in energy conservation efforts.

As for Tanduay, efforts to optimize energy use span our facilities in Cabuyao, El Salvador, and Negros, with initiatives such as improving coal acceptance procedures and integrating solar energy at the Quiapo office. Tanduay's focus on energy efficiency is guided by Energy Use Ratio (EUR) targets to drive continuous improvement. As for emission regulations, Tanduay complies with regulatory emissions standards through regular testing of air pollution sources such as vehicles, boilers, and gensets.

From 2021, PHC has undergone extensive study on reduction of energy consumption by replacement of electro-mechanical equipment such as AC and the use of energy-efficient fixtures. PHC is also identifying ways to integrate sustainable sources of power for more responsible energy consumption.



Water

GRI 3-3, 303-1, 303-2, FB-AB-140a.2, FB-NB-140a.2

The Group recognizes water as a vital resource, serving as an essential component in production and operations across industries. Our approach to water resource management extends beyond operations, where we actively evaluate water-related risks and opportunities through annual reviews and apply industry-specific frameworks to ensure continuous improvement. In 2024, the Group reported a total of 3,375.76 ML water consumption primarily driven by high-demand operations such as bottling processes at Asia Brewery and demineralization at Tanduay Distillers. While water usage increased slightly due to higher production volumes and occupancy rates across subsidiaries, the Group maintained its commitment to resource efficiency while prohibiting withdrawal for water-distressed sites. For this year, initiatives include the implementation of preventive maintenance programs, compliance with effluent quality standards, and long-term plans to mitigate water scarcity risks by upgrading facilities and reducing water usage.

Each LTG subsidiary employs targeted initiatives to manage water use effectively, reflecting their unique operational demands. Asia Brewery, for instance, focuses on high-demand areas such as bottling operations and bottle-washing processes, implementing a 5% water reduction target as part of its three-year plan. These efforts are supported by real-time monitoring and adherence to effluent discharge standards under DENR regulations to ensure water quality.

Eton prioritizes reducing water waste by reusing greywater through rehabilitated sewage treatment plants. These measures, combined with efforts to detect and eliminate leaks, enable the company to minimize consumption while maintaining compliance with DENR standards. PNB integrates water efficiency into building operations, employing measures such as close monitoring of water discharge and treating effluent at sewage treatment plants before discharge into Manila Bay.

Tanduay Distillers incorporates water efficiency into its production with a focus on demineralization processes and the adoption of Water Use Ratio (WUR) targets. These efforts are complemented by system upgrades, such as submeter installations and optimized waterline layouts, to meet industry benchmarks. The company has also begun connecting secondary water supplies to reduce dependence on groundwater sources.

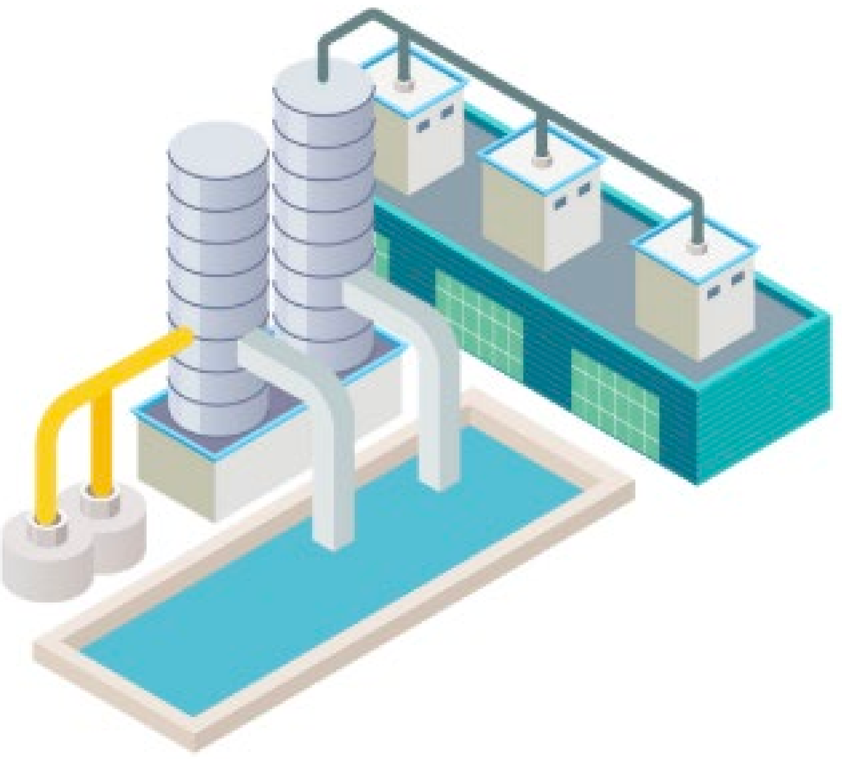
PHC ensures efficient use of water by proper monitoring of water consumption thru installation of sub-meters and periodic inspection and repair or replacement of pipes or plumbing fixtures in and around its commercial properties. PHC also has a policy of strict compliance with DENR and LLDA regulations regarding effluents and waste discharge.

The Group is also exploring opportunities for water recycling and reuse while ensuring compliance with all regulatory requirements. These measures are reinforced by transparency, with subsidiaries disclosing water withdrawal, usage, and discharge metrics.

Water Withdrawal, Discharge, and Consumption in megaliters

GRI 303-3, 303-4, 303-5, FB-AB-140a.1, FB-NB-140a.1

	2024	2023	2022
Groundwater (ML)	6,038.00	5,107.95	6,402.09
Third-party water (ML)	1,652.25	948.04	1,160.45
Total Water Withdrawal (ML)	**7,690.25**	**6,055.99**	**7,562.55**
Surface Water (ML)	1,853.00	2,177.14	1,594.09
Groundwater (ML)	85.00	116.95	184.92
Seawater (ML)	616.00	891.79	504.16
Third-party water (ML)	1,165.12	600.23	570.53
Total Water Discharge (ML)	**3,719.12**	**3,786.11**	**2,853.70**
Total Water Consumed (ML)	**3,375.76**	**2,189.25**	**2,374.13**



Waste

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

LTG sets measurable targets to drive progress in waste management, such as a 5% reduction in waste generation over three years for Asia Brewery. The Group is committed to increasing waste recycling rates, reducing landfill dependency, and exploring innovative solutions to minimize packaging waste and consumer-generated waste. All metrics on waste generation, recycling, and disposal are disclosed in alignment with international sustainability standards. In 2024, LTG advanced its waste management initiatives across subsidiaries, emphasizing reduction, reuse, and recycling. Collaborating with accredited third-party providers, we ensured that waste disposal processes were efficient, compliant, and in line with our sustainability objectives.

Asia Brewery prioritizes segregation and recycling as core components of its Solid Waste Management and Hazardous Materials and Waste Management Plan. By utilizing alternative raw materials and closely monitoring packaging consumption, the company minimizes waste generation. Used oils and solvents are recycled, and scrap materials are sold for reuse. Waste collection and disposal are handled by accredited third-party firms, with Pollution Control Officers (PCOs) stationed at each plant to collect and monitor waste-related data. Quarterly audits and compliance tracking ensure alignment with waste management policies, with third-party haulers providing regular reports and certifications. With such, the Company's solid waste management program has successfully reduced waste generation and environmental impact.

PNB focuses on digitalization to reduce waste generation, particularly paper waste, while promoting the reuse and recycling of office materials. Construction and renovation projects adhere to waste management standards, with systematic processes for equipment disposal. Waste collection is handled by third-party contractors, while trained PCOs participate in regular environmental compliance seminars to uphold standards.

Tanduay, on the other hand, incorporates waste reduction into employee training from day one, emphasizing programs like Solid Waste Segregation and the 3Rs initiative. Compost pits and the reuse of secondhand bottles through a Back-to-Supplier scheme contribute to operational waste reduction. Hazardous waste is managed through DENR-accredited haulers, verified through due diligence. General Services oversee data collection, while PCOs monitor hazardous waste, submitting quarterly reports to DENR on effluent quality.

Eton ensures cleanliness across its properties through strict solid waste management policies. Recovered materials are reused, and tenants are encouraged to reduce waste through sustainable practices and circulars. The company maintains recovery facilities on its properties and collaborates with third-party waste service providers for efficient disposal.

PHC strictly observes and implement proper waste segregation and disposal across its building premises. PHC also engaged an accredited waste hauling company to maintain a more sustainable and efficient building waste management system.

Throughout LTG, our third-party waste haulers are accredited annually and monitored for compliance through certificates of treatment, disposal, and recycling/co-processing. Waste management policies and best practices are communicated to employees and stakeholders through training programs and ongoing engagements.

GRI 306-3, 306-4, 306-5

Waste by composition in metric tons (mt)	2024	2023	2022
Total hazardous waste	498.38	270.18	2,326.83
Total non-hazardous waste	5,478.34	4,191.68	5,540.75
Third-party vehicles	**5,976.72**	**4,461.86**	**7,867.58**

Waste diverted from disposal by recovery operation in metric tons (mt)	2024	2023	2022
Preparation for reuse	14.08	0.00	0.00
Recycling	10.35	5.03	33.72
Others	12.59	43.00	3,039.55
Total Hazardous waste (mt)	**37.02**	**48.03**	**3,073.27**
Preparation for reuse	1,513.36	5.00	0.00
Recycling	15.94	2.30	974.41
Others	0.00	1,070.35	849.04
Total Non-hazardous waste (mt)	**1,529.30**	**1,077.65**	**1,823.45**

Waste directed to disposal-by-disposal operation (mt)	2024	2023	2022
Incineration (mt)	7.83	0.00	0.16
Landfilling (mt)	367.47	179.1	1,904.63
Others (mt)	63.66	1,006.57	290.64
Total Hazardous waste (mt)	**438.96**	**1,185.67**	**2,195.42**
Incineration (mt)	0.00	0.20	0.17
Landfilling (mt)	3,719.07	3,198.97	3,137.04
Others (mt)	80.58	230.00	166.56
Total Non-hazardous waste (mt)	**3,799.65**	**3,429.17**	**3,303.77**

Materials

Materials are essential to the Group's operations, as they are integral to the products and services we provide. Managing these resources efficiently ensures the quality of our offerings while supporting our commitment to sustainability. This year, the Group is slowly but steadily advancing its goal of fostering a circular economy by integrating practices that reduce material consumption, prioritize renewable and sustainable inputs, and minimize environmental impacts. Given the diverse products and services of each subsidiary and the unique sectors they serve, material sourcing, usage, and management practices vary across the Group. Nonetheless, each subsidiary tailors its approach to align with its specific operational needs while maintaining a shared commitment to sustainability and efficiency.

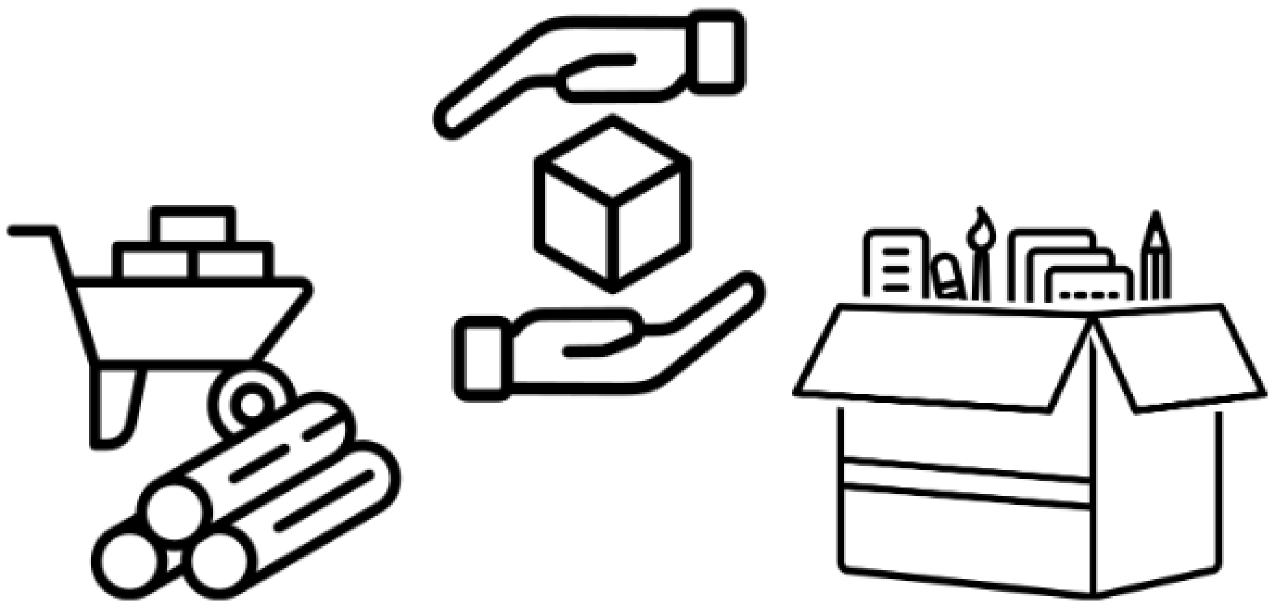
For Asia Brewery, the Company leverages advanced systems like ERP Sys21 to monitor material consumption through direct measurements, ensuring precision in resource use. They also implement material yield monitoring for production and continually explores alternative raw materials to improve efficiency. Recycling plays a pivotal role in its operations, with recycled glass cullets and scrap plastic crates serving as inputs for producing new bottles and crates, reducing reliance on virgin materials. Packaging innovation also contributes to sustainability, with lightweight PET bottles and Returnable Glass Bottles (RGB) reducing material use while maintaining product quality. In response to RA 11898, otherwise known as the Extended Producers Act (EPrA), Asia Brewery likewise established a consumer product waste management program. The program aims to achieve a 40% retrieval of plastic used in 2024.

Meanwhile, Eton integrates its Property Management Software (My EPMC) to closely monitor material consumption and improve efficiency. The company prioritizes sustainability by reusing recovered materials from tenants and residents in smaller property projects. This approach not only reduces material costs but also aligns with its commitment to a circular economy. Through its Building and Inventory Management modules, Eton assesses and manages the environmental impact of materials, ensuring compliance with sustainability targets.

PNB focuses on extending the lifecycle of materials through maintenance and upgrades, particularly for fixed assets and IT equipment. The bank promotes digitization to reduce paper consumption and encourages the reuse and recycling of office supplies.

Tanduay demonstrates its commitment to sustainability by integrating biogas from digesters into its boiler systems, synchronizing it with coal to reduce waste production. This innovation lowers coal usage and minimizes ash waste from the boiler system, improving efficiency and reducing environmental impact. Tanduay also maintains a storage facility designed to meet stringent safety and environmental standards, ensuring responsible material handling and storage.

PHC adopts a balanced approach to materials management, employing both estimation and direct measurement to monitor material consumption effectively. The Company prioritize material efficiency through bulk ordering, inventory optimization, and innovative construction methodologies such as precast and prefabricated components. PHC actively incorporates sustainability in material sourcing, emphasizing renewable and energy-efficient solutions, such as LED lighting, green roofs, and modular construction for future projects. For existing properties, adaptive reuse and retrofitting extend building lifespans while improving tenant experiences. While challenges such as supplier limitations and higher costs for renewable materials persist, PHC remains committed to mitigating risks and environmental impacts.



Adapting to Climate Change

GRI 3-3, 201-2

Governance

At LTG, board oversight of climate-related risks and opportunities is an integral part of our governance structure, specifically managed by the Corporate Governance Sustainability Committee which is established this year.

For more information regarding Sustainability at the Board level, visit the Sustainability Governance section. Each subsidiary's Board of Directors, including Asia Brewery and PNB, is responsible for embedding sustainability principles into strategic decision-making processes. PNB's board-level Risk Oversight Committee reviews climate-related updates monthly, while Asia Brewery aligns with regulatory compliance standards and is poised to implement Science-Based Targets initiatives (SBTi) for emissions tracking.

Strategy

The Group's strategy to address climate-related risks is centered on both mitigating potential disruptions and capitalizing on emerging opportunities. LTG identifies risks like asset damage from extreme weather events and rising regulatory expectations, integrating these into our strategic and financial planning. At the subsidiary level, PNB has detailed recovery strategies in its Enterprise Business Continuity Plan (EBCP) to ensure operational stability during climate-related disruptions.

On the opportunity side, the Group invests in energy-efficient technologies, such as PNB's shift to LED lighting and Asia Brewery's preventive maintenance practices, to optimize resource use and reduce emissions. Additionally, we are committed to exploring renewable energy options and expanding digitalization efforts to minimize our environmental footprint.

Our approach to managing climate-related risks and opportunities involves active collaboration with stakeholders, including regulatory bodies, academic experts, and local communities. PNB has engaged with the Tan Yan Kee Foundation and university experts to refine its emissions reduction plans, ensuring that the Bank's strategy is well-informed and impactful. Asia Brewery and Tanduay engage with process owners to monitor compliance and maintain environmental performance standards. Additionally, LTG continues to engage suppliers and align them with our sustainability vision, planning further engagement in 2024 to extend our environmental impact management across the supply chain.

Risk Management

Climate-related risk management at LTG involves systematic identification, assessment, and mitigation practices embedded into our enterprise risk management framework. Subsidiaries like Asia Brewery monitor emissions through third-party audits and conduct regular environmental testing, covering parameters like boiler and genset emissions. PNB uses the Risk and Control Self-Assessment (RCSA) framework to evaluate the impact of environmental risks and implement appropriate controls.

This process includes monthly reporting of loss events and continuous improvement of disaster recovery plans. Both Asia Brewery and PNB emphasize stakeholder engagement and compliance with local regulations, reinforcing their commitment to managing climate risks effectively.

Metrics and Targets

LTG uses a variety of metrics to assess and manage climate-related risks. For example, PNB performed a company-wide GHG emissions assessment in early 2023, utilizing tools like a Carbon Footprint Calculator developed with academic experts. The Bank has set a preliminary goal to reduce GHG emissions by 1.5% annually, subject to management approval, and continues to monitor energy use and emissions rigorously. Asia Brewery is enhancing its environmental management system by incorporating SBTi measures and regularly updating emissions protocols. Tanduay employs an Energy Use Ratio to measure energy efficiency per unit of product while engaging with stakeholders and monitoring environmental impacts.

GHG emissions, resource use including energy, materials, waste, and water data can be found on the Resource Efficiency section for comprehensive information. For the whole of our sustainability metrics and targets, more information can be found in our Material Topics section.

Biodiversity Conservation

GRI 3-3, 304-2

Zero significant negative impacts were recorded across all subsidiaries.

Implementation of **renewable energy technologies** in Eton's operations to minimize emissions affecting biodiversity.

While biodiversity is not a direct component of LTG's core businesses, we recognize the critical role our subsidiaries play in environmental stewardship. Guided by our sustainability framework, biodiversity is integrated as one of our material topics, ensuring that our operations are aligned with environmental conservation principles.

In 2024, the following initiatives were done across the Group to ensure that the companies will continue to preserve biodiversity even if it does not directly affect their operations. This includes Eton's partnership with the ASEAN Centre for Biodiversity (ACB), making it the first real estate company in the Philippines to collaborate with an ASEAN organization on biodiversity and sustainability. Other initiatives of the Group are as follows:

Over 3,391 seedlings were planted in critical areas to promote reforestation.

100% adherence to DENR effluent and air quality standards.

Quarterly testing of surface and groundwater quality.

986 hectares reforested under the Dr. Lucio C. Tan Legacy Forest Project.

Reduction of 725.24 metric tons of solid waste through improved waste segregation.

Multiple river cleanup drives led by Tanduay and volunteer employees. To promote awareness, campaigns on biodiversity conservation for communities and employees were also led by Tanduay.

Value Through Products and Services

Customer Satisfaction

GRI 3-3

We prioritize delivering value through quality products, ethical practices, and customer-centric innovations. Customer satisfaction and retention are key performance indicators embedded in our business strategy. Through consistent monitoring—via Net Promoter Scores, customer feedback channels, and tailored engagement programs—we ensure that the voice of the customer informs our operations and drives measurable improvement.

Across the subsidiaries, we prioritize open communication with our customers through various channels, ensuring that their voices are heard and concerns addressed promptly. Feedback loops—through surveys, customer service hotlines, and digital platforms—allow us to identify opportunities for improvement and strengthen our relationships with stakeholders.

To reinforce trust, we disclose key metrics, including customer satisfaction levels and retention rates, through our transparency initiatives. Regulatory compliance is integral to our operations, and we take pride in maintaining a spotless record, with no violations or fines for non-conformance with labeling, marketing codes, or ethical advertising standards. Additionally, our internal protocols ensure that product recalls, should they occur, are handled swiftly and responsibly, safeguarding customer trust.

Asia Brewery prioritizes customer health and safety through its Food Safety and Quality Policy, which outlines a commitment to manufacturing safe and high-quality products. The company implements a Food Safety and Quality Management System aligned with international standards, ensuring compliance with all regulatory requirements. With no food safety complaints or regulatory violations reported in 2024, Asia Brewery reinforces its reputation for excellence. Continuous improvements, including hazard analysis, have strengthened its ability to protect customers and employees alike.

On the other hand, Eton integrates customer satisfaction into its operations by leveraging digital platforms and environmentally conscious designs. The company uses its Property Management Software to monitor tenant feedback and operational efficiency, ensuring timely responses to customer needs. Strategic marketing campaigns, partnerships, and compliance with local regulations further enhance the customer experience. Eton also promotes sustainable living among tenants by encouraging energy and water conservation practices through digital communications and on-site initiatives.

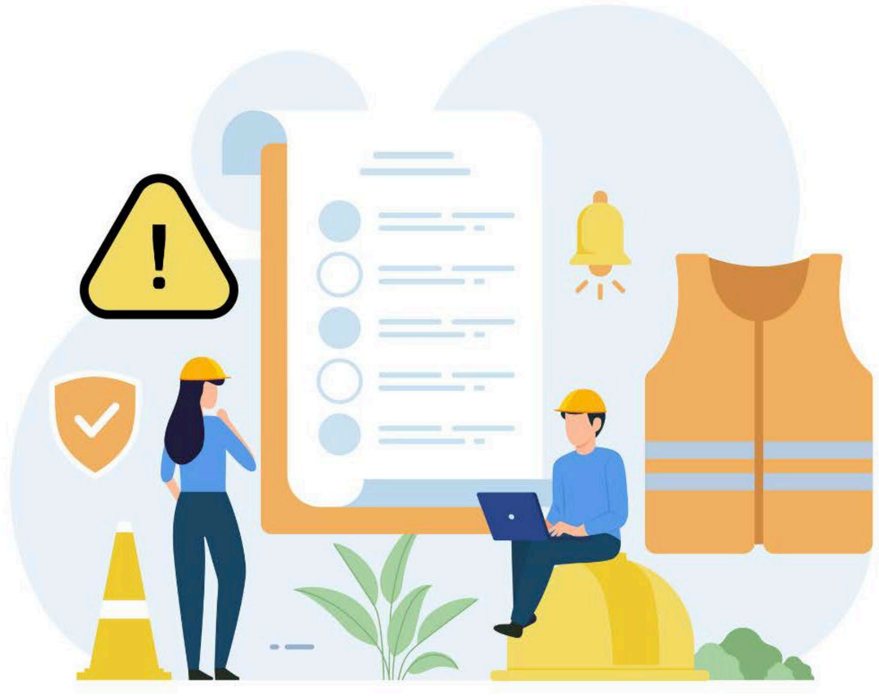
Meanwhile, Tanduay prioritizes customer satisfaction by delivering high-quality products backed by ISO, HACCP, and HALAL certifications. The company actively gathers feedback through surveys and after-sales communication, using these insights to continuously enhance its offerings and meet customer expectations.

Upholding Excellence in Customer Health and Safety

LTG ensures that its products and services consistently meet the highest expectations to reinforce our reputation as a provider of safe, high-quality offerings that consumers can rely on by placing emphasis on consumer health and safety.

Asia Brewery and Tanduay Distillers place the health and safety of their customers at the forefront of their operations, guided by a shared commitment to quality and trust. At Asia Brewery, rigorous adherence to Food Safety and Quality Policies ensures that every product meets the highest international and local standards, including FDA Good Manufacturing Practices and ISO certifications. The company continually enhances its workforce's skills and employs digital platforms for efficient customer support, enabling swift resolution of concerns and proactive measures to prevent future issues.

Tanduay Distillers integrates consumer health and safety into its quality management system, conducting annual surveillance audits to identify and address potential risks. Even amidst the challenges of the pandemic, Tanduay upheld strict health protocols aligned with regulatory guidelines, safeguarding both customers and employees. With ISO 9001:2015 certification and regular assessments by TUV-SUD Asia Pacific, the company demonstrates its steadfast dedication to maintaining the highest standards of quality and safety.



GRI 416-2

Customer Health and Safety	2024	2023
Total no. of incidents of non-compliance with regulations resulting in a fine or penalty	0	151
Total no. of incidents of non-compliance with regulations resulting in a warning	0	125
Total no. of incidents of non-compliance with voluntary codes	0	0
Total no. of substantiated complaints	66	45
Total no. of complaints addressed	66	45

Marketing and Labeling

GRI 417-1, 417-2, 417-3, FB-NB-270a.3, FB-NB-270a.4, FB-AB-270a.2, FB-AB-270a.3

Marketing and Labeling	2024
Total no. of incidents of non-compliance with regulations resulting in a fine or penalty	0
Total no. of incidents of non-compliance with regulations resulting in a warning	0
Total no. of incidents of non-compliance with voluntary codes	0
Total no. of substantiated complaints	0
Total no. of complaints addressed	0
Number of significant product or service categories offered	0
Number of significant product or service categories covered by and assessed for compliance with information and labeling procedures	0
Percentage of significant product or service categories covered by and assessed for compliance with information and labeling procedures	0

*No sustained complaints for 2024 as per ABI and TDI

Empowering Responsible Choices

Through our diverse product offerings, we enable consumers to make informed and responsible decisions. Our portfolio includes products that cater to a variety of preferences, including lower-alcohol options. We provide clear, detailed labelling to help consumers understand their choices and promote a culture of moderation.

Expanding Access to Responsible Alternatives

Asia Brewery and Tanduay are exploring opportunities to introduce low- and no-alcohol products to complement our existing lineup. These alternatives are part of our long-term commitment to providing customers with greater options for enjoying our products responsibly.

FB-NB-270a.1, FB-AB-270a.1

Responsible Drinking, Product Labelling & Marketing	2024
Percentage of total advertising impressions made on individuals at or above the legal drinking age	30%
Total number of advertising impressions made on individuals at or above the legal drinking age	12,025,000
Total number of advertising impressions made on alcoholic beverages	33,205,000
Percentage of total advertising impressions made on children	0%
Number of advertising impressions made on children	0
Total number of advertising impressions made on non-alcoholic beverages	0

Data Privacy and Security

GRI 3-3, FN-CB-230a.2

Data privacy and security are not just operational priorities—they are integral to safeguarding stakeholder trust and upholding regulatory compliance. In 2024, the Group has further strengthened its cybersecurity framework and data protection measures across all subsidiaries, ensuring resilience against evolving risks. Through regular IT infrastructure reviews, enhanced employee training, and robust governance practices, LTG continues to prioritize the protection of sensitive information.

At a subsidiary level, Asia Brewery has made significant strides in data privacy by developing a comprehensive Data Classification Policy that governs the use, storage, and processing of all data within its operations. The company has implemented Incident Management and Information Security Incident Policies to swiftly address and mitigate potential breaches. Non-disclosure agreements are strictly enforced with third-party agencies and service providers to uphold confidentiality. In alignment with the Advertising Standard Council's guidelines, Asia Brewery ensures that all advertising and communication materials are accurate and transparent, further strengthening customer trust.

On the other hand, Eton reinforces customer privacy by adhering to the Data Privacy Act of 2012 and implementing robust cybersecurity tools and backup procedures. The company's proactive approach includes immediate breach reporting protocols to the National Privacy Commission within 72 hours, ensuring transparency and accountability. Cybersecurity awareness initiatives remain a priority, enabling the company to prevent and respond effectively to emerging threats. These measures reflect Eton's unwavering commitment to protecting personal data and upholding the highest security standards.

Recognizing the importance of data privacy and security in the banking industry, PNB upholds customer data privacy through a comprehensive suite of policies, including the Enterprise Data Privacy Policy, Governance and Risk Management Sub-Policy, and a detailed Data Privacy Architecture. Supported by the PNB Enterprise Data Privacy Manual for overseas branches, these policies ensure consistency across global operations. Privacy Impact Assessments, conducted under ISO standards and the Data Privacy Act of 2012, proactively identify and mitigate risks. To address teleworking challenges, PNB has implemented a Telecommuting Policy that safeguards employee privacy and ensures the security of IT infrastructure and systems, with additional measures such as VPN authentication and endpoint encryption.

GRI 418-1, FN-CB-230a.1

Customer Health and Safety	2024	2023	2022
Number of substantiated complaints on customer privacy	0	1	3
Number of complaints addressed	0	1	2
Number of customers, users, and account holders whose information is used for secondary purposes	0	1	344
Number of data breaches, including leaks, thefts, and losses of customer data	0	0	2
Percentage of data breaches in which personally identified information (PII) was subject to a data breach	0	0	100%
No. of customers affected by data breaches	0	0	44

As a startup real estate company in its second year of operation, PHC understands that data privacy is essential to maintaining trust and credibility with our clients, partners, and stakeholders. Recognizing the growing importance of safeguarding personal and sensitive information, we have proactively implemented strong data privacy practices, aligned with both legal requirements and industry best standards.

Our commitment to data privacy is embedded within our core values and is a key element of our sustainable business model. We ensure that all client data, including personally identifiable information (PII) and transaction details, are handled with the utmost care, secured through advanced encryption technologies and robust internal protocols. To meet privacy regulations under the Data Privacy Act of 2012, we have integrated privacy by design into our operations. This includes performing regular privacy impact assessments, implementing transparent data collection practices, and offering clear consent options for our customers. Furthermore, we have trained all employees on data protection principles and have established clear guidelines for data access and retention.

Innovation and Digitization

The Group continues to embrace innovation and digital transformation to enhance operational efficiency, improve customer engagement, and align with the demands of a digital-first world. Across its subsidiaries, LTG leverages technology to streamline processes, reduce costs, and deliver better services to stakeholders.

Asia Brewery is transforming internal operations by digitizing expense and cash management systems. Manual processes for reimbursements, cash advances, and petty cash approvals have been replaced with electronic systems, significantly improving efficiency, reducing costs, and enabling real-time tracking. Additionally, the Request for Payment process for importation-related transactions and non-PO payments is undergoing a shift to a fully digital system, which will minimize paperwork, reduce errors, and ensure compliance with streamlined approval workflows.

Eton continues its digital transformation with initiatives such as ZingHR, an end-to-end Human Capital Management System that automates HR processes and enhances efficiency. The company also implemented an automated workflow to streamline payment and procurement processes, reducing redundancies and manual routing while enhancing compliance. Currently, it is in the process of implementing S4 Hana to drive greater efficiencies through more automation and adoption of industry best practices; to strengthen controls across all core process and to elevate data integrity and relevance. Additionally, Eton transitioned from landlines to a digital communication system, modernizing its infrastructure and improving connectivity.

PHC embarked on a digital transformation journey by implementing SAP S4/HANA to modernize its business processes. Focusing on the Finance and Material Management modules, the implementation streamlined financial processes, improved inventory management, and enhanced decision-making capabilities. By automating tasks, reducing data silos, and providing real-time insights, SAP S4/HANA has significantly increased efficiency, reduced costs, and improved customer satisfaction. Additionally, PHC implemented a Human Resource Information System (HRIS) to eliminate manual timekeeping, streamline payroll preparation, and allow employees to manage their leave records digitally. These successful implementations have positioned PHC for continued growth and innovation by enabling agile responses to market changes and fostering a data-driven culture within the organization.

PNB has spearheaded several digital initiatives in 2024 to enhance customer experience and security. The Enterprise Fraud Management System, implemented in October, effectively mitigates fraud risks in web and mobile applications. The Bank also launched Bills Pay PH in January and QR PH in February, expanding digital transaction channels for customers. By the end of 2024, PNB implemented in-app push notifications to improve customer communication and convenience. Notable projects include digital account opening, set for live deployment in phases, with Phase 1 operational by January 2025 and Phase 2, featuring eKYC, scheduled for 2025. Mobile remittance applications for OFWs are also under development, with the UK-specific app targeted for launch in 2025.

Php 89.2 Million

Total Amount of Investment for Digital Transformation Initiatives in 2024*

*Data from PNB only

On the other hand, Tanduay continues to enhance operational efficiency and drive growth through digital transformation. The Electronic Transport Request System and Power BI have reached full implementation, streamlining approval processes and strengthening financial analytics. The Learning Management System and Materials Resource Planning are also fully deployed, improving workforce productivity and optimizing budget planning. Meanwhile, Mobile Device Management is halfway complete, bolstering data security, while the Human Capital Management (HCM) system is in the training phase to improve payroll efficiency. Integration of the Truck Scale System with SAP is underway, promising increased warehouse productivity. Looking ahead, TDI is set to implement a Document Management System and Secure Access Service Edge, advancing paperless operations and cybersecurity. The Electronic Invoicing System, designed for BIR compliance, is also in the pipeline. These initiatives build upon TDI's S4-HANA enterprise resource planning system, which has already improved Procure-to-Pay, Inventory Management, transaction processing, and financial reporting.

Strengthening Digital Banking with PNB

The Bank also continues to strengthen its position in the digital banking landscape by rolling out initiatives that attract more users and enhance customer satisfaction. Guided by a three-year digital strategy aligned with its enterprise vision, mission, and regulatory landscape, PNB prioritizes providing a safe, reliable, and convenient digital experience. Endorsed by the Board Strategy and Policy Committee (BSPC) and overseen by the Board IT Governance Committee (BITGC), the strategy is designed to drive growth and expand the Bank's reach.

PNB's digitalization efforts are governed by a Projects Prioritization Committee that ensures alignment with strategic priorities, while execution is monitored by dedicated steering committees and the Technology Committee. The Bank adheres to BSP regulations, including the Digital Payment Transformation Roadmap under the National Retail Payment System (NRPS), actively participating in initiatives like InstaPay, PESONet, and the Open Finance Framework. PNB has also automated key processes, including bank forms and e-SOA, to improve efficiency, promote sustainability, and enhance customer convenience.

	2024	2023	2022
ATMs	1,572	1,535	1,575
CAMs	143	145	145
Corporate CAMs (CCAMs)	63	29	29
POS Terminals	6,152	7,876	8,367

In 2024, PNB's mobile banking platform, PNB Digital, continued its growth trajectory, reaching over 1,449,058 million enrolled users. Significant enhancements such as upgraded security features, expanded payment capabilities, and access to a broader range of financial products, have positioned the platform as a trusted tool for customers. To increase awareness and engagement, the Bank leveraged digital channels like Facebook, Instagram, YouTube, email, and SMS, resulting in improved enrollment and usage rates.

	2024	2023 (Mobile Banking Application)	2022 (Mobile and Internet)
Enrolled Users	1,449,058	1,105,231	1,508,741

Welfare of Employees and Communities

Safety, Security, and Well-being

GRI 2-23, 2-24, 2-25, 2-26, 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8

12,197 Employees Covered by OHS in 2024

We recognize that fostering a safe, supportive, and health-conscious workplace is not only a regulatory obligation but a critical element of our long-term success and social responsibility. Across all subsidiaries in the Group, we have established comprehensive programs across our subsidiaries to ensure a safe working environment, promote health and wellness, and support our workforce's physical and mental well-being. The table below highlights the diverse range of OHS and wellness programs undertaken by the Group, underscoring our dedication to prioritizing employee safety, promoting physical and mental well-being, and achieving excellence in workplace health standards.

General OHS Initiatives:	• **Compliance with OSH Standards:** Compliance with OSH Standards under DOLE, including monthly health and safety committee meetings. • **Hazard Identification, Risk Assessment, and Control (HIRAC):** Procedures for identifying and managing risks and hazards. • **Safety Audits:** Regular internal and external audits to ensure compliance and safety improvements.
Safety Trainings and Drills:	• **Basic Occupational Safety and Health (BOSH) and Construction OHS (COSH):** Mandatory training sessions for employees and safety officers. • First Aid and Basic Life Support Training: Training for emergency preparedness and response. • **Fire Safety and Spill Management Training:** Focused training to handle fire and chemical spill emergencies. • **Earthquake and Fire Evacuation Drills:** Conducted twice annually for disaster preparedness.
Health, Wellness, and Voluntary Promotion Services	• **Annual Physical Exams (APE):** Comprehensive check-ups for all employees. • **Vaccination Programs:** Includes COVID-19 vaccines, flu shots, and other immunizations. • **Mental Health Support:** 24/7 mental health hotlines (e.g., KonsultaMD), webinars, and HR programs for psychological support. • **Employee Engagement Activities:** "Eton Kamustahan," team-building sessions, holiday celebrations, and sports festivals. • **Fitness Challenges:** Activities promoting physical health like yoga, fun runs, and cycling events. • **Wellness Facilities:** Access to gyms, sports courts, and wellness areas. • **Health Awareness Campaigns:** Programs addressing tuberculosis, HIV/AIDS, Hepatitis B, and chronic diseases. • **Regular Health Monitoring:** Blood pressure and sugar level checks for early detection of health risks. • **Webinars and Advisories:** Awareness sessions on workplace ergonomics and general health issues.

Stress Management and Engagement:

- **Stress Monitoring:** Employee surveys, absenteeism monitoring, and satisfaction assessments.
- **Return-to-Work Programs:** Personalized workload adjustments and post-illness reintegration plans.
- **Team Engagement Activities:** Sports festivals, holiday events, and "kumustahan" sessions for well-being check-ins.

Recognition and Rewards:

- **Safe Man-Hour Milestone:** Rewards for achieving safety performance milestones.
- **Acknowledgment of Participation:** Recognition of employees actively participating in wellness and safety programs.

On a subsidiary level, Asia Brewery has institutionalized an Occupational Safety and Health (OSH) program, ensuring that health and safety policies cover all employees, including regular, contractual, and part-time workers. Through initiatives such as regular wellness activities, mental health webinars, and on-site medical clinics, Asia Brewery fosters a culture of care and awareness. Their comprehensive mental health policy, coupled with a "Speak Up" program, encourages employees to address concerns openly. The Environmental Health and Safety (EHS) committee oversees monthly meetings, hazard identification, and risk assessments, ensuring continuous improvement of health and safety measures.

Meanwhile, PNB recognizes the multifaceted challenges of employee well-being, delivers a holistic health and safety program that includes physical health initiatives, mental health hotlines, and comprehensive healthcare coverage. Their proactive approach extends to disaster preparedness through regular fire and earthquake drills. To combat workplace stress, PNB has implemented targeted interventions. Employees benefit from extensive healthcare coverage, including annual physical exams, teleconsultation hotlines, and mental health support services. The Bank actively fosters resilience through stress management workshops, employee wellness programs, and disaster preparedness drills. A dedicated Occupational Safety, Health, and Family Welfare Committee ensures ongoing compliance with regulatory requirements while proactively addressing emerging risks. These initiatives reflect the Bank's commitment to creating a balanced and supportive workplace while ensuring employees are equipped to adapt to emerging risks and challenges.

Eton on the other hand complements LTG's mission by implementing safety and health initiatives tailored to its workforce and operational context. Their "Eton Kamustahan" program promotes psychological well-being by offering employees a safe platform for dialogue and support. Comprehensive OSH training, semi-annual safety audits, and wellness initiatives demonstrate Eton's commitment to fostering a safe and inclusive work environment. Employees also benefit from accessible HMO services and mental health resources, ensuring their needs are consistently met.

For Tanduay, the Company prioritizes health and safety through targeted programs such as regular health screenings, mental health consultations, and periodic training in laboratory safety, hazardous material handling, and first aid. The Environmental, Health, and Safety (EHS) committee oversees quarterly reviews of safety hazards, ensuring risks are effectively managed. With robust health initiatives that address non-occupational risks like tuberculosis, HIV/AIDS, and hepatitis, Tanduay ensures comprehensive care for all workers, including third-party contractors.

PHC extends LTG's focus on employee welfare by providing accessible healthcare services through an HMO partnership and dedicated OSH programs. Annual physical exams, flexible work arrangements, and health promotion activities such as family days and team-building exercises create a supportive work environment. The PHC-OSH Committee oversees risk assessments, ensuring hazards are identified and mitigated effectively, while disaster preparedness training equips employees to respond confidently in emergencies.

Work-related Injuries

GRI 403-9

	2024
Number of fatalities as a result of work-related injury	0
Rate of fatalities as a result of work-related injury	**0**
Number of high-consequence work-related injuries (excluding fatalities)	5
Rate of high-consequence work-related injuries (excluding fatalities)	**0**
Number of recordable work-related injuries	16
Rate of recordable work-related injuries	**0**
Number of hours worked	26,437,648
Safe man hours	26,023,770
Number of high-potential work-related incidents identified (optional)	0
Number of close calls identified (optional)	91

Mental Health

Going beyond the typical OHS standards, the Group is also actively creating a safe working environment where mental health is prioritized, reducing stigma, and empowering employees to thrive personally and professionally. Through targeted initiatives, such as wellness programs, mental health awareness campaigns, and access to counseling services, the organization ensures employees have the resources they need to maintain their well-being.

While only PNB and Eton actively monitor the number of employees benefiting from mental health and well-being programs, all subsidiaries across the Group are committed to providing psychological and well-being support. These initiatives, as highlighted in the previous section, reflect the collective effort to prioritize employee mental health and foster a supportive work environment throughout the organization.

Mental Health Programs Data

1,463
Employees Attending from Mental Health Support Programs and Seminars

346
Employees Benefitting from Workload Adjustments

346
Employees Participating in Return-to-Work Programs

Note: Numerical scope is for PNB and Eton only.

Labor Relations and Skills

GRI 2-25

Included in the Forbes' World's Best Employers in 2024 (Ranked 600+ worldwide)

To ensure employees are engaged, valued, and equipped to contribute to the Group's success, the Group is continuously making efforts to improve our metrics on DEI, employee engagement, labor-management relations, training and development, and benefits. For 2024, we have implemented programs and initiatives to uphold our strong labor relations and continuous skill development to support our workforce.

Diversity, Equity, and Inclusion

GRI 2-7, 3-3, 406-1

The Group is committed to fostering a culture of fairness and equal opportunity, thereby continuing to strengthen our workforce and ensure that every employee feels valued, empowered, and respected in their roles. Additionally, all companies ensure to implement equitable practices and policies as we aim to create an environment that supports personal and professional growth, regardless of race, gender, age, religion, or socio-economic background. For this reporting cycle, neither the Parent Company nor any of the subsidiaries have reported any cases or controversies of discrimination.

ZERO Cases of Discrimination in 2024

On a subsidiary level, Asia Brewery upholds diversity by strictly adhering to its Recruitment, Selection, and Placement Policy. While the company currently does not set specific gender ratio targets or offer programs for vulnerable sectors, it ensures equal opportunities for all applicants and employees.

On the other hand, Eton promotes a gender-neutral recruitment process to eliminate bias, aiming for a balanced gender ratio while ensuring inclusivity throughout its hiring practices. The company employs individuals from vulnerable sectors and is committed to respecting diversity in all aspects of its operations.

At PNB, inclusivity and safety are integral to our workplace safe spaces. We enforce comprehensive policies on diversity, gender equality, anti-sexual harassment, and whistleblowing to safeguard employees and external stakeholders from discrimination. Additionally, the Bank provides mental health support through healthcare coverage and an in-house certified psychosocial facilitator. Gender mix is tracked and presented to management, although formal targets have not been set.

Meanwhile, Tanduay educates its managers and employees on the importance of diversity and clearly communicates expectations for inclusive workplace conduct. While no specific targets for gender ratio or programs for vulnerable sectors are currently in place, the company remains committed to fostering a diverse workforce.

PHC ensures non-discrimination in hiring by prioritizing competency over other factors. While the company has not established specific DEI targets or programs for vulnerable sectors, it upholds a culture of fairness and respect.

In 2024, the Group has a total workforce of 12,803 employees.

	Quantity (M)	Percentage (M)	Quantity (F)	Percentage (F)	2024 Total
Asia Brewery	2,279	78%	661	22%	2,940
Eton	155	45%	191	55%	346
LTG	11	44%	14	56%	25
PNB	2,963	34%	5,853	66%	8,816
Tanduay	472	77%	144	23%	616
PHC	31	52%	29	48%	60
Total number of employees					**12,803**

Employee Engagement

On the employee engagement side, we continuously implement programs and strategies that empower employees and enhance their experience throughout their professional journey at LTG. Each subsidiary has targeted strategies to ensure that the Group and its operations remain competitive in the job market and attract the right candidates for their teams. In 2024, the Group welcomed a total of 2,258 new hires while experiencing 1,381 employee turnovers.

- Asia Brewery actively boosts job visibility through online portals and social media platforms, expediting recruitment through virtual processes.
- PNB strengthens its hiring process by participating in university job fairs and career talks, offering internship opportunities, and leveraging social media for talent outreach.
- Eton focuses on employer branding, highlighting employee satisfaction and engagement on platforms like LinkedIn and Facebook, while also fostering partnerships with educational institutions.
- Tanduay enhances its appeal by offering competitive benefit packages and providing career development opportunities for new hires.
- PHC emphasizes diversity, equality, and inclusion in recruitment, ensuring a broad spectrum of candidates are considered based on skills and potential.

In line with our employee engagement initiatives, the Group also had several retention and development programs to foster and retain talents within the organization.

- PNB has established a Succession Management Program to identify and develop potential leaders for critical roles. This includes individual development plans and continuous monitoring to bridge competency gaps.
- Asia Brewery employs succession planning within business units to ensure operational continuity.
- Tanduay uses cross-training among supervisors to ensure versatility in operations and leadership readiness.
- Eton focuses on structured clearance and proper delegation to ensure seamless workplace transitions.
- PHC is launching a formal succession planning initiative in the second quarter to identify and nurture future leaders within departments.

New Hires

GRI 401-1

Gender	Male			Female			2024
Age	< 30 y.o.	30-50 y.o.	>50 y.o.	< 30 y.o.	30-50 y.o.	>50 y.o.	Total
Asia Brewery	147	70	10	99	20	0	**346**
Eton	43	101	10	75	108	9	**346**
LTG	0	1	0	1	0	0	**2**
PNB	278	160	15	745	201	20	**1,419**
Tanduay	33	45	2	19	2	1	**102**
PHC	4	12	6	13	8	0	**43**
						Total New Hires	**2,258**
						New Hire Rate	**17.64%**

Turnovers

GRI 401-1

Gender	Male			Female			2024
Age	< 30 y.o.	30-50 y.o.	>50 y.o.	< 30 y.o.	30-50 y.o.	>50 y.o.	Total
Asia Brewery	119	117	38	43	25	6	**348**
Eton	4	10	2	9	13	1	**39**
LTG	0	0	0	2	2	1	**5**
PNB	90	141	89	218	234	158	**930**
Tanduay	11	18	5	4	3	1	**42**
PHC	0	8	0	0	9	0	**17**
						Total Turnovers	**1,381**
						Turnover Rate	**10.79%**

Labor-Management Relations

GRI 2-30

Subsidiaries such as Asia Brewery, PNB, and Tanduay actively maintain regular communication with labor unions and uphold compliance with Collective Bargaining Agreements (CBAs). Monthly Labor Management Committee (LMC) meetings facilitate dialogue between management and union representatives to address issues and enhance industrial peace. For non-unionized entities like Eton and the Parent Company (LTG), direct communication channels, such as departmental meetings and pulse surveys, ensure that employee voices are heard. All companies within the Group uphold and respect the rights of unions, ensuring adherence to fair labor practices regardless of union status.

Likewise, each subsidiary also encourages employee involvement in decision-making through various initiatives:

- Asia Brewery conducts toolbox meetings and employee-related activities to involve employees in work-related decisions.
- PNB integrates union feedback in policy formulation and regularly involves union representatives in committees such as the Occupational Safety, Health, and Family Welfare Committee.
- PHC leverages town hall meetings and KPI-setting processes to align individual employee goals with organizational objectives.

- Tanduay cascades departmental goals and Key Results Areas (KRAs) to employees while fostering collaboration in operational planning.

As for grievance mechanisms and to protect employees from retaliation, LTG enforces strict non-retaliation policies across its subsidiaries, ensuring a safe environment for employees to raise concerns. Each subsidiary offers robust grievance mechanisms to address employee concerns effectively:

- Asia Brewery utilizes grievance machinery, LMC meetings, and its Committee on Decorum and Investigation (CODI).
- PNB incorporates Alternative Dispute Resolution (ADR) mechanisms and union-mediated grievance handling.
- Eton employs a Whistleblower Policy to safeguard confidentiality and resolve employee concerns without retaliation.
- PHC has structured grievance policies and engages external consultants to review and mitigate human capital risks.

3,967 **Number of Employees Under Collective Bargaining Agreement in 2024**

Training and Development

GRI 3-3

The Group prioritizes creating programs and opportunities that equip employees with the necessary skills and knowledge to thrive in their roles while preparing them for future leadership and challenges in the evolving corporate landscape. Training and development programs across LTG subsidiaries serve as a critical investment in employee growth and organizational success. Programs at PNB, for instance, emphasize leadership, digital fluency, and mental wellness, boosting productivity and work-life integration. At Asia Brewery, employees are equipped with behavioral and technical skills that enhance engagement, improve quality, and foster a culture of continuous learning. Eton provides essential skills training, with a focus on adaptability and technical expertise, boosting productivity and ensuring compliance with industry standards. PHC emphasizes the integration of new skills and industry knowledge, leading to higher-quality outputs and more innovative solutions. Meanwhile, Tanduay focuses on reducing workplace errors, increasing productivity, and ensuring safety through targeted training initiatives.

While 2024 posed challenges across the Group particularly in implementing training programs (often tied to scheduling conflicts, resource constraints, or technological barriers), each subsidiary nonetheless created solutions that demonstrate LTG's adaptability and commitment to employee development. Asia Brewery has optimized schedules and adopted a phased training rollout to accommodate production demands, while PNB has leveraged e-learning platforms like LinkedIn Learning to ensure accessibility for employees across all ranks. PHC measures training effectiveness through return on expectations (ROE) to ensure tangible benefits and better resource allocation. Eton, on the other hand, improved employee engagement in training by aligning programs with operational priorities and offering personalized learning paths. Tanduay, overcoming HR turnover challenges, has reintroduced shelved training programs and reinforced its calendar for 2024.

GRI 404-1

	Total training hours	Total number of employees trained	Average hours of training
Male			
Officers	373	28	81
Managers	15,523	1,051	230
Supervisors	51,517	2,260	134
Rank and File	174,564	3,341	114
Female			
Officers	300	28	45
Managers	8,411	632	215
Supervisors	26,756	1,171	108
Rank and File	67,302	1,659	125
TOTAL	**344,745**	**10,170**	**1,052**

Benefits

The Group and its subsidiaries continue to deliver exceptional benefits that cater to the diverse needs of their employees. Each has tailored offerings that reflect a Group-wide philosophy that values people as its greatest asset, fostering a culture of care, support, and opportunity. To this day, we are continuously innovating our benefits program as we commit to become an employer of choice in every industry we operate in. From comprehensive healthcare programs and wellness initiatives to remote work arrangements and above-compliance perks, the Group ensures that its workforce is supported at every stage of their career.

Parent Company (LTG):

- **Remote Work Options:** Skeletal work schedules, provision of laptops, online communication tools.
- **Special Leaves:** Bereavement Leave, Emergency Leave, paid and unpaid leave options.
- **Dependent Care:** HMO policy allows dependents to enroll with the same coverage.
- **Long-Term Incentives:** Additional leave credits based on tenure.
- **Employee Wellness:** Wellness webinars and health information bulletins in partnership with HMO providers.
- **Above-Compliance Benefits:** Additional leave credits beyond labor laws, well-equipped and sanitized workspaces.
- **Seasonal Gifts:** Christmas grocery packs as tokens of appreciation.

Asia Brewery:

- **Remote Work Options:** Integrated into the Business Continuity Plan for transactional processes.
- **Special Leaves:** Vacation Leave, Sick Leave, Maternity/Paternity Leave, Solo Parent Leave, Emergency Leave, and more.
- **Healthcare Support:** Assistance for medical expenses exceeding healthcare coverage.
- **Retirement Program:** Comprehensive retirement benefits.
- **Employee Wellness:** Annual physical examinations, health and wellness seminars, and activities.
- **Seasonal Gifts:** Christmas grocery packs as tokens of appreciation.
- **Labor Compliance:** Implementation of statutory benefits such as the Magna Carta for Women and other protective laws.

Eton:

- **Special Leaves:** Birthday Leave, Maternity/Paternity Leave.
- **Dependent Care:** HMO coverage includes at least two dependents.
- **Employee Wellness:** Annual wellness fairs in collaboration with the HMO provider.
- **Seasonal Gifts:** Christmas grocery packs as tokens of appreciation.
- **Industry Benchmarking:** Competitive salary and benefits package benchmarked against top real estate companies.

PNB:

- **Remote Work Options:** Telecommuting arrangements evaluated based on job nature and IT capabilities.
- **Special Leaves:** Birthday Leave, Emergency Leave, Solo Parental Leave, and more.
- **Seasonal Gifts:** Christmas grocery packs as tokens of appreciation.
- **Healthcare and Wellness:** Regular wellness webinars (mental, physical, and financial health), support for social groups, and clubs foremployee engagement.
- **Innovative Benefits:** Flexible Leave Monetization program for financial emergencies.
- **Above-Compliance Benefits:** Enhanced wellness programs, interest clubs, and HR initiatives exceeding labor regulations.

PHC:

- **Remote Work Options:** Work-from-home options for deadline-critical tasks during inclement weather.
- **Special Leaves:** Bereavement Leave, Birthday Leave, and comprehensive sick/vacation leave entitlements.
- **Enhanced Healthcare Benefits:** Increased HMO coverage, bereavement benefits.
- **Additional Perks:** Allowances for rice, uniforms, communication, and transportation.
- **Seasonal Gifts:** Christmas grocery packs as tokens of appreciation.

Tanduay:

- **Special Leaves:** Leaves under the Magna Carta for Women and Violence Against Women and Children Act.
- **Healthcare and Dependent Care:** Free HMO coverage for up to three dependents.
- **Employee Wellness:** Mental Health Month, Zumba sessions, wellness webinars, and bloodletting activities.
- **Seasonal Gifts:** Christmas grocery packs as tokens of appreciation.
- **Performance Rewards:** Incentives for perfect attendance and other recognitions.
- **Labor Compliance:** Full adherence to labor regulations with additional employee engagement initiatives.

Benefits

GRI 401-2

	2024	
	# of women who availed	# of male who availed
SSS	1,631	2,106
Philhealth	661	273
Pag-IBIG	1,233	2,455
Parental leave	328	95
Vacation Leave	5,541	3,337
Sick Leave	4,985	2,904
Medical benefits (aside from Philhealth)	341	646
Housing assistance (aside from Pag-IBIG)	11	3
Retirement fund (aside from SSS)	255	206
Further education support	0	1
Telecommuting	612	320
Flexible working hours	1,003	771

Parental Leave

GRI 401-3

	2024	
	Male	Female
Total number of employees that were entitled to parental leave	639	506
Total number of employees that took parental leave in 2024	94	329
Total number of employees that returned to work in 2024 after parental leave ended	88	312
Return to work rate	**93.62%**	**94.83%**
Among those who availed the parental leave in 2023 how many of them returned and are still with the company in 2024	88	298
Total number of employees that took parental leave in 2024	100	307
Retention rate	**88.00%**	**97.07%**

Solo Parental Leave

GRI 401-3

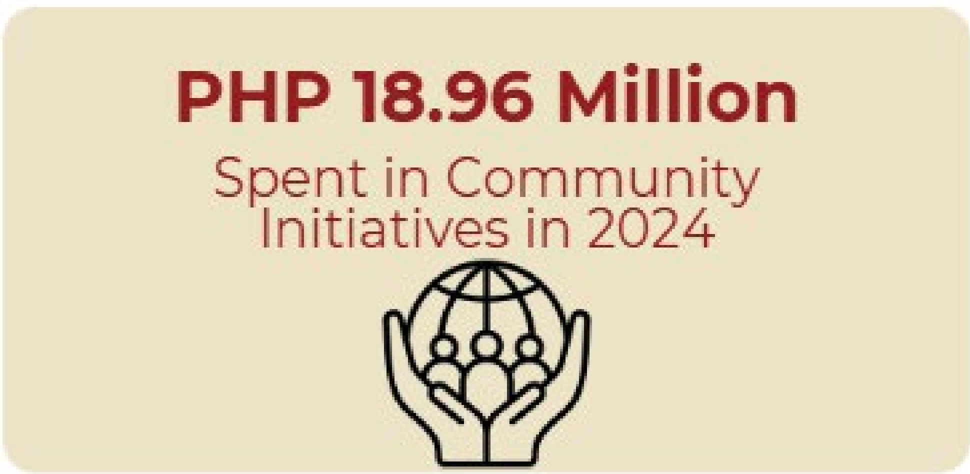
	2024	
	Male	Female
Total number of employees that were entitled to parental leave	34	218
Total number of employees that took parental leave in 2024	16	173
Total number of employees that returned to work in 2024 after parental leave ended	14	168
Return to work rate	**87.50%**	**97.11%**
Among those who availed the parental leave in 2023 how many of them returned and are still with the company in 2024	16	179
Total number of employees that took parental leave in 2024	17	183
Retention rate	**94.12%**	**97.81%**

Community Relations and Development

GRI 3-3, 203-2, 413-1

We are dedicated to advancing the United Nations' 17 SDGs. To ensure our efforts align with our business activities and drive the greatest positive impact on society and the environment, we have identified 10 key focus areas.

For this reporting year, we have allotted a budget of Php 18.96 million for our community initiatives which is detailed under the 2024 Community Development Programs section.



Our Dedicated Corporate Social Responsibility (CSR) Arm

Central to our community engagement efforts is the Tan Yan Kee Foundation, Inc. (TYKFI), the Group's dedicated CSR arm. TYKFI serves as the cornerstone of LTG's social responsibility strategy, implementing programs that address critical societal needs while fostering inclusivity and development.

The Group's CSR efforts focus on priority areas such as education, healthcare, environmental conservation, livelihood enhancement, and disaster response. Through TYFI's flagship programs—such as the Dr. Lucio C. Tan Legacy Forest Project, Small Water Impounding Project, agriculture-focused scholarships, and the HOPE Caravan Assistance Program—the Foundation embodies LTG's vision of building a sustainable, equitable, and empowered society.

Group-wide Community Engagement Policy

We are actively collaborating with our subsidiaries to ensure that its initiatives are impactful and far-reaching, delivering tangible benefits to the communities it serves. These programs are meticulously aligned with the Group's overarching goal of sustainable development, embodying its commitment to ethical practices, social responsibility, and shared value creation.

	2024	2023	2022
Total number of operations with implemented local community engagement, impact assessments and/or development programs	13	166	3
Number of complaints addressed	13	197	194
Percentage of operations with implemented local community engagement, impact assessments and/or development programs	100%	91%	87%

Driving Employee Volunteerism

By empowering employees to actively participate in community development, the Group strengthens its connection to the communities it serves while building a workplace culture of empathy, purpose, and shared responsibility.

Employee volunteerism is encouraged through structured programs and meaningful opportunities tailored to resonate with employees' personal values and interests. Subsidiaries such as PHC offer paid time off for volunteering, while others, like PNB, incentivize participation with perks such as free meals, activity shirts, tools, and materials for volunteer events. The Group also leverages internal communication platforms to share announcements, document activities, and recognize employee contributions, fostering a sense of pride and collective purpose.

2024 Community Development Programs

Education, Development, and Youth Empowerment

SDGs Alignment

4 QUALITY EDUCATION | 8 DECENT WORK AND ECONOMIC GROWTH | 5 GENDER EQUALITY | 10 REDUCED INEQUALITIES | 17 PARTNERSHIPS FOR THE GOALS

A Journey to Find Roots in China: Bridging Cultures Through Learning

596 Students

Participated in A Journey to Find Roots in China and Tan Yan Kee Library Cultural Classes Programs

Since 1991, the program has strengthened Filipino-Chinese students' cultural ties. In 2024, 500 students from 50 schools completed a six-week educational journey in China. Meanwhile, the Tan Yan Kee Library Cultural Classes engaged 96 young learners in Chinese festivals, traditional songs, Tang poetry, calligraphy, and Mandarin.

Investing in Future Leaders

52 Students
Beneficiaries under Tan Yan Kee - St. Teresita's Academy (STA) Scholarship Program

Php 1.2 million
Disbursed Scholarship under ABI Medical Specialty Scholarship Program

Php 4 million
Disbursed Scholarship under TYKFI-Foundation for Liberty and Prosperity (FLP) Legal Scholarship Program

28 Students
Beneficiaries under FLP and ABI Programs

Dr. Juan Franco S. Felipe, RMT, MD, DPBO
Orthopedic Surgery & Sports Medicine

The Tan Yan Kee-St. Teresita's Academy Scholarship Program has supported farmers' children since 2016 with tuition, stipends, and school supplies. The TYKFI-FLP Legal Scholarship Program awarded Php 200,000 each to 20 law students in 2023-2024, with three scholars ranking in the Top 1, Top 6, and Top 18 of the 2024 Bar Exams. Meanwhile, the ABI Medical Specialty Scholarship Program, in partnership with Asia Brewery Inc. and the PAL Foundation, granted four full scholarships worth Php 200,000 with round-trip tickets and four partial scholarships with travel assistance.

Strengthening Educational Foundations

The Dr. Lucio C. Tan and Mrs. Carmen K. Tan School Building at Chiang Kai Shek College in Silang, Cavite, introduced 46 state-of-the-art classrooms, accommodating 2,300 students. Meanwhile, the FUSE Teacher Training Program, in partnership with TYKFI, trained 235 teachers and hosted assemblies for 81 educators, enhancing teaching methodologies and critical thinking.

316 teachers

Beneficiaries for the Foundation for Upgrading the Standard of Education (FUSE) Teacher Training Program

46 State-of-the-art classrooms

Built on Chiang Kai Shek College (Silang, Cavite)

2,300 Students

Can be accommodated in classrooms

Supporting Education Through Community Outreach

351 Students
Beneficiaries of school supplies, uniforms, and hygiene kits

To combat absenteeism among indigenous and farming communities, LTG equips students with essential learning materials, ensuring they stay in school and thrive. On October 29, 263 learners from Macdu Elementary School and 88 from Tan Yan Kee Elementary School received school supplies, uniforms, and hygiene kits, providing them with the tools they need for academic success.

Economic Upliftment and Livelihood Enhancement

SDGs Alignment

Empowering Public Service Through Technology

Recognizing the importance of efficient public service, the Computer Equipment Donation program provided critical resources to the Manila district office of the Philippine National Police. On October 4, the Foundation donated a computer monitor, two printers, and three air conditioning units to enhance operational efficiency and ensure better service delivery for community safety.

TYKFI-ETON Masaganang Palayan Project: Sustaining Farmers and Strengthening Food Security

495
Longpin rice seed donated

This project, initiated in 2019, continues to uplift local farmers in Aritao, Nueva Vizcaya. In preparation for the new rice cropping season, 18 sacks of 30kg Longping seeds and seven sacks of 3kg Longping seeds were distributed to Brgy. Comon farmers.

Promoting Sustainable Agriculture and Livelihoods

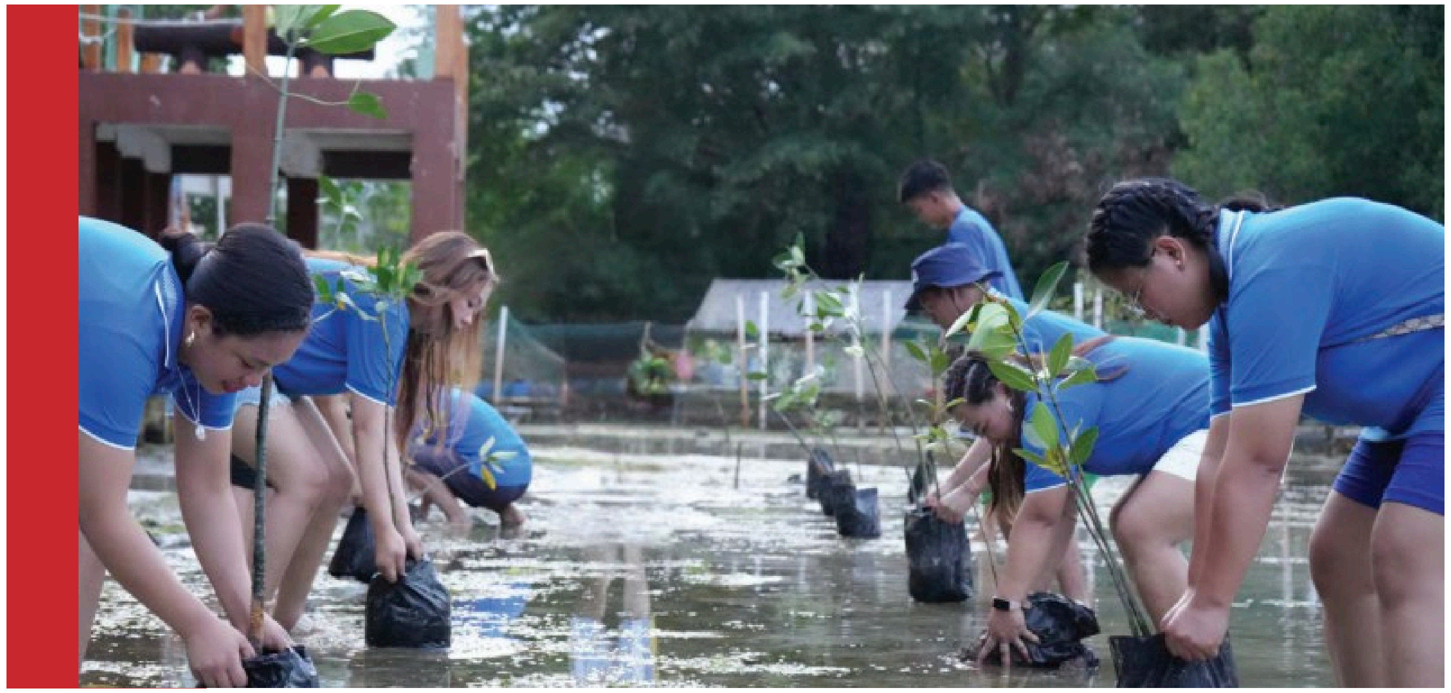
The Dr. Lucio C. Tan Legacy Forest Project in Carranglan, Nueva Ecija, plays a vital role in food security and environmental conservation. The Agroforestry Project yielded 6,496.08 kilograms of farm-fresh vegetables and fruits, with an additional 151.11 kilograms from upland harvests. These fresh produce supplies benefited employees from PNB, PAL, and other LT Group subsidiaries while providing farmers with sustainable livelihoods amid rising food prices.

Environmental Stewardship

SDGs Alignment

Dr. Lucio Tan Legacy Forest Project

3,391
seedlings planted



This Legacy Forest project remains a cornerstone of LTG's commitment to environmental sustainability and climate action. This large-scale reforestation initiative spans 930 hectares in Carranglan, Nueva Ecija, and a 56-hectare mangrove site, contributing to carbon sequestration, habitat restoration, and long-term biodiversity conservation. This semester, extensive forest maintenance and protection activities were conducted, including regular roving, patrolling, strip brushing, and tree planting. A total of 3,391 seedlings were planted across the two sites, covering a diverse range of species including, but not limited to, Narra, Batino, Indian Rosewood, Rubber Tree, and Kasod, to enhance ecosystem resilience. Moreover, conservation efforts included the maintenance of a wildling nursery and the installation of protective net fencing to prevent algae and lichen growth.

Reforesting for a Sustainable Future

As part of the *Dr. Lucio C. Tan Legacy Forest Project* and *PNB Communi-tree*, TYKFI and PNB planted 1,200 Falcata trees in Brgy. Mamuyao, Tanay, Rizal. Since 2021, over 6,400 seedlings have been planted with the help of 60 dedicated PNB volunteers. This initiative plays a crucial role in forest restoration, mitigating climate change, and protecting natural habitats.

Similarly, the *PAL Foundation Tree Planting* initiative saw the planting of 45 tamarind trees in partnership with Philippine Airlines and the PAL Foundation. This effort promotes indigenous tree cultivation, supports the local mango industry, and enhances carbon sequestration, contributing to a healthier ecosystem.

1,245
Falcata and Tamarind Trees planted

6,400+
Seedlings planted since 2021

Strengthening Collaboration for Greater Impact

On November 8, the CSR *Council Meeting* brought together 24 executives from 15 LT Group companies, alongside LTG and TYKFI representatives, to discuss ongoing and future sustainability projects. Key initiatives presented included the *Palawan Mango Orchard Project, Ilocos Sur Mangroves Project, Falcata Tree Planting in Tanay, Masaganang Palayan, and Xiamen Summer Camp.*

Health and Social Welfare

SDGs Alignment

Ensuring Food Security Through Sustainable Agriculture

600+ employees

Benefited

The *PAL Farm to Table Project*, a joint initiative by TYKFI and PAL, provided fresh, locally sourced produce to over 600 PAL employees. This program strengthens food security while supporting local farmers, creating a direct supply chain that benefits both employees and agricultural communities.

Empowering Youth Through Sports and Community Engagement

11,700 kgs.

Rice donated

The B*rgy. Comon Summer Inter-Purok Basketball League 2024* and *Aritao LGU Rice Donation* continue to uplift young athletes by promoting teamwork, discipline, and holistic development through basketball. Winners of the tournament in Aritao, Nueva Vizcaya, received 45 sacks of 25-kilogram rice, 45 sacks of 10-kilogram rice, and cash prizes—motivating youth to develop their skills while reinforcing positive community values.

Supporting Healthcare and Community Well-Being

400 kgs.
Rice donated

The *Madre de Amor Hospice Foundation Mass for the Sick and Gift-Giving* provided essential support to terminally ill patients in Los Baños, Laguna. A total of 40 sacks of 10-kilogram rice were donated, ensuring patients and caregivers had access to nutritious food.

Spreading Holiday Cheer and Giving Back

The *Christmas Carnival* brought joy to 340 students from Tan Yan Kee ES, Macdu ES, and Saint Teresita's Academy through games, mascots, and inter-school competitions. Each child received a food pack containing a 10-kg rice sack, groceries, and a 2025 calendar.

Meanwhile, the *Thanksgiving Mass and Gift-Giving* in Aritao, Nueva Vizcaya, distributed 389 food packs—each containing 3kg rice, canned goods, noodles, and juice—to farming communities, providing much-needed support during the holiday season.

The *Tan Yan Kee - Saint Teresita's Academy Scholars Alumni Homecoming and Christmas Celebration* gathered 90 alumni under the theme *"Return, Reminisce, Reunite."* Attendees celebrated milestones and camaraderie while receiving food packs filled with a 10-kg rice sack, Noche Buena essentials, and a 2025 calendar.

Additionally, *Food Distribution* efforts reached 467 students from Babayoan ES, Negtenga ES, and Sidaoen ES in Ilocos Sur, ensuring they had the necessary resources to celebrate the season with their families.

Rice Distribution for Typhoon-Affected Families

In response to the aftermath of Typhoon Pepito, 121 families in Brgy. Vista Alegre, Bayombong, Nueva Vizcaya received 5 kilograms of rice each to help ease their recovery.

GRI Content Index

Statement of use	LT Group, Inc. has reported in accordance with the GRI Standards for the period 1 January 2023 to 31 December 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
General Disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	3				
	2-2 Entities included in the organization's sustainability reporting	2				
	2-3 Reporting period, frequency and contact point	2				
	2-4 Restatements of information	23				
	2-5 External assurance	2				
	2-6 Activities, value chain and other business relationships	4-5,8-10, 11, 20-22				
	2-7 Employees	45-46				
	2-8 Workers who are not employees		2-8-a to 2-8-c	Information unavailable	Collection of this information has not been initiated	

	2-9 Governance structure and composition	11, 17-18	
	2-10 Nomination and selection of the highest governance body	17-18	
	2-11 Chair of the highest governance body	17-18	
	2-12 Role of the highest governance body in overseeing the management of impacts	17-18	
	2-13 Delegation of responsibility for managing impacts	20	
	2-14 Role of the highest governance body in sustainability reporting	19-20	
	2-15 Conflicts of interest	19-20	
	2-16 Communication of critical concerns	19-20	
	2-17 Collective knowledge of the highest governance body	19-20	
	2-18 Evaluation of the performance of the highest governance body	19-20	
	2-19 Remuneration policies	19-20	
	2-20 Process to determine remuneration	19-20	

	2-21 Annual total compensation ratio		2-21-a to 2-21-c	Confidentiality constraints	Owing to the sensitivity of the information, the Company deems the salary of the highest paid individual as confi dential. Nevertheless, compensation is based on performance.	
	2-22 Statement on sustainable development strategy	19-20				
	2-23 Policy commitments	42-43				
	2-24 Embedding policy commitments	42-43				
	2-25 Processes to remediate negative impacts	42-43, 45-46				
	2-26 Mechanisms for seeking advice and raising concerns	42-43				
	2-27 Compliance with laws and regulations	22				
	2-28 Membership associations	6				
	2-29 Approach to stakeholder engagement	11				

	2-30 Collective bargaining agreements	49	
Material Topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	11	
	3-2 List of material topics	11	
Economic and Governance			
GRI 3: Material Topics 2021	3-3 Management of material topics	14	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	14	
	201-2 Financial implications and other risks and opportunities due to climate change	14	
GRI 3: Material Topics 2021	3-3 Management of material topics	54-64	
GRI 203: Indirect Economic Impacts 2016	203-2 Signifi cant indirect economic impacts	54-64	
GRI 3: Material Topics 2021	3-3 Management of material topics	16	
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	16	
	205-3 Confirmed incidents of corruption and actions taken	16	

GRI 3: Material Topics 2021	3-3 Management of material topics	20-22	
GRI 414: Supplier Social Assessment 2016	3-1 Process to determine material topics	20-22	
Environment			
GRI 3: Material Topics 2021	3-3 Management of material topics	23	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	23	
GRI 3: Material Topics 2021	3-3 Management of material topics	26-27	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	26-27	
	303-2 Management of water discharge-related impacts	26-27	
	303-3 Water withdrawal	27	
	303-4 Water discharge	27	
	303-5 Water consumption	27	
GRI 3: Material Topics 2021	3-3 Management of material topics	33	
GRI 304: Biodiversity 2016	304-2 Signifi cant impacts of activities, products and services on biodiversity	33	

GRI 3: Material Topics 2021	3-3 Management of material topics	23	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	24	
	305-2 Energy indirect (Scope 2) GHG emissions	24	
GRI 3: Material Topics 2021	3-3 Management of material topics	28	
GRI 306: Waste 2020	306-1 Waste generation and signifi cant waste-related impacts	28	
	306-2 Management of signifi cant waste-related impacts	28	
	306-3 Waste generated	29	
	306-4 Waste diverted from disposal	29	
	306-5 Waste directed to disposal	29	
Employees			
GRI 3: Material Topics 2021	3-3 Management of material topics	47	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	48	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	51-53	
	401-3 Parental leave	53	

GRI 3: Material Topics 2021	3-3 Management of material topics	42	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	42	
	403-2 Hazard identifi cation, risk assessment, and incident investigation	42	
	403-3 Occupational health services	42	
	403-4 Worker participation, consultation, and communication on occupational health and safety	42	
	403-5 Worker training on occupational health and safety	42	
	403-6 Promotion of worker health	42	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	42	
	403-8 Workers covered by an occupational health and safety management system	100% Employees	
	403-9 Work-related injuries	44	

GRI 3: Material Topics 2021	3-3 Management of material topics	50	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	50	
	404-3 Percentage of employees receiving regular performance and career development reviews	100% Employees	
GRI 3: Material Topics 2021	3-3 Management of material topics	45	
GRI 406: Non-discrimination 2016	3-3 Management of material topics	45	
Customers			
GRI 3: Material Topics 2021	3-3 Management of material topics	35	
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	35	
GRI 3: Material Topics 2021	3-3 Management of material topics	36	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	36	
	417-2 Incidents of non-compliance concerning product and service information and labeling	36	

	417-3 Incidents of non-compliance concerning marketing communications	36	
GRI 3: Material Topics 2021	3-3 Management of material topics	37-38	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	38	
Society			
GRI 3: Material Topics 2021	3-3 Management of material topics	54-64	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	54-64	

SASB Content Index

SASB CONTENT INDEX
LT Group, Inc. has also prepared this report following the industry-specific ESG guidance framework of SASB Standards Food and Beverage Sector - Alcoholic and Non-Alcoholic Beverages 2018, Infrastructure Sector - Home Builders and Real Estate 2018, and Financials Sector - Commercial Banks 2018. This content index provides an overview of LTG's Environmental, Social, and Governance data that align with these standards. Other SASB codes are omitted due to lack of applicability, confidentiality, or unavailability of data.

TOPIC	CODE	ACCOUNTING METRICS	LOCATION / DIRECT ANSWER
Food & Beverage Sector - Alcoholic and Non-Alcoholic Beverages			
Energy Management	FB-AB-130a.1 FB-NB-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	23
Water Management	FB-AB-140a.1 FB-NB-140a.1	1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	27
	FB-AB-140a.2 FB-NB-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	26-27
Responsible Drinking & Marketing	FB-AB-270a.1	Percentage of total advertising impressions made on individuals at or above the legal drinking age	37
	FB-AB-270a.2	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	36
	FB-AB-270a.3	Total amount of monetary losses as a result of legal proceedings associated with marketing and/or labeling practices	36
Product Labeling & Marketing	FB-NB-270a.1	Total amount of monetary losses as a result of legal proceedings associated with marketing and/or labeling practices	37
	FB-NB-270a.3	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	36
	FB-NB-270a.4	Total amount of monetary losses as a result of legal proceedings associated with marketing and/or labeling practices	36
Financials Sector - Commercial Banks			
Data Security	FN-CB-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of account holders affected	38
	FN-CB-230a.1	Description of approach to identifying and addressing data security risks	37-38

International Financial Reporting Statement S1 & S2 Content Index

REFERENCE NO.	OBJECTIVE	REQUIRED INFORMATION	PAGE NO.
-	Disclose information about the organization's sustainability-related risks and opportunities (SRROs), climate-related risks and opportunities (CRRO's), and Nature-related impacts that is useful to primary users of general purpose financial reports ('primary users') in making decisions relating to providing resources to the organization.	Information about the SRROs and CRROs that could reasonably be expected to affect the organization's cash flows, its access to finance or cost of capital over the short, medium, or long term. SRROs are referred for disclosures under IFRS S1 whereas CRROs are referred for disclosure under IFRS S2 Standards. Nature-related impacts are referred to disclosures needed under the Task Force of Nature-Related Financial Disclosures (TNFD).	17
I	**GOVERNANCE** Enable understanding of the governance processes, controls, and procedures an entity uses to monitor, manage, and oversee SRROs, CRROs, and Nature related impacts.	Governance processes, controls, and procedures the organization uses to monitor and manage SRROs for IFRS S1 Disclosure. Governance processes, controls, and procedures the organization uses to monitor and manage CRROs for IFRS S2 Disclosure. Governance processes, controls, and procedures the organization uses to monitor and manage nature related impacts as per TNFD	17
II	**STRATEGY** Enable understanding of the organization's strategy for managing SRROs, CRROs, and Nature related risks.	a) SRROs, CRROs, Nature related risks that could reasonably be expected to affect the organization's prospects. (b) Current and anticipated effects of those SRROs, CRROs, and nature related risks on the organization's business model and value chain. (c) Effects of those SRROs, CRROs, and nature related risks on the organization's strategy and decision-making. (d) Effects of those SRROs, CRROs, and nature related risks on the organization's financial position, financial performance and cash flows for the reporting period, and anticipated effects of those SRROs on the organization's financial position, financial performance and cash flows over the short, medium, and long term, taking into consideration how those SRROs and CRROs have	17, 31-32

		been facatored into the organization's financial planning. (e) Resilience of the organization's strategy and its business model to those SRROs, CRROs, and nature related risks and opportunities	
III	**RISK MANAGEMENT** (a) Enable understanding of the organization's processes to identify, assess, prioritize, and monitor SRROs, CRROs, and nature related risks and opportunities including whether and how those processes are integrated into and inform the organization's overall risk management process (b) Enable assessment of the organization's overall risk profile and its overall risk management process	(a) Processes and related policies used to identify, assess, prioritise, and monitor sustainability-related, climate-related, and nature-related risks. (b) Processes used to identify, assess, prioritise, and monitor sustainability-related, climate-related, and nature-related opportunities. (c) Extent to which, and how, the processes in (a) and (b) are integrated into and inform the organization's overall risk management process.	17
IV	**METRICS AND TARGETS** Enable understanding of the organization's performance in relation to its SRROs, CRROs, and nature related including progress towards any targets (a) the organization has set; and (b) the organization is required to meet by law or regulation.	For each SRRO, (a) metrics required by an applicable ISSB Standard; and (b) metrics used to measure and monitor that SRRO and its performance in relation to that SRRO, including progress towards any targets the organization has set, and any targets it is required to meet by law or regulation. Climate-related metrics (a) Scope 1 Greenhouse Gas Emissions (b) Scope 2 Greenhouse Gas Emissions (c) Scope 3 Greenhouse Gas Emissions Other relevant Metrics to nature-related risks and opportunities	23-24

Philippine SEC Sustainability Reporting for Publicly Listed Companies Content Index

Social		
Employee Management		
Employee data	Labor relations and Skills	45-46
Employee benefits	Labor relations and Skills	51-53
Employee training and development	Labor relations and Skills	50
Labor-management relations	Labor relations and Skills	47-48
Diversity and equal opportunity	Labor relations and Skills	44-47
Workplace Conditions, Labor Standards, and Human Rights		
Occupational health and safety	Safety, Security, and Well-being	44-47
Labor laws and human rights	Ethical Operations	17-18
Supply Chain Management	Supply Chain Management; Illicit Trade	20-23
Relationship with Community		
Significant impacts on local communities	Community Relation and Development	54-64
Customer Management		
Customer satisfaction	Customer Satisfaction	34
Customer health and safety	Customer Satisfaction (Prioritizing the Health and Safety of our Consumers)	35
Customer privacy	Data Privacy and Security	37-38
Data Security	Data Privacy and Security	37-38
UNITED NATIONS SUTAINABLE DEVELOPMENT GOALS		
Product or Service Contribution to UN SDGs	2024 Highlights and Our Contribution to the SDGs	13

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