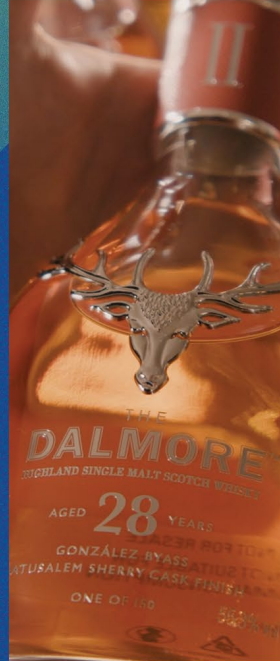
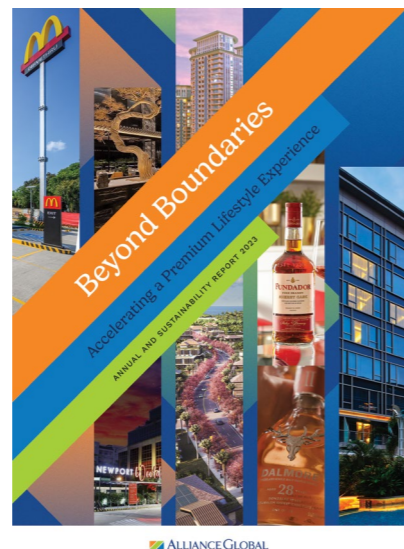


Beyond Boundaries

Accelerating a Premium Lifestyle Experience

ANNUAL AND SUSTAINABILITY REPORT 2023





About the Title and Cover

Alliance Global Group, Inc. (AGI) steps up to accelerate the premium lifestyle experience in all its developments and brands. In 2023, the Group continued to introduce new and exciting experiences across businesses and deliver valuable products and services locally and internationally. At the same time, the Group expanded its sustainability commitment, focusing on smart technologies, resource efficiency, and lower carbon footprint. Balancing responsible development and creating lasting impact, the Group demonstrated robust growth for the year, proving AGI's spirit of excellence and moving beyond boundaries.

About the Report

2-1

Reporting Framework

The AGI Annual Sustainability Report 2023 has been prepared in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards and the SEC Sustainability Reporting Guidelines for Publicly-Listed Companies.

Reporting of material topics is arranged according to the following:

Employee Experience, Diversity, and Inclusion (**People**)

Waste and Resource Efficiency (**Efficiency**)

Sustainable Business and Innovation (**Sustainability**)

Economic Growth (**Growth**)

Business Ethics, Values, and Corporate Governance (**Governance**)

Community and Consumers

Reporting Period 2-3

January 1, 2023 to December 31, 2023

Reporting Cycle

Annual

Reporting Scope 2-2

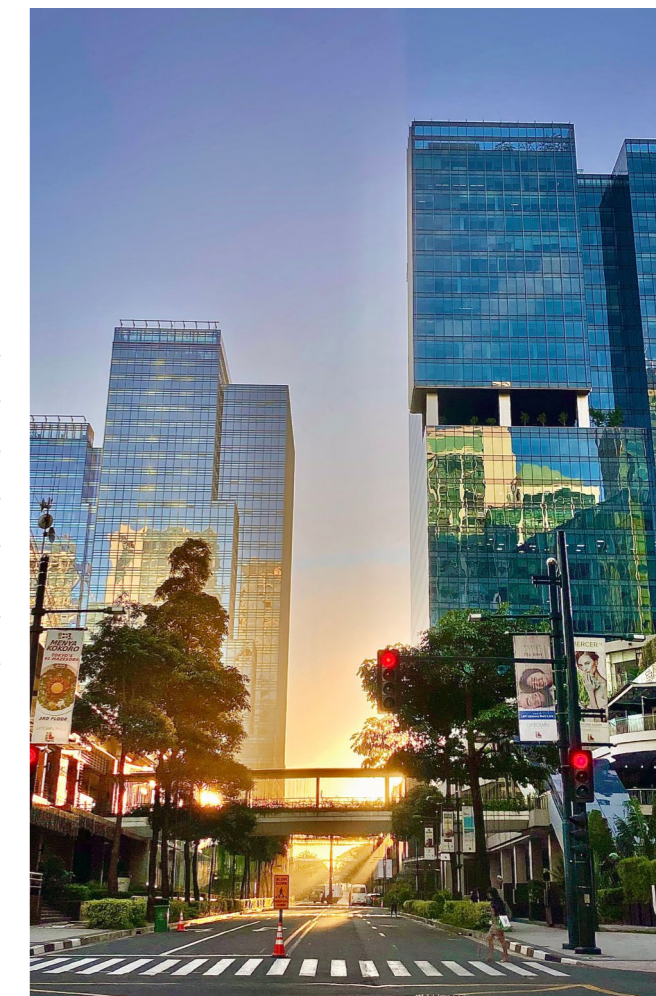
The report covers the following AGI subsidiaries:

- Emperor Inc. (Emperor, EMI)
- Megaworld Corporation (Megaworld, MEG)
 - Empire East Land Holdings Inc. (Empire East)
 - Global-Estate Resorts, Inc. (GERI)
 - MREIT, Inc.
- Travellers International Hotel Group, Inc. (Travellers, TIHGI)
- Golden Arches Development Corporation (Golden Arches, GADC)

Coverage of the most recent report

January 2022-December 2022

Please view the report at <https://www.allianceglobalinc.com/company-disclosures/annual-report-2022>



Contact

CAROLINE KABIGTING

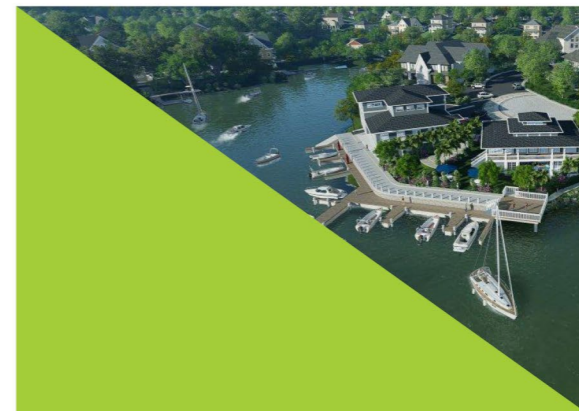
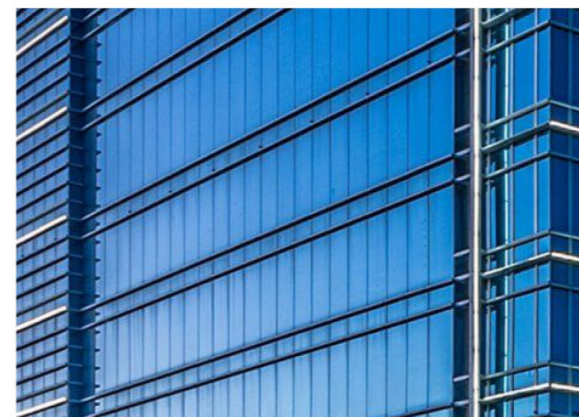
AGI – Investor Relations Officer
 Tel. No.: (02) 8894 6400 / (02) 8894 6300
 Email: ckabigting@allianceglobalinc.com
 Website: <https://www.allianceglobalinc.com>

Location of headquarters 2-1

Alliance Global Group, Inc.
 7/F 1880 Eastwood Avenue, Eastwood City CyberPark,
 Bagumbayan, Quezon City

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About the Company

2-1 | 2-6

A PREMIUM LIFESTYLE CONGLOMERATE

Alliance Global Group, Inc. (AGI) stands as a leading conglomerate in the Philippines, renowned for its vast array of businesses. AGI is continually pushing the boundaries, and fostering innovation across its diverse sectors to deliver unparalleled products and services to its customers worldwide.

Incorporated on October 12, 1993, AGI began its commercial operations as a glass container manufacturer in 1994. After its listing on the Philippine Stock Exchange (PSE) in 1999, it obtained approval from the Securities and Exchange Commission (SEC) in the Philippines to broaden its primary business and become a holding company.

Since then, AGI has diversified its interests, focusing mainly on real estate and consumer sectors. Through its various subsidiaries, its activities span property development, food and beverage manufacturing and distribution, quick service restaurants, tourism development, and infrastructure projects. This demonstrates AGI's commitment to excellence and strategic growth.



History and Ownership

2-2



Our Vision and Mission

We are priming ourselves for international competitiveness in the new century by consistently delivering products and services that meet the quality standards of markets both here and abroad. Through continuing research and innovation, we will enhance the company's ability to gain customer satisfaction and goodwill and build on our market franchise.

As a world-class Filipino conglomerate, we will be an active partner in national economic development by pursuing excellence in our core businesses and investing in industries that offer more room for profitability and growth. We will enhance our competitiveness in an ever-expanding marketplace through export development and competitive pricing. As a matter of policy, we will always adapt to the dynamics of the market.

We will constantly strive to enhance shareholder value by making our products and services desirable, accessible, and affordable to the target consumers in the Philippines and abroad. Through a continuing reward program, our stockholders will be entitled to an immediate share of the company's gains in the form of stock or cash dividends.

Subsidiaries 2-2



SPIRITS
Emperador Inc.

The leading global integrated manufacturer, bottler, and distributor of brandy, Scotch whisky, and other alcoholic beverages with operations based in the Philippines, United Kingdom (UK), Spain, and Mexico. It has a worldwide market presence with products distributed to over 100 countries around the globe.



REAL ESTATE
Megaworld Corporation

The leading township developer in the Philippines, Megaworld offers a diverse portfolio of residential projects, office spaces, commercial leases, and hotels. One of the foremost real estate developers in the country, Megaworld also specializes in the creation of large-scale mixed-use planned communities that promote the "Live, Work, Play" concept.



INTEGRATED TOURISM
Travellers International Hotel Group, Inc.

The owner and operator of Newport World Resorts (NWR), Travellers is the first integrated tourism resort in the Philippines that combines gaming facilities with hotel, retail, dining, entertainment, MICE (Meetings, Incentives, Conferences, and Exhibitions), and other leisure amenities.



QUICK SERVICE RESTAURANT
Golden Arches Development Corporation

Golden Arches, through a strategic partnership between AGI and George Yang, holds the master franchise to operate the "McDonald's" brand in the Philippines and has successfully made the international brand one of the country's top quick service restaurants among Filipinos.



INFRASTRUCTURE
Infracorp Development, Inc.

The Group's foray into infrastructure development, with plans to provide transport solutions that will improve the connectivity of all its properties and enhance the value of its real estate and tourism developments.

Global Presence and Local Reach

2-1 / 2-6

AGI's primary operational activities are centered in the Philippines, with its headquarters strategically located within the vibrant Eastwood City CyberPark in Quezon City. Through acquired global brands under Emperor, AGI has manufacturing and bottling facilities across key global locations including Scotland (United Kingdom), Spain, and Mexico. Megaworld International's presence in over 60 countries significantly enhances AGI's market outreach and influence across diverse geographic regions. Locally, Megaworld's 31 townships and integrated lifestyle communities span Luzon, Visayas, and Mindanao. Golden Arches, which holds the McDonalds master franchise in the Philippines, currently has a total of 740 stores nationwide.

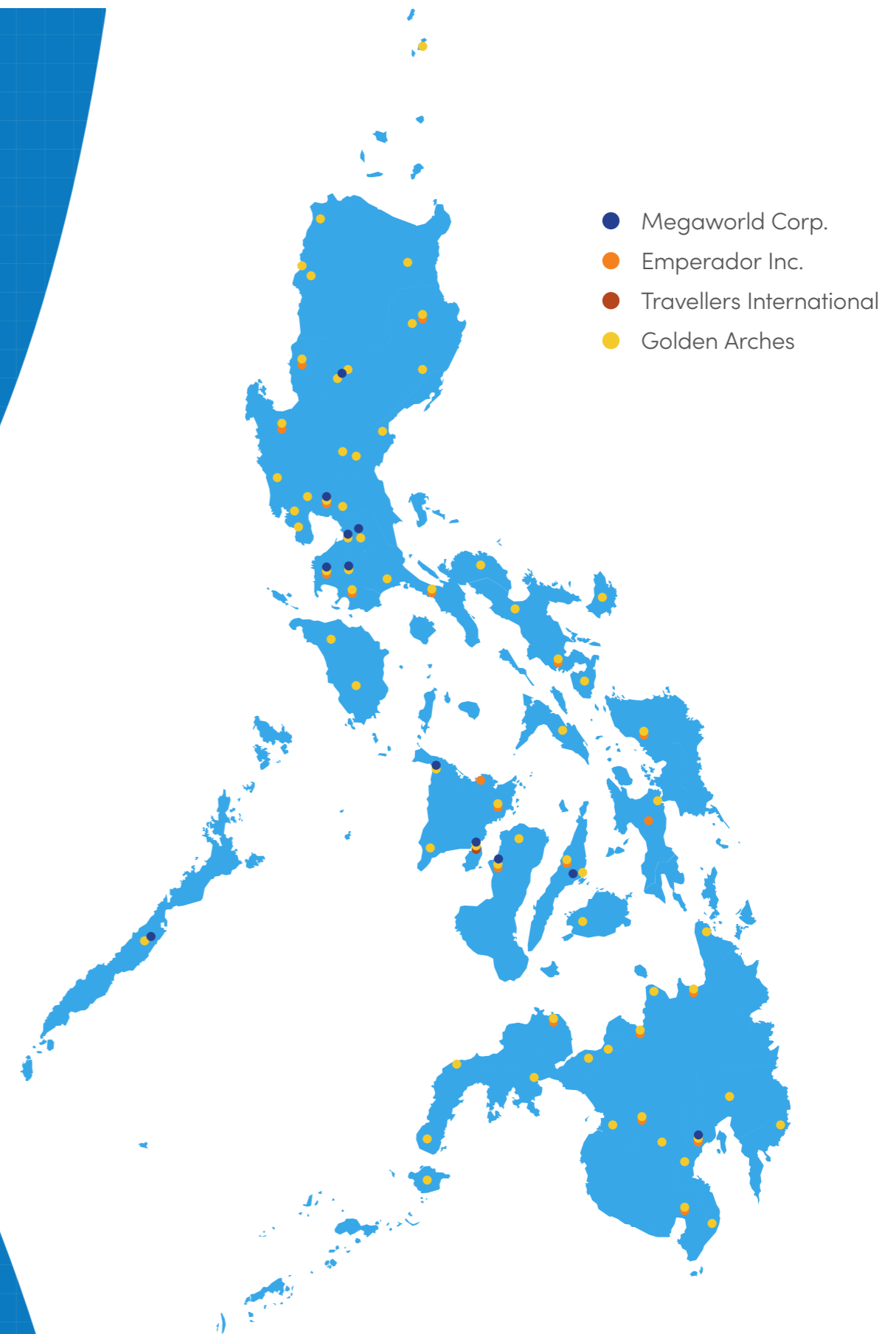


over 100 countries

Under the Global Distribution Network of Emperor Inc.

over 60 countries

Megaworld International Offices

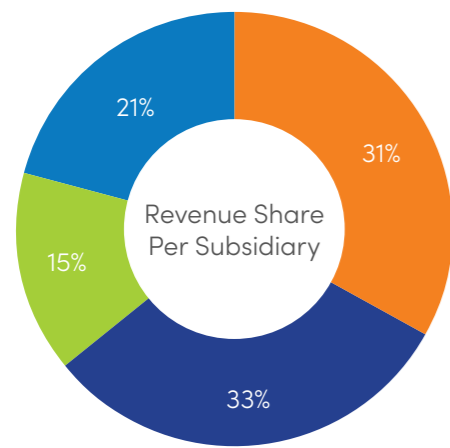


2023 at a Glance

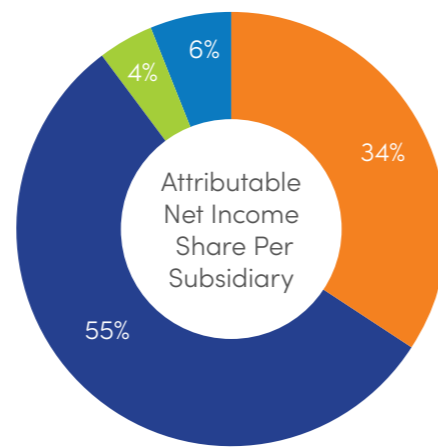
Financial Highlights 201-1

2023 Economic Performance

REVENUE
Php 210.8 billion



ATTRIBUTABLE NET INCOME
Php 19.6 billion



EMI MEG TIHGI GADC

Note: Share contribution is based on core performance only

Operational Highlights 2-6

Emperador Inc.	Megaworld Corporation	Travellers International Hotel Group, Inc.	Golden Arches Development Corp.
6 Vineyard estates in Spain	31 Townships and Integrated Lifestyle Communities	2,742 Hotel room keys	740 Store count
5 Distilleries in Scotland	4,430 Landbank (ha)	6 International hotel brands	550 McDelivery Hubs
>100 Countries under global distribution system	4,713 Hotel room keys	38,676 Average daily visitors at the Newport World Resorts Complex	458 Stores with drive-thru
25 Domestic sales office	1,474 Offices GLA ('000 sqm)	516 Gaming tables	458 Stores with drive-thru
	517 Lifestyle malls GLA ('000 sqm)	2,284 Slots	598 NXTGEN stores

Sustainability Performance Highlights

Economic Contribution

- Php 210.8 billion**
Direct Economic Value Generated
- Php 9.6 billion**
Taxes Given to Government

Social

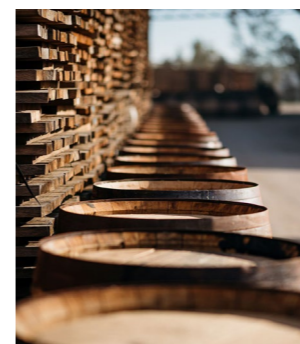
- 56,915**
Jobs Generated
- Php 19 billion**
Employee Wages and Benefits
- Php 121.6 million**
Investments to the Community

Environmental

- 4,862,745 GJ**
Energy Consumption within the Organization
- 23 GJ/mPHP**
Energy Intensity
- 209,554 tCO₂e**
GHG Emissions: Scope 1
- 374,353 tCO₂e**
GHG Emissions: Scope 2
- 318,167 tCO₂e**
GHG Emissions: Scope 3*
- 6,058 ML**
Water Consumption
- 1,126,643 MT**
Waste Generated

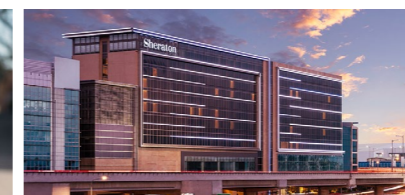
Governance

Top Sustainability Initiatives for 2023



EMPERADOR

- Jura Distillery biomass boiler
- Installation of a 2-megawatt peak (MWp) solar photovoltaic (PV) system on the AWGI facility



TRAVELLERS

- Green Certification - EarthCheck Silver Certified (2nd year)
- Installation of Edible Landscape
- 6,478 hours dedicated to Community Service



MEGAWORLD

- Launch of MEGreen - a unifying program that consolidated company-wide efforts related to sustainability anchored on 4 Pillars
- Environmental (Sustainable Townships & Road-to-Zero Carbon)
- Economic (Job Creation)
- Social (Inclusive Development)
- Governance (Compliance & Stakeholder Engagement)

GOLDEN ARCHES

7th Flagship Green & Good Store



“

We at AGI are committed to maintain our adaptability and sense of innovation amid change, ensuring that we continue to offer topnotch products, services and experiences to our customers globally.

Message from the Chairman

2-22

Dear Stakeholders,

Alliance Global continued to break boundaries in 2023, paving the way for the Group to elevate the premium lifestyle experiences offered by its diverse businesses. Our financial and operational performance was a clear indicator that we have truly moved past recovery from the effects of the pandemic, with many of our subsidiaries posting new highs in terms of revenue, profit and other operating metrics.

AGI's consolidated revenue in 2023 hit an unprecedented level of Php210.8 billion, up from Php183.6 billion a year ago, while pre-minority income amounted to Php30.3 billion, an increase of 20% year-on-year. Attributable profit also reached an all-time high of Php19.6 billion, reflecting a growth of 22%.

Backed by the continued strength of our brand equity, and the effectiveness of our business strategies, AGI reaffirmed its position as one of the market leaders in real estate development, spirits, integrated tourism, and quick service restaurants in 2023.

Our real estate arm, Megaworld, registered a 17% increase in consolidated revenue to a new high of Php69.7 billion. This was largely driven by the sustained growth in mall and hotel income, as well as a surge in real estate sales. Megaworld also recorded reservation sales of Php139 billion, supported by its project launches worth Php73 billion. Attributable net income rose by 29% to Php17.3 billion, reflecting a healthy improvement in profit margins.

The company introduced its 31st township, Baytown Palawan in Puerto Princesa City, a 6-hectare property that will be developed into a "lifestyle estate" with refreshing views of Puerto Princesa Bay. This solidifies Megaworld's position as the country's biggest township developer, with a development portfolio spanning over 5,200 hectares throughout the country.

Our Travellers International Hotel Group broke a new record in 2023 with a gross revenue of Php41.2 billion, an increase of 11% year-on-year. Its non-

gaming streams, mainly from its hotel and restaurant segment, saw a remarkable 40% growth, boosted by heightened occupancy rates and a resurgence in MICE activities, or Meetings, Incentives, Conferences and Exhibitions. Travellers' gaming division posted a 7% increase in revenue, marking a substantial 70% rise from pre-pandemic benchmarks. These helped Travellers grow its net income by 90% to Php2.0 billion, its best performance since 2016.

Several new attractions opened their doors at Newport World Resorts in Pasay City in 2023. Among them is the Whisky Library, which features Manila's most expansive collection of whisky, rum and spirits from around the world. There is also The Grand Club, which provides enhanced gaming and dining experiences to VIP patrons.

For its part, Emperador gave another stellar performance in 2023 with a record revenue of Php65.6 billion, boosted by the sales of its highly popular single-malt Scotch whisky brands, as well as the premium Spanish brandy products under Fundador. These products helped bring attributable net income to Php8.7 billion.

Emperador launched several new premium products in 2023. One of its newest offerings, the Fundador Sherry Cask Solera, was introduced at the prestigious Latin Grammy Awards, opening the brand's promotion to a worldwide audience. Its Whyte and Mackay released

The Dalmore Cask Curation Series, showcasing three rare-aged single malts, with each release highlighting a particular style of cask: a 26-year-old vintage Sherry cask finish single malt, a 28-year-old Matusalem cask finish single malt, and a 43-year-old Apostoles cask finish single malt.

Golden Arches Development Corporation sustained sequential growth in sales and profit in 2023. It registered a new high in systemwide sales of Php74.4 billion, supported by strategic product launches, attractive pricing, and same-store sales growth of 15.3% by end-2023. These strategies fueled a 40% rise in profit to a record high of Php2.5 billion. The company expanded its nationwide footprint to 740 McDonald's stores at the end of 2023, after it opened 50 new stores during the year. It has more store launches planned for 2024.

On the sustainability front, AGI put onstream even more robust initiatives, highlighting the Group's commitment to be carbon neutral by 2035. We are also upholding our second sustainability commitment: to generate at least five million direct and indirect jobs by 2035 by bringing economic development to all regions and key growth areas across the country.

AGI will stay true to its commitment of being an active partner in national economic development by pursuing excellence in creating aspirational products and exciting experiences befitting a premium lifestyle conglomerate. In addition, the Group will strive to enhance shareholder value with strategic approaches guided by consumer and market insights.

We would like to thank our 56,000 employees for dedicating their time and skills to the growth and success of AGI. We also recognize our partners and stakeholders for their invaluable support and continued patronage of our products and services.

We at AGI are committed to maintain our adaptability and sense of innovation amid change, ensuring that we continue to offer topnotch products, services and experiences to our customers globally. We are poised to navigate the evolving landscape with resilience, strength and determination, propelling us toward continued success in the years ahead.

Dr. Andrew L. Tan
CHAIRMAN OF THE BOARD
Alliance Global Group, Inc.



Message from the CEO

Dear Stakeholders,

AGI's stellar performance in 2023 raised the bar anew for a higher standard of excellence for the Group's future undertakings. As we commit to further grow our business in the coming years, AGI will set aside Php75 billion for its planned capex in 2024. This represents an increase of 19% from its actual spend of Php63 billion the year before.

About Php55 billion will be allocated for Megaworld's residential and hotel development, as well as the construction of its lifestyle malls and premium office buildings. The company is looking to bring its real estate portfolio to 35 townships this year with the launch of new townships outside of Metro Manila that should serve as its sources of growth in the future. We are also undertaking the development of eight new Megaworld Hotels that could provide 4,185 room keys up to 2029 to solidify Megaworld's position as the biggest hotel developer and operator in the Philippines. In addition, we are expanding the combined gross leasable area for our office and mall developments across the country to reach 3 million square meters by 2030, growing its presence in areas like Pampanga, Bulacan, Bacolod, Iloilo, and Davao.

Some Php10 billion will be spent on Travellers' expansion projects, mainly in its Newport World Resorts complex. This includes the development of the Newport Mansion, a new hospitality haven that will feature all-suite rooms, garden villas, and bay suites.

Another Php6 billion will be set aside for Emperor's ongoing expansion of its whisky operations under Whyte and Mackay. The company is set to double the production capacity of the Dalmore Distillery before the end of the year. It is also expanding the maturation complex of the Invergordon Distillery, doubling its footprint to 92 hectares and building additional warehouses for whisky aging.

Finally, the balance of Php4 billion will be spent for the continued expansion of McDonald's store network throughout the country. 2024 will be a milestone year for McDonald's as we launch 60 stores bringing our total number of stores to 800. This demonstrates the commitment of Golden Arches to bringing their delicious offerings to even more Filipinos.

Amid our expansion and introduction of innovative products and services, we remained steadfast in championing robust sustainability principles, prioritizing carbon emission reduction, resource efficiency, and community empowerment.

AGI Group has committed to achieve carbon neutrality by 2035, with its subsidiaries actively implementing programs and leveraging innovative technologies throughout their operations.

In 2023, Megaworld streamlined its sustainability efforts company-wide with the launch of MEGreen, a groundbreaking initiative reshaping urban development in the Philippines. The company led the charge towards environmental stewardship with its ambitious "Road to Zero Carbon" program, aiming to attain carbon neutrality for all Megaworld-owned malls and office properties by 2024. The transition of 62 properties to fully renewable energy sources, coupled with extensive reforestation efforts within its landbank and external forest areas, laid the foundation for this milestone. This foundational step marks the beginning of a broader strategy to integrate the Carbon Neutrality Roadmap across Megaworld's subsidiaries.

Travellers maintained its focus on its sustainability initiative, ILoveEarth, in 2023 and was honored with its second silver Earth Check Certification. The adoption of renewable energy significantly contributed to reducing emissions from the electricity-intensive operations of its hotels. Hotel Okura, the Marriott Grand Ballroom, and Newport Mall are now powered by over 1,400 solar panels that were installed across the complex.

Emperor also made major strides in its sustainability initiatives through the installation of a 2-megawatt peak solar photovoltaic system (PV) on the rooftops of its production building and internal warehouses under its glass manufacturing company. Its Jura Distillery in Scotland is now carbon neutral as it switched to using biomass-powered boilers to take a step away from conventional liquid or gas fossil fuels.

Golden Arches is the first quick service restaurant company to practice a direct hiring policy and provides regular employment to all its crew members. In 2023, it initiated its Employer Branding Campaign to strengthen McDonald's position as an employer of choice in the Philippines and instill pride within its current workforce. This effort resulted in hiring over 41,000 crew members and 1,550 manager trainees during the year.

“
AGI Group has committed to achieve carbon neutrality by 2035, with its subsidiaries actively implementing programs and leveraging innovative technologies throughout their operations.”

As we move forward, the AGI Group will continue to provide meaningful employment opportunities that positively impact thousands of Filipinos. It remains committed to generate five million direct and indirect jobs by bringing economic development to all regions and key growth areas across the country.

AGI remains steadfast and dedicated to drive growth across all our business segments, mindful of our ambition to elevate global consumer preferences through aspirational product offerings. Our relentless pursuit of growth is also matched by our unwavering commitment to sustainability. We firmly believe that by harmonizing profitability with responsibility, we can pave the way for a brighter, more sustainable corporate landscape.

Kevin Andrew L. Tan
CHIEF EXECUTIVE OFFICER

Board of Directors

2-9



Dr. Andrew L. Tan
CHAIRMAN OF THE BOARD



Kevin Andrew L. Tan
CHIEF EXECUTIVE OFFICER



Kingson U. Sian
PRESIDENT



Katherine L. Tan
TREASURER



Dr. Jesli A. Lapus
INDEPENDENT DIRECTOR



Enrique M. Soriano III
INDEPENDENT DIRECTOR



Anthony T. Robles
INDEPENDENT DIRECTOR



Dina D.R. Inting
CHIEF FINANCIAL OFFICER



Alan B. Quintana
CORPORATE SECRETARY



Board of Directors Profile

Awards

Alliance Global Group, Inc.

8th Global Good Governance Awards

- 3G Advocacy and Commitment to Corporate Governance Award 2023
- 3G Award for Community Development & Philanthropy 2023



Emperador Inc.

BRANDY AND SHERRY CATEGORY

International Spirit Challenge

- Fundador Sherry Cask Doble Madera (Gold Medal)

San Francisco World Spirit Competition

- **Gold Medal**
 - Fundador Sherry Cask Doble Madera
 - Fundador Supremo 15-Year-Old Amontillado Sherry Cask
 - Fundador Supremo 30-Year-Old Palo Cortado Sherry Cask
- **Double Gold Medal**
 - Fundador Sherry Cask Solera
 - Fundador Supremo 18-Year-Old Oloroso Sherry Cask
 - Fundador Sherry Cask Triple Madera

China Wines & Spirits Awards

- **Gold Medal**
 - Fundador Supremo 15-Year-Old Amontillado Sherry Cask
 - Fundador Supremo 18-Year-Old Oloroso Sherry Cask
 - Fundador Supremo 30-Year-Old Palo Cortado Sherry Cask

International Wine & Spirit Competition

- **Gold Medal**
 - Harveys VORS Oloroso
 - Harveys VORS Pedro Ximénez
 - Fundador Supremo 15-Year-Old Amontillado Sherry Cask
- **Trophy Winner**
 - Harveys VORS Palo Cortado

International Wine Challenge

- **Gold**
 - Harveys Premium Amontillado
 - Harveys Premium Palo Cortado
 - Harveys VORS Amontillado
 - Harveys VORS Oloroso
- **Decanter World Wine Awards**
 - Harveys VORS Amontillado (Best in Show 2023)
 - Harveys VORS Palo Cortado (Platinum Medal)
 - Harveys VORS Oloroso (Gold Medal)

WHISKY CATEGORY

International Wine & Spirit Competition (IWSC)

- **Gold**
 - Fettercairn 16-Year-Old Single Malt Scotch Whisky
 - Tamnavulin Red Wine Cask Edition French Cabernet Sauvignon Cask Finish Single Malt Scotch Whisky

International Spirits Competition (ISC)

- **Double Gold**
 - Dalmore 2002 Vintage (Double Gold)
 - Dalmore 2007 Vintage (Double Gold)
- **Gold**
 - Dalmore 2005 Vintage
 - Fettercairn 28-Year-Old
 - Jura 10-Year-Old
 - Jura 14-Year-Old American Rye Malt
 - Jura 18-Year-Old
 - Jura 21-Year-Old Tide
 - Jura 21-Year-Old Time
 - Jura Islanders Expression No.2
 - Jura Pale Ale Cask
 - Jura Red Wine Cask Edition
 - Jura Winter Edition
 - Shackleton
 - Tamnavulin Oloroso Cask
 - Tamnavulin Red Wine Cask American Cabernet Sauvignon
 - Tamnavulin Speyside Malt Double Cask Edition
 - Tamnavulin Speyside Malt Sherry Cask Edition
 - Tamnavulin Speyside Malt Tempranillo Wine Cask
 - Tamnavulin White Wine Cask Sauvignon Blanc

The Whisky Magazine Awards Scotland 2024

- Jura 15-Year-Old Sherry Cask (Winner: Scotch Islands (Non-Islay) 13 to 20 Years Category)
- Jura Distillery (Winner: Production Team of the Year)
- Whyte and Mackay (Highly Commended: Distiller of the Year)

Megaworld

ASIA-PACIFIC STEVIE AWARDS

Gold Stevie Awards

- Delivering Speedy, Efficient, Customer Service to Megaworld's Clients Through "Action Hour" (Category: Innovation in Customer Service Management, Planning & Practice - All Other Industries)
- A Sweet Valentine's Day at Iloilo Business Park in the Philippines' "City of Love" (Category: Innovation in Public Relations Videos)
- Park, Charge, Drive: Powering the Movement for Alternative Transportation via the Philippines' First Mall-Based EV Charging Stations (Category: Innovation in Energy and Sustainability)

Bronze Stevie Awards

- Mega Summer Ventures Version 3.0 (Category: Innovation in the Use of Social Media)
- Dinagyang 2023 at Festive Walk Iloilo: Instilling Hope and Colorful Beginnings through the Philippines' Biggest Festival (Category: Innovation in the Use of Events)
- Bringing the Philippines' Most Beautiful McDonald's to the City of Smiles (Category: Innovation in Media Relations)
- Newport Mall-seum (Category: Innovation in Consumer Events)
- Halakhakan 2021 (Category: PR Programs, Specialized PR Program)
- CEO on the Road (Category: PR Program on a Sustained Basis)
- Launch of Philippines' Most Beautiful McDonald's (Category: PR Tools, Special event and Exhibit/Launch)
- Launch of Philippines' Most Beautiful McDonald's (Category: PR Programs, Specialized PR Program)

INTERNATIONAL BUSINESS AWARDS

Gold Award for the Video Awards Category - Corporate Social Responsibility)

- Creating Change, Transforming Lives AVP 2022

Gold Award for Sustainability Initiative of the Year

- Park, Charge, Drive: Powering the Movement for Alternative Transportation via the Philippines' First Mall-based EV Charging Stations

Bronze Award for the Company/Organization Category - Company of the Year - Non-Profit or Government Organizations

- Megaworld Foundation @ 25: A Silver Lining for Many Filipinos

People's Choice Award - Non-profit or Government Category

- Megaworld Foundation

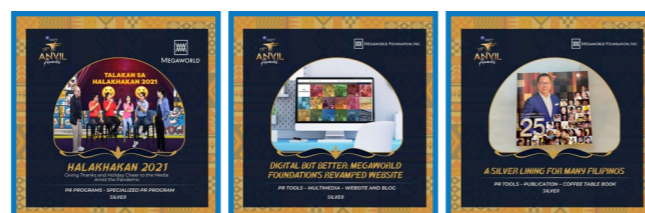
58TH ANVIL AWARDS

Silver Anvil Awards

- Megaworld Foundation @ 25 (Category: PR Tools - Publications Either Internal or External Audiences - CSR Publications)
- Digital but Better: Megaworld Foundation's Revamped Website (Category: PR Tools - Multimedia - Websites, Blogs, Intranet/Internet)

Bronze Anvil Tactical Awards

- Award of Commendation in Owned Single-issue Publications Megaworld Foundation @ 25: A Silver Lining for Many Filipinos Coffee Table Book



20TH PHILIPPINE QUILL AWARDS

Excellence Award

- MEG Foundation Official Music Video
- MEGA Santa Christmas Initiative (Category: Communication Management - Employee Engagement)
- Creating Change, Transforming Lives AVP 2022 (Category: Communication Skills - Audio/Visual)
- Megaworld Foundation @ 25: A Silver Lining for Many Filipinos - Coffee Table Book (Category: Communication Skills - Publications)
- Mega Summer Ventures Version 3.0 (Category: Communication Skills - Social Media)

Merit Awards

- CX Roadshow for Training and Education
- Love Working in Megaworld, Internal Communications
- MEGA Summer Ventures Version 3.0 (Category: Communication)
- Zero Close Contacts Creative Giftcards

DOTCOMM AWARDS

Platinum

- A Celebration of Creating Change and Transforming Lives (Category: Podcasts - Virtual Events)
- Digital But Better: Megaworld Foundation's Revamped Website (Category: Web - Website - Nonprofit)

Gold

- A Silver Lining to Many Filipinos (Category: Web - Content Marketing - eBook)
- Creating Change, Transforming Lives AVP 2022 (Category: Video - Nonprofit)
- Mega Summer Ventures Version 3.0 (Category: Web - Social Media Marketing - Facebook)

MARCOM AWARDS

Platinum Awards

- Digital But Better: Megaworld Foundation's Revamped Website (Category: Podcasts - Virtual Events)
- Digital But Better: Megaworld Foundation's Revamped Website (Category: Web - Website - Nonprofit)

Gold Awards

- Creating Change, Transforming Lives (Category: Strategic Communications - Communications/Public Relations - Corporate Social Responsibility)
- Creating Change, Transforming Lives (Category: Video/Audio - Video/Film)

AVA DIGITAL AWARDS

Platinum Award in the Digital Marketing (Content Marketing - EBook) Category

- Megaworld Foundation @ 25: A Silver Lining for Many Filipinos

Gold Award in the Web-based Production (Social Media - Facebook Engagement) Category

- Mega Summer Ventures Version 3.0

Honorable Mention in the Web-based Production Category

- Digital But Better: Megaworld Foundation's Revamped Website

PRNEWS DIGITAL AWARDS

Winner in the Communication & Campaign - Facebook Campaign Category

- Mega Summer Ventures Version 3.0

Honorable Mention in the Communication & Campaign - Site Redesign Category

- Digital But Better: Megaworld Foundation's Revamped Website

PRNEWS NONPROFIT AWARDS

Honorable Mention in the Communication & Campaign - Social Media Campaign Category

- Mega Summer Ventures Version 3.0

PR DAILY NONPROFIT COMMUNICATIONS AWARDS

Honorable Mentions

- A Silver Lining for Many Filipinos (Category: Campaigns and Communication - Visual Storytelling)
- Creating Change, Transforming Lives: Megaworld Foundation's Official Video (Category: Communication Assets - Digital Publication)

COMMUNITAS AWARDS

Winner in Excellence In Community Service: Company Community Service

- Green Thumbs-up! Megaworld Foundation E-Planting Activity

Winner in Excellence In Community Service: Community Service/Other

- Hapag Saya sa Kapaskuhan
- Mega Santa Christmas Initiative

Winner in Community Service and Corporate Social Responsibility: Leadership In Community Service and Corporate Social Responsibility

- Megaworld Foundation @ 25: A Silver Lining for Many Filipinos (All CSR Initiatives in 2022)

Winner in Excellence In Corporate Social Responsibility: Corporate Social Responsibility/Other

- Creating Change, Transforming Lives (AVP 2022)
- Mega Summer Ventures 4 All (2023)
- Mega Summer Ventures Version 3.0
- Megaworld Foundation @ 25: A Silver Lining for Many Filipinos Coffee Table Book
- MEG BER-Kadahan Learning Sessions

Winner in Excellence In Community Service: Organization Community Service

- Connect2Connect: Nurturing Megaworld Scholars through Digital Transformation in the New Normal

Megaworld

INTERNATIONAL CORPORATE SOCIAL RESPONSIBILITY (CSR) EXCELLENCE AWARDS

Champion in the Philanthropy/Sponsorship Category

- A Silver Lining for Many Filipinos

Silver in the Education Category

- Beyond Learning: Scholars' Education and Well-being in the New Normal

Bronze in the Employee Engagement Category

- Mega Santa Christmas Initiative

GLOBAL CSR & ESG SUMMIT AND AWARDS

Gold Award in the Excellence In Provision of Literacy & Education Category

- Beyond Learning: Scholars' Education and Well-being in the New Normal

Platinum Awards

- Winner of the Internal Publication (Print or Online) Category
 - A Silver Lining for Many Filipinos
- Honorable Mention of the Visual Storytelling Campaign Category
 - Creating Change, Transforming Lives AVP 2022

ATR ASSET MANAGEMENT (ATRAM)

ATRAM named Megaworld as one of its **Sustainability Champions in 2023** and was handpicked as the **"Progress Champion"** for the Company's commitment to carbon neutrality.

ASEAN INNOVATION BUSINESS PLATFORM (AIBP) AWARDS

ASEAN Innovation Award

- "Accident Detection Program" - Township Analytics and Technology (TAT) Lab

THE MOBILITY AWARDS

Bicycle-Friendly Large Commercial Establishments Award

- Iloilo Business Park

INTERNATIONAL BUSINESS MAGAZINE AWARDS

Best Company to Work for 2023

HR ASIA AWARDS

One of the Best Companies to Work for in 2023

GLOBAL GOOD GOVERNANCE (3G)

3G Excellence Award in Sustainability Performance

3G Leadership in Corporate Governance Reporting Award

WORLD BUSINESS OUTLOOK AWARDS

Best Real Estate Company Philippines

Most Innovative Real Estate Company Philippines

Most Sustainable Real Estate Developer Philippines

Real Estate Project of the Year Philippines



FIABCI PROPERTY AND REAL ESTATE EXCELLENCE AWARDS

Gold Award for Hotel Category

- Belmont Hotel Mactan

Gold Award for Master Plan Category

- The Upper East

Gold Award for Retail Category

- Alabang West Parade

FIABCI PROPERTY AND REAL ESTATE EXCELLENCE AWARDS

Silver Award for Office Category

- One Paseo

Silver Award for Special Project / Purpose Built Category

- BMMC Train

INTERNATIONAL DINING AWARDS

Philippines' Best Cafe and Restaurant

- Savoy Hotel Manila

RETAIL ASIA AWARDS

Mall of the Year Award

- Festive Walk Iloilo

Marketing Initiative of the Year Award

- #ExtraChristmasAtMegaworld Lifestyle Malls Campaign

WORLD LUXURY HOTEL AWARDS

Best Luxury Destination Hotel

- Savoy Hotel Boracay

INTERNATIONAL TRAVEL AWARDS

Best Airport Hotel

- Savoy Hotel Mactan

"CITY OF LIFE AWARD" BY THE CITY OF BINAN

Customer Service Excellence Award

- Southwoods Mall

Golden Arches

SPIKES ASIA

Grand Prix - Brand Experience & Activation

CANNES LIONS

Silver & Bronze - Entertainment Lions for Gaming

NEW YORK FESTIVAL

Gold - Best Use of Entertainment Commerce

ASIA PACIFIC STEVIE AWARDS

Gold Stevie

- People's Choice Award for Favorite Companies under Social Impact Companies Category
- ILoveEarth

EUROPA AWARDS

Winner in the Waste management category

ACES AWARDS

Green Initiative

AGORA AWARDS

Advocacy Marketing Company of the Year

2023 HR TECH FEST AWARDS

Best HR Leader Award

- Ma. Theresa Llamas, Newport World Resorts (NWR) Chief HR Officer

18TH EMPLOYER BRANDING AWARDS

Best Employer Branding Award 2023

QUILL AWARDS

Integrated Sustainability Program from the Heart

GLOBAL MCDONALD'S FEEL GOOD MARKETING AWARDS

Grand Prix

PDI & STATISTA

The Philippines' Best Employers

Stakeholder Engagement 2-29

The table below lists AGI's top stakeholder groups, their issues, and concerns, including how the Group responded to resolve the concerns.

Business Partners (contractors, vendors, suppliers)

Concerns	Engagement Channels	Response
Introduction to and implementation of sustainability practices and standards within operations	Emails, calls, meetings (f2f and virtual)	Started a distinct group named Operations Sustainability Department (OSD) under Audit and Procom
Accreditation process	Emails, OTP calls, virtual engagements	<ul style="list-style-type: none"> Transparent accreditation process Systematic online bidding Standardized payment procedures Training and Orientation on Procurement System
Use of procurement system		

Employees

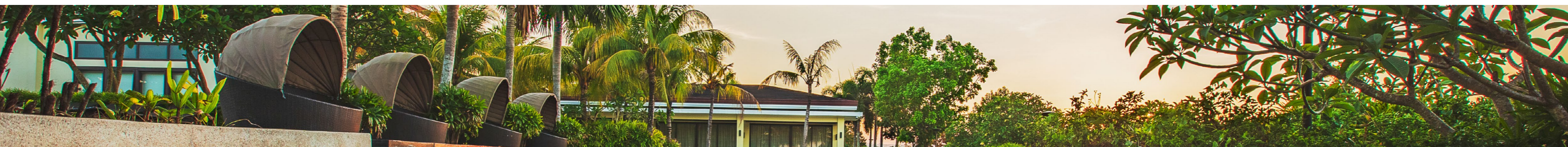
Concerns	Engagement Channels	Response
Job security	Detection of employee needs through employee engagement mechanisms <ul style="list-style-type: none"> DZHR Office-wide campaign Social Media 	Strengthened and improved existing channels of communication
Strengthen employee engagement		Strengthened employee engagement through: <ul style="list-style-type: none"> Launch of DZHR
Enhance leadership programs		Enhanced leadership programs through: <ul style="list-style-type: none"> Introduction of TEN Talks
Strengthen MEGreen awareness		Strengthened MEGreen awareness through: <ul style="list-style-type: none"> Launch of MEGreen to the employees Launch of Waste Segregation Launch of MEGreen Training
Salaries and benefits	Emails, meetings, social media	<ul style="list-style-type: none"> Kamustahan sessions Continuous review of the existing structure against standards
Health, wellness, and safety		<ul style="list-style-type: none"> Engagement surveys Learning Sessions/Training Programs Recognition programs/Circle of Excellence Programs to support overall well-being (mental, physical, etc.)
Training and advancement		
Recognition		
Promotion		

Community and Society

Concerns	Engagement Channels	Response
Maintaining the high level of diversity and inclusivity in the company	Agreements with professional training schools in Viticulture, Oenology, and Administration for work/study internships	<ul style="list-style-type: none"> Developed programs to collaborate with different insertion groups. Face-to-face training for students of the different agreements
Labor insertion agreement	Labor insertion agreement for persons with disabilities or social exclusion	
Preserve the historic downtown and promote a good neighborhood environment	Agreements with public administrations and the organization of a painting competition in the neighbourhood near Bodegas Fundador facilities	Assignment of spaces for different activities of downtown associations in collaboration with the city council of Jerez in revitalization programs
Poverty and hunger	Meetings and continuous communication with different NGOs/charities	<ul style="list-style-type: none"> Maintained and reinforced the aid given to Caritas Diocese of Jerez to fight poverty and hunger in the city Collaborated with the Red Cross and non-profit associations
Social improvement and help		
Current and aspiring scholars' application and retention requirements	Text messages, telephone calls, and Facebook messenger	Provision of alternative documentation/s that they can submit in lieu of the lacking requirements and constant communication with them
Limited resources and manpower of partner NGOs/charities	Email, telephone calls, text messages, and Viber	United resources and manpower to be able to achieve common mission and goals
Sponsorships Volunteerism Scholarships	<ul style="list-style-type: none"> Correspondences Emails Group discussions/collaborations 	<ul style="list-style-type: none"> Social development/social impact programs Foundation activities and grants

Customers

Concerns	Engagement Channels	Response
Maintaining a high level of customer experience	After-sales follow-up Customer survey	<ul style="list-style-type: none"> Be in permanent contact with the customer to follow up on orders Establish contact with the Quality Department Organize transport according to the INCOTERM agreed upon with the customer Carry out after-sales follow-up of the product
Availability of communication channels		
Coordination for events and activities, especially for those township-wide or big-scale with sponsorships	Dedicated Viber group chats for each event and activity Constant email communications and meetings for alignments and discussions	<ul style="list-style-type: none"> Establishment of the Township Alignment Group (TAG) to cope with the frequent proposals and potential partnerships Established channels of communication engagement upon the formation of TAG
Service Convenience Safety and security Health and wellness	<ul style="list-style-type: none"> Customer feedback surveys Meetings/engagements, social media 	<ul style="list-style-type: none"> Customer engagement activities KYC/AMLA training sessions Responsible Gaming



Materiality

3-1 3-2

Government/Regulatory Bodies		
Concerns	Engagement Channels	Response
Maintaining a high level of compliance with regulations	Meetings and continuous communication	Maintained transparent relationships and collaboration with the bodies of public administrations and regulatory bodies
Regulatory compliance	<ul style="list-style-type: none"> Physical and virtual meetings and engagements Emails 	Ensured compliance with requirements, secured necessary permits/clearances/ certificates, and maintained proper coordination with regulatory authorities

Shareholders/Investors		
Concerns	Engagement Channels	Response
Comprehensive and verifiable accounting of Scopes 1, 2, and 3 emissions	<ul style="list-style-type: none"> Investor Conferences Annual Sustainability Report Annual Stockholders Meeting 	<ul style="list-style-type: none"> Emissions accounting and audit Conducted an internal audit and verification of emissions data from energy-related activities Employment of a Data Warehouse software developer that will ensure the accuracy and validity of data that will be used in the reports
Disclosure of climate-related risks and opportunities, including carbon neutrality as a target	<ul style="list-style-type: none"> Press releases Investor conferences Annual Sustainability Report Annual Stockholders Meeting 	<ul style="list-style-type: none"> Transition to renewable energy Transition of all contestable properties to renewable energy by 2027 Establishment of Carbon Forests <ul style="list-style-type: none"> Identified 1,240 hectares of forests (both within landbank and adopted externally) Pilot in Miag-ao, Iloilo (240 hectares) with 72,694 trees planted and plans to add 72,000 trees to the same site for the next 2 years Carbon credits procurement Conducted bidding to procure carbon credits for unavoidable emissions (emissions from fuel)
Access to senior management	<ul style="list-style-type: none"> One-on-one meetings, local and international conferences, virtual meetings and conferences, emails 	<ul style="list-style-type: none"> Set up regular and scheduled meetings between senior management (BU Heads) and investors Establish and maintain open communication channels to allow investors to reach out with questions or concerns Participate in industry conferences and investor forums where senior management can interact with current and potential investors Implement mechanisms for investors to provide feedback, through the investor relations team, on their concerns about the company
Financial returns Good corporate governance Sustainability Ownership/Rebranding	Annual Stockholder Meetings, Investor briefings, Corporate website	Regular business updates through Annual Stockholders' Meetings, briefings, and conferences

AGI's materiality assessment provides a list of topics most relevant to the company in 2023. The Group's topics did not change drastically for 2023 and followed the previous year's established process for impact assessment based on the 2022 updates in the GRI Sustainability Reporting Standards.

The initial step in identifying material topics involved analyzing both the actual and potential positive and negative impacts of AGI's subsidiaries on the economy, environment, and society. This process was informed by the previous year's material topics and insights from relevant resources, including industry-specific standards for the real estate and construction, food and beverage, and tourism-entertainment and gaming sectors. This approach facilitated the

compilation of a detailed list that captures the impacts of each subsidiary.

Following identification, the sustainability team representatives from each subsidiary assessed and verified the significance of the impacts. From the assessment of impacts, material topics were extracted from the list of significant impacts, which were subsequently approved by the subsidiary's top management.

Finally, the Group consolidated the approved material topics lists from all subsidiaries. This identified the common themes that reflect the Group's strategic focus areas: People, Efficiency, Sustainability, Growth, and Governance. The final 24 material topics are outlined below, arranged by theme.

2023 Material Topics

People
Employee Diversity, Equal Opportunity, and Non-discrimination

- Employee Diversity, Equal Opportunity, and Non-discrimination
- Employee Training and Development
- Workforce Health and Safety

Growth
Economic Growth

- Economic Performance
- Market Presence
- Community Impact of New Developments

Sustainability
Sustainable Business and Innovation

- Business Model and Product Innovation
- Product Quality and Safety
- Climate Action
- Digitalization*

Efficiency
Waste and Resource Efficiency

- Waste Management
- Energy Use and Efficiency
- Water and Wastewater Management
- GHG Emissions
- Materials Management
- Land Use*

Governance
Business Ethics, Values, and Corporate Governance

- Business Ethics and Integrity
- Regulatory Compliance
- Social and Environmental Responsibility in Supplier Relations*
- Procurement Practices
- Human Rights
- Community Relations
- Customer Health and Safety
- Data Privacy and Security

*new topics for 2023

AGI's three-step materiality assessment process:



Sustainability at AGI


2-25 / 201-2

AGI ensures that sustainability is integrated into every aspect of its operations. As the conglomerate continues to grow and expand, AGI consistently strives to innovate ways to integrate and enhance sustainability across all facets of its diverse businesses. In 2023, AGI strengthened the sustainability movement within the Group through the creation of AGI's sustainability framework and statement which will serve as a guide in attaining AGI's major commitments. AGI's commitment extends to supporting the global sustainability agenda by aligning its initiatives with the 17 United Nations Sustainable Development Goals.



Sustainability Statement

As a world-class Filipino conglomerate, AGI is committed to growing its businesses responsibly, contributing to the well-being of society over the long term, and helping sustain the environment for future generations.



AGI Sustainability Framework

SustainAGility encompasses AGI's holistic approach to sustainability. Through this framework, AGI aims to build communities and spaces that enable people to live their full lives today and in the future. The AGI group pursues sustainability by focusing on three main areas, People, Planet, and Prosperity, with the end goal of transforming lives, becoming carbon neutral, and having impactful growth through responsible operations and good governance.



Major Sustainability Commitments

01

To be carbon neutral by 2035 by adopting more water and energy-efficient homes, facilities, and buildings, implementing nature-based programs, and utilizing renewable energy, as well as more sustainable transportation alternatives for the communities we serve.

02



To generate at least five million direct and indirect jobs by 2035 by bringing economic development to all regions and key growth areas across the country.

Sustainability Programs and Initiatives

People

Priority Strategy	Initiatives	UN SDGs Supported
Employee Wellness and Empowerment	<ul style="list-style-type: none"> ■ Employee Management and Benefits ■ Labor/Management Relations ■ Occupational Health and Safety ■ Training and Development ■ Diversity and Equal Opportunity 	<div style="display: flex; gap: 5px;"> <div style="background-color: #2E8B57; color: white; padding: 5px; text-align: center; font-size: 0.8em;">3 GOOD HEALTH AND WELL-BEING</div> <div style="background-color: #FF4500; color: white; padding: 5px; text-align: center; font-size: 0.8em;">5 GENDER EQUALITY</div> <div style="background-color: #800000; color: white; padding: 5px; text-align: center; font-size: 0.8em;">8 DECENT WORK AND ECONOMIC GROWTH</div> <div style="background-color: #DC143C; color: white; padding: 5px; text-align: center; font-size: 0.8em;">10 REDUCED INEQUALITIES</div> </div>
Community Transformation	<ul style="list-style-type: none"> ■ Scholarship ■ Livelihood Programs ■ Health Programs 	<div style="display: flex; gap: 5px;"> <div style="background-color: #FFD700; color: white; padding: 5px; text-align: center; font-size: 0.8em;">2 ZERO HUNGER</div> <div style="background-color: #2E8B57; color: white; padding: 5px; text-align: center; font-size: 0.8em;">3 GOOD HEALTH AND WELL-BEING</div> <div style="background-color: #800000; color: white; padding: 5px; text-align: center; font-size: 0.8em;">4 QUALITY EDUCATION</div> <div style="background-color: #FF4500; color: white; padding: 5px; text-align: center; font-size: 0.8em;">5 GENDER EQUALITY</div> <div style="background-color: #DC143C; color: white; padding: 5px; text-align: center; font-size: 0.8em;">10 REDUCED INEQUALITIES</div> </div>
Customer Care	<ul style="list-style-type: none"> ■ Customer Health and Safety ■ Customer Privacy ■ Customer Satisfaction 	<div style="background-color: #2E8B57; color: white; padding: 5px; text-align: center; font-size: 0.8em;">3 GOOD HEALTH AND WELL-BEING</div>

Planet

Priority Strategy	Initiatives	Response
Climate Action	<ul style="list-style-type: none"> Carbon Neutrality Energy Management Emissions Management Renewable Energy Use 	  
Resource Efficiency	<ul style="list-style-type: none"> Materials Management Waste Management Water and Effluents Management 	     
Sustainable Design	<ul style="list-style-type: none"> Climate Adaptability Certification Open Spaces and Inclusive Mobility 	  

Prosperity

Priority Strategy	Initiatives	Response
Impactful Growth	<ul style="list-style-type: none"> Direct and Indirect Job Creation Economic Performance Certifications Business Incubation Business Innovation Local Tourism and Business Support 	  
Good Governance	<ul style="list-style-type: none"> Labor Laws and Human Rights Compliance Environmental Compliance Economic Compliance Supply Chain Management Shareholder Engagement UN Global Compact Compliance Professional Affiliation 	  

Sustainable Development Goals Contribution per Subsidiary

Emperador

Key Products and Services Societal Value / Contribution to UN SDGs

SDG 3: Good Health & Well-being

Emperador and its subsidiaries promote good health and well-being among their stakeholders by organizing seminars, maintaining wellness and health programs, and strictly implementing protocols that ensure safe and healthy working environments.

SDG 6: Clean Water and Sanitation

Emperador's subsidiaries actively operate and manage multiple wastewater treatment plants. Progreen, a subsidiary of EDI, repurposes wastewater for agricultural purposes, utilizing it as a bio-fertilizer for crops and as a soil conditioner or fertilizer.

Brandy and whisky manufacturing

SDG 7: Affordable and Clean Energy

Through Whyte and Mackay, Emperador is exploring the use of renewable energy sources in more of its distilleries in Europe. Additionally, the company has also replaced some of its fossil fuel consumption with solar power.

SDG 8: Decent Work & Economic Growth

Emperador and its subsidiaries offer equitable compensation and benefits to their employees, along with creating livelihood opportunities for members of their neighboring communities.

SDG 12: Responsible Consumption & Production

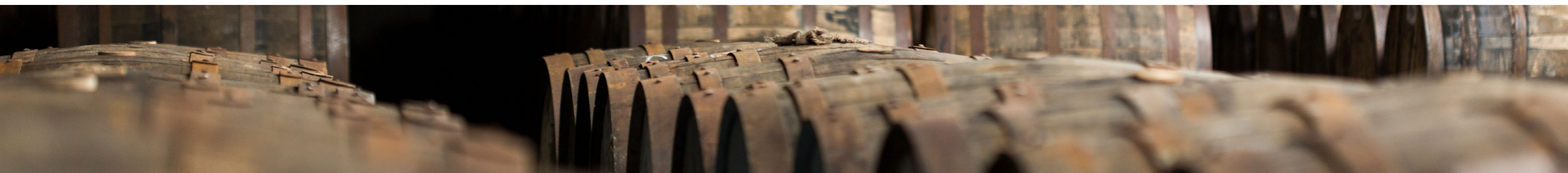
Emperador and its subsidiaries have reduced their energy consumption by employing energy-efficient technology. The company also actively implements water conservation and management programs across its plants.

Potential Negative Impact of Contribution

- The manufacturing process relies partially on the use of fossil fuels as an energy source, which results in the production of greenhouse gas emissions.
- The manufacturing process uses water that, if not regulated properly, can result in excessive water consumption as well as pollution of bodies of water.
- Waste generated in the manufacturing process as well as at the end of the product's life-cycle can end up in landfills, which poses risks of pollution, health issues, and contributes to a lack of space for disposal.

Management Approach to Negative Impact

- Emperador and its subsidiaries have implemented systems to manage energy, water, and materials consumption. They are also exploring the use of renewable energy sources, with some subsidiaries already using energy from clean, renewable sources.
- Emperador ensures compliance with various company, local, national, and international regulations to control the quality of wastewater discharge and air emissions.
- Emperador's glass manufacturer, AWGI, recycles a significant portion of its glass, which reduces its energy consumption. All subsidiaries manage and aim to reduce landfill-bound waste through their respective waste management programs.



Emperador

Key Products and Services

Societal Value / Contribution to UN SDGs

Social Impact and Sustainability Programs

SDG 4: Quality Education

Through scholarship programs, Bodegas Fundador and Emperador Distillers, Inc. (EDI) make quality education more accessible for students.

SDG 13: Climate Action, SDG 14: Life Below Water, SDG 15: Life On Land

In addition to responsibly managing the environmental impacts of its supply chain, Emperador and its subsidiaries fund and participate in programs aimed at biodiversity conservation and greening.

SDG 17: Partnerships for the Goals

Emperador and its subsidiaries have partnerships with government agencies and other civil organizations that are aligned with the UN SDGs.

Potential Negative Impact of Contribution

Management Approach to Negative Impact

- These are not expected to generate negative impacts as they are aligned and implemented to address sustainability goals directly.
- These programs are implemented to manage risks and negative socio-environmental impacts of other areas of the business, such as manufacturing.

Megaworld

Key Products and Services

Societal Value / Contribution to UN SDGs

Real estate, Office rentals, Mall rentals, Hotel operations

SDG 5: Gender Equality

Equal opportunities in employment, skills training, and career advancement

SDG 6: Clean Water and Sanitation

Proper handling of wastewater and effluents through sewage treatment plants in Megaworld properties prior to being discharged.

SDG 7: Affordable and Clean Energy

- Adapting the Department of Energy's (DOE) Efficiency Program
- 100% of Megaworld-owned buildings and malls are carbon neutral through the transition to renewable energy and offsetting.
- Megaworld led the successful awarding of a Retail Electricity Supply contract that will transition the company's 100% contestable electricity from coal to renewable energy by 2027.

SDG 8: Decent Work and Economic Growth

Megaworld opens opportunities within and outside Metro Manila through township developments and offers fair compensation and benefits to its employees.

Megaworld

Key Products and Services

Societal Value / Contribution to UN SDGs

Real estate, Office rentals, Mall rentals, Hotel operations

SDG 11: Sustainable Cities and Communities

Green Building Design - Megaworld adheres to building standards like Leadership in Energy and Environmental Design Certification (LEED), Excellence in Design for Greater Efficiencies (EDGE), and Immune, ensuring optimal and energy-efficient operations.

SDG 12: Responsible Consumption and Production

Reallocation of excess materials from previous projects, use of natural materials

SDG 13: Climate Action

Pursuing green building principles and certification: LEED, EDGE
Promotion of sustainable farming practices (vertical, hybrid, and farm-to-table)

SDG 14: Life Below Water

Megaworld has successfully launched a resource management program focusing on water management and waste reduction.

SDG 15: Life on Land

Megaworld townships reduced residual waste in Newport City by 71%. This success is due in part to partnerships with waste management companies like Wear Forward, Globe, and BEST's Trash to Cashback program.

Potential Negative Impact of Contribution

Management Approach to Negative Impact

- Substantial amounts of resources and energy are consumed to construct residential and commercial projects, as well as economic and social impacts on the local community.
- The organization assesses the potential negative impact of its core products and services by looking at actual energy output consumption and relating it to allocated budgets for power, lighting, and fuel. Regular inspections and maintenance checks are also carried out at regular intervals.

SDG 1: No Poverty

Outreach programs give back to the community where each property is located to circulate knowledge, love, care, and create opportunities.

SDG 4: Quality Education

Continuous scholarship programs through Megaworld Foundation.

SDG 9: Industry, Innovation, and Infrastructure

Megaworld Lifestyle Malls has spaces for government satellite offices in its malls. It also offers government pop-up services and community fairs that support Micro, Small, and Medium Enterprises (MSMEs) and farmers.

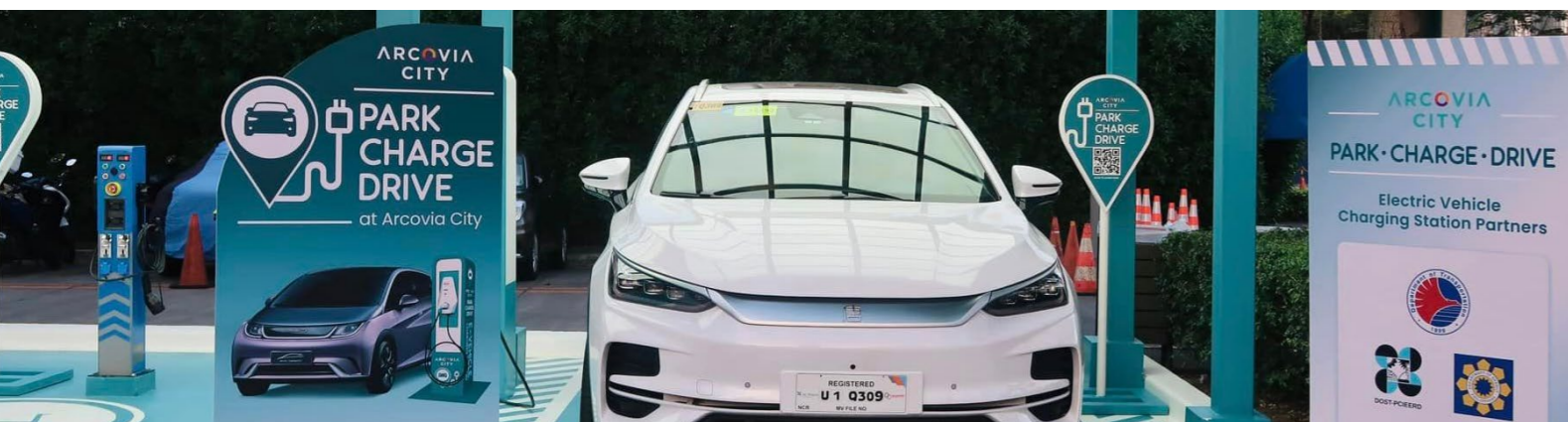
SDG 11: Sustainable Cities and Communities

Megaworld has programs such as Trash to Cashback Program, Plastic Neutrality Program, and Lesser Plastics For Tomorrow.

Potential Negative Impact of Contribution

Management Approach to Negative Impact

- Megaworld believes in bringing social change and opportunities to the communities that it supports. However, this could encourage a sense of dependence and complacency in the community to the company's social impact programs.
- Megaworld adapts social impact programs that have a strong focus on community development through livelihood and education. This promotes long-term benefits to the beneficiaries of its supported communities by becoming self-sufficient.



Travellers

Key Products and Services

Societal Value / Contribution to UN SDGs

Contributing towards 16 SDGs through the H.E.A.R.T Framework

Healthy, Responsible, and Sustainable Sourcing (H)

Apart from using cage-free eggs, Travellers procure chocolate, coffee, and produce locally, and has a sustainable seafood procurement program.

In addition, the company is in a partnership with BoomGrow for I Love Earth Urban Farm. Boom Grow is a Malaysian company that does precision farming.

Environmental Impact (E)

Travellers support the implementation of activities that contributes to energy, and water conservation, as well as the provision of green spaces.

Active Engagement, Benchmarking, and Certification (A)

The company is working towards achieving a green rating through recognized sustainability certifications and employee engagement activities.

Reform, Reduce, Reuse, Repurpose (R)

Through Reform, Reduce, Reuse, Recycle, Travellers have eliminated the use of plastic water bottles in guest rooms and banquet facilities.

The company also implemented the Waste Electrical and Electronic Equipment Recovery Project, and has renewed and expanded its partnership with ABS-CBN Foundation (Bantay Langis, Bantay Baterya, Waste Electrical and Electronic Equipment) under I Love Earth Program.

Recycling/Repurposing Projects: discarded linens repurposed into pajamas, kitchen towels, decorations, etc.

Repurposing of used pool towels, bed sheets, banquet tablecloths, napkins, and uniforms

Converting food scraps into candies, organic cleaning solutions, and compost

Transform thru Teaching, Training, and Technology (T)

Employees of NWR and each hotel are encouraged to participate in various projects to help the community.

Social Impact and Sustainability Programs

Potential Negative Impact of Contribution

- These are not expected to generate negative impacts as they are aligned and implemented to address sustainability goals directly.

Management Approach to Negative Impact

- These programs are implemented to manage risks and negative socio-environmental impacts of other areas of the business.



Golden Arches

Key Products and Services

Societal Value / Contribution to UN SDGs

SDG 4: Quality Education

Introduction of Night Classroom in 60 participating stores near key universities, thus providing a safe and conducive learning environment for late-night study sessions from 8 PM to 6 AM daily.

SDG 12: Responsible Consumption and Production

- Continuation of the 2022 Zeroing Plastic usage-global roadmap, which aims to reduce plastic footprint slowly.
- Utilization of 100% certified renewable fiber sources in guest paper packaging such as clamshell containers, paper cups, etc.
- 12% of McDonald's packaging materials are sourced from recycled materials (plastic and paper), but not in a closed loop. This is derived from the total raw material requirement for converting finished items into primary packaging.

SDG 7: Affordable and Clean Energy

- Green & Good Program: ensures environmental footprint is low in locations where McDonald's operates.
- Use of LED lights, solar lamp posts, and variable refrigerant flow (VRF) air-conditioning systems to reduce energy consumption and Greenhouse gas (GHG) emissions.

Social Impact and Sustainability Programs

Potential Negative Impact of Contribution

- These are not expected to generate negative impacts as they are aligned and implemented to address sustainability goals directly.

Management Approach to Negative Impact

- These programs are implemented to manage risks and negative socio-environmental impacts of other areas of the business.

Creating Pathways towards Sustainable Operations

Through its subsidiaries, AGI continuously strengthens its sustainability thrust through impactful initiatives that lessen the Group's overall environmental footprint. Megaworld launched the MEG Road-to-Zero, the Carbon Neutrality Roadmap, and the MEGreen Program to direct company-wide carbon reduction, resource use efficiency, and overall stakeholder engagement and sustainability awareness. Emperor focused on widening the scope of its renewable energy project with Whyte and MacKay's private wire electricity for its Invergordon Distillery. The Invergordon facility is now off the national grid, with renewable energy supplied by Balcas Energy of Scotland. Travellers, which has programs on sustainable consumption, production, and sourcing, received its second silver Earth Check Certification—a testament to the company's commitment to staying on the path of responsible operations. Lastly, Golden Arches welcomed its 7th Green & Good store. Golden Arches' Green & Good stores feature green building designs and resource-efficient building solutions.





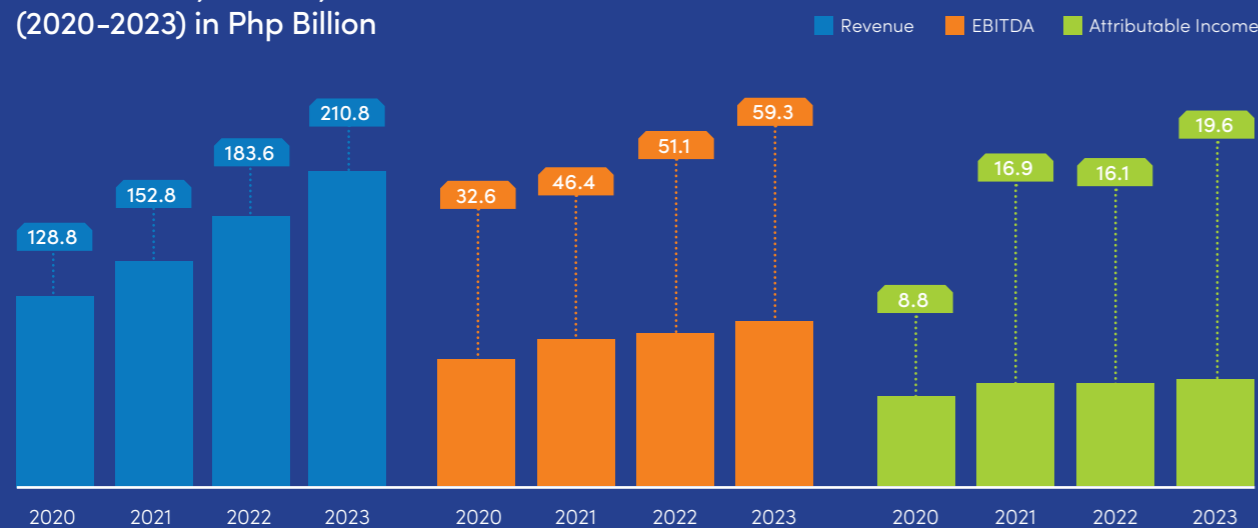
2023 Financial and Operational Highlights

3-3 | 201-1 | 203-1 | 203-2

AGI, through its different businesses spanning real estate, spirits, integrated tourism, quick service restaurants, and infrastructure, has been an active economic partner in national development. Through its diverse operations, services, and products, the Group posted a record performance in FY2023 in terms of consolidated revenues, which grew by 15% year-on-year (YoY) to Php210.8 billion and EBITDA of Php59.3 billion, higher by 16% YoY. Its net income went up by 20% to Php30.3 billion, while its attributable net income rose by 22% YoY to Php19.6 billion.

The Group gives back to the community by investing in social impact activities that uplift lives, protect the environment, and strengthen the Group's connection to its customers. In 2023, AGI focused on health programs, various social and youth activities, education, sustainability, the environment, and livelihood projects. The Group's social impact stakeholders included communities from host barangays and townships, youth and schoolchildren, senior citizens, and indigenous peoples. The initiatives also reached local businesses, freelance artists, teachers, and those looking for employment.

AGI Revenue, EBITDA, and Attributable Income (2020-2023) in Php Billion



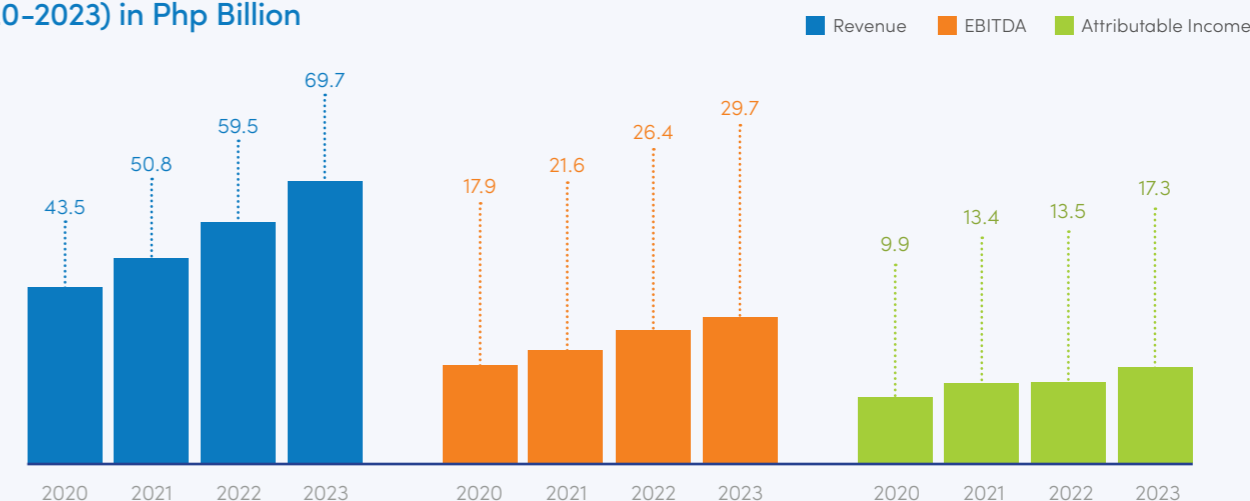
Megaworld Corporation

Megaworld demonstrated remarkable growth throughout 2023, achieving a substantial revenue milestone of Php69.7 billion, marking a notable 17% increase from its 2022 performance. This was largely driven by the sustained growth in mall and hotel income, and increased residential project completion. By 2023, it achieved a 26% increase in net income to Php19.4 billion, and even surpassing pre-pandemic levels. Attributable profit stood at Php17.3 billion, an increase of 29% from the year before and even surpassing pre-pandemic levels.

Furthermore, Megaworld celebrated exceptional achievements in 2023, recording reservation sales of Php139 billion, reflecting an increase of 17%. This was supported by its project launches worth Php73 billion, higher by 61% from a year ago. Its projects have incorporated smart home systems into its developments not only to enhance the digital experience for residents but also to align with its overarching sustainability objectives. Megaworld embraces sustainability as a core principle across all facets of its operations.



Megaworld Revenue, EBITDA, and Attributable Income (2020-2023) in Php Billion



In 2023, Megaworld launched Tower 1 of Uptown Modern in Uptown Bonifacio in 2023. With an estimated value of Php19 billion, Uptown Modern combines luxury amenities with sustainable features which include energy-efficient appliances, smart home features, low-flow water systems, and electric vehicle charging stations. In addition, it will have six sky gardens and two roof gardens with lush greenery, proving Megaworld’s commitment to incorporating sustainable urban living into its projects.

Megaworld also expanded its footprint beyond metropolitan boundaries, launching projects such as the Php2.2 billion Positano Mactan at The Mactan Newtown in Cebu, and the Php4.2 billion Paragua Sands Hotel at Paragua Coasttown in San Vicente, Palawan. These initiatives underscore Megaworld’s commitment to fostering economic growth beyond traditional epicenters.



Megaworld Premier Offices recorded revenues worth Php12.6 billion, on office occupancy rate of 88%, driven by the Business Process Outsourcing (BPO) industry. In 2023, the company expanded its office portfolio by 69,000 square meters in gross leasable area (GLA) bringing the total to 1.5 million square meters.

Meanwhile, Megaworld Lifestyle Malls gained Php5.3 billion in revenues with a 93% mall occupancy rate. Its strong showing was driven by the improved tenant sales as well as the resumption of full rental collections and sales, which have begun surpassing pre-pandemic levels. It added 33,000 square meters in gross leasable area, reaching a total of 517,000 square meters during the year.

As part of its growth plans, Megaworld is targeting to achieve a combined gross leasable space of 3 million square meters across its office and mall developments nationwide by 2030, increasing its presence particularly in areas such as Pampanga, Bulacan, Bacolod, Iloilo, and Davao.

Megaworld Hotels and Resorts also sustained its robust growth in 2023, with revenues hitting Php3.8 billion, reflecting an increase of 46% from the year before, driven by the resurgence of domestic travel and heightened MICE activities.

Megaworld reaffirms its position as the country’s biggest township developer with the launch of its 31st township, Baytown Palawan in Puerto Princesa City. Spanning 6 hectares, this picturesque property is poised to evolve into a “lifestyle escape,” offering breathtaking views of Puerto Princesa Bay. This newest addition brings Megaworld’s township portfolio to 5,178 hectares nationwide, reinforcing its long-term development potential.

Truly, Megaworld’s three-pillar approach of Portfolio Expansion, Innovation and Technology, and Customer Focus spurred growth and ensured its competitive edge in the industry.

Travellers International Hotel Group, Inc.

Travellers, the owner and operator of Newport World Resorts, sustained its profitability in 2023, supported by stronger tourism activities and growth in MICE activities underpinned by the record increase in foot traffic within the complex. The company reported a record high in total gross revenues of Php41.2 billion, an increase of 11% from a year ago. This was driven by the 32% surge in non-gaming streams to Php7.0 billion coming on the back of improved occupancy rates, while revenue from its gaming division grew by 7% to Php34.2 billion. The latter marked a 24% rise from pre-pandemic benchmarks, as it sustained the growth in its premium mass segment to mitigate the impact of the more volatile VIP segment.

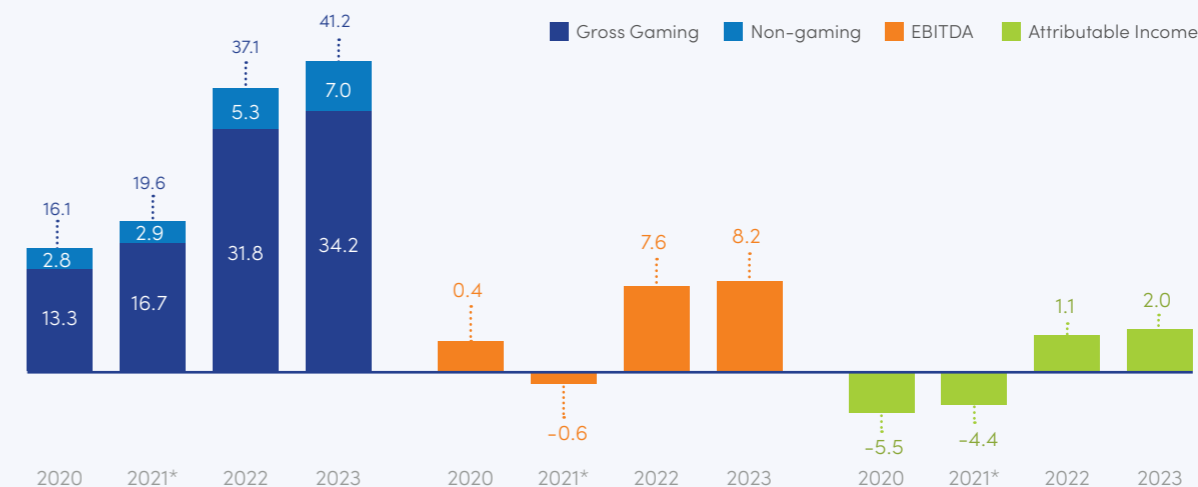
EBITDA stood at Php8.2 billion, its highest level since 2012, while net income reached Php2 billion, more than double its pre-pandemic level.

The Grand Club was introduced in 2023 as an exclusive gaming and dining space where VIP patrons can enjoy various experiences, from bespoke drinks at the Bar Lounge to live entertainment at the Grand Bar Balcony. The company opened The Whisky Library as well, which houses Manila’s largest range of spirits and a selection of mocktails.

Travellers is also supported by its robust offerings of nearly 90 restaurants and over 2,700 room keys from its six world-renowned hotels catering to a wider range of customer needs.



Travellers Gross Revenue, EBITDA, and Attributable Income (2020-2023) in Php Billion



*Based on core performance, or excluding one-off items.

Emperador Inc.

Emperador has maintained its robust market position, driving sustained revenue growth of 5% to Php65.6 billion, primarily attributed to increased sales of its whisky products, particularly its single malt brands. Its compelling whisky portfolio propels its international business, while the company’s brandy segment thrives on innovation and premiumization.

Emperador’s international business continued to experience double-digit growth owing to the robust sales of single malt whiskies across different markets around the globe, particularly in Asia and North America. Its whisky segment saw 16% increase in revenue to Php25.7 billion (39% of revenue share) through price optimization and the sales of its premium brands which continue to rank among the fastest-growing single malts worldwide. Whyte and Mackay, the world’s fifth largest Scotch whisky producer, enriches Emperador’s single malt portfolio with esteemed brands like The Dalmore, Fettercairn, Jura, and Tamnavulin.

During the year, Emperador unveiled The Dalmore Cask Curation Series, showcasing three rare-aged single malts, with each release highlighting a particular style of cask: a 26-year-old vintage Sherry cask finish single malt, a 28-year-old Matusalem cask finish single malt, and a 43-year-old Apostoles cask finish single malt.

Emperador is expanding its distilleries in Scotland to meet the escalating market demand for its premium single malt whisky brands in the coming years. The ongoing expansion of the Dalmore Distillery aims

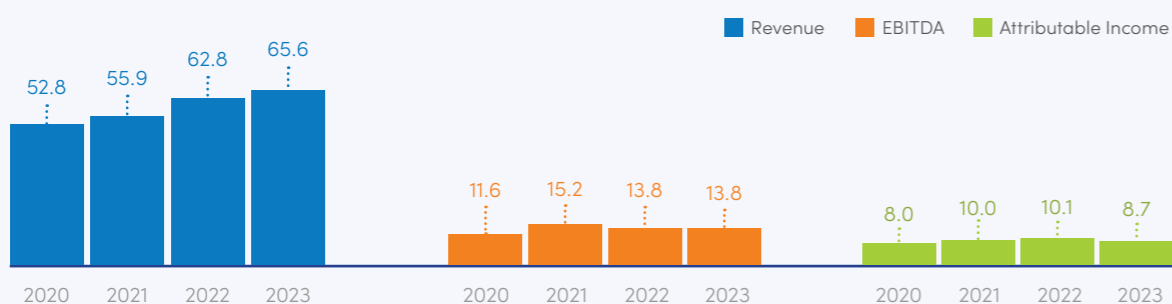


to double its production capacity, with completion anticipated by end-2024. Additionally, the company is expanding the maturation complex of the Invergordon Distillery, doubling its footprint to 92 hectares and constructing additional warehouses for whisky aging, ultimately accommodating another 1.5 million casks. These endeavors are poised to bolster Emperador’s whisky business capacities, ensuring sustained growth in the long term.

Meanwhile, Emperador’s brandy segment contributed Php40 billion in revenue (61% of revenue share). Utilizing Emperador’s Contemporize, Premiumize, and Internationalize (CPI) strategy, the segment is adapting to evolving customer tastes and preferences, driving further to achieve business growth and development. Noteworthy launches during the year include Vermut Marinero Garvey, Presidente Light, Fundador Sherry Cask, and an extended range featuring Doble Madera, Triple Madera, and Fundador Supremo 30-year-old.

Despite prevailing global challenges, Emperador ended the year with an attributable income of Php8.7 billion.

EMI Revenue, EBITDA, and Attributable Income (2020-2023) in Php Billion



Golden Arches Development Corporation



Golden Arches, the master franchise holder of McDonald’s in the Philippines, continues to uphold its position as one of the country’s leading quick service restaurants. In 2023, the company achieved a remarkable milestone by setting a new sales revenue record which grew 24% YoY to Php42.8 billion. Its strategic product launches, including Best Burger and Better Chicken, coupled with attractive pricing, resonated with customers and fueled profitability. Helped by economies of scale, its attributable income reached an unprecedented high of Php2.55 billion, marking a notable 39% increase YoY.

McDonald’s remains steadfast in its commitment to enhancing the quality of its offerings to ensure an unparalleled dining experience for our customers. Throughout 2023, the company focused on further refining its burger and chicken products, enhancing their taste and presentation.

In 2023, McDonald’s introduced the Best Burger campaign, undertaking a comprehensive refinement process to create a burger that retains the classic

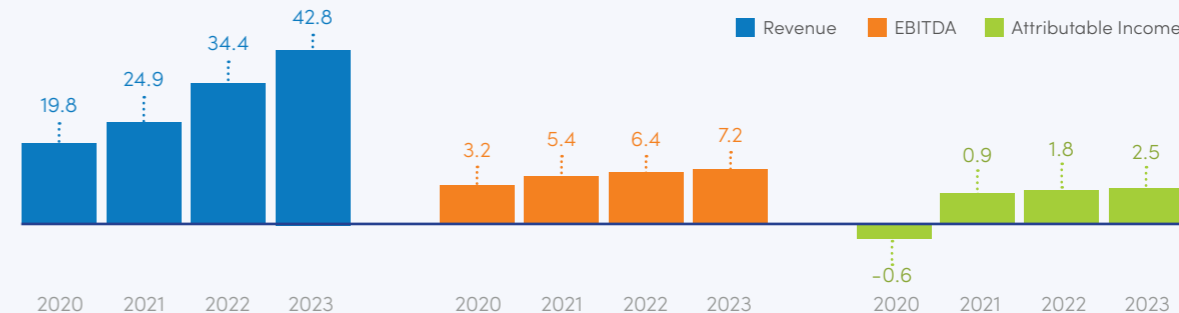
McDo essence while delivering a superior taste. Since its introduction, the Great Tasting Burger scores have shown a 3% increase, with the Core Beef Burger category experiencing significant and sustained growth of 10% in volume and 12% in average daily sales compared to the pre-launch period.

To reinforce the brand’s reputation as a premier chicken destination, the new and improved Chicken McDonald’s was rolled out in 2023. The campaign promises a Chicken McDo that not only looks appealing but also delivers an exceptional taste. The strong customer approval of McDonald’s improved bone-in chicken contributed to exceeding volume targets by 15% compared to 2019 volumes.

This momentum of growth extended to its store network. Golden Arches added 50 new stores nationwide: 43 in Luzon, 3 in Visayas, and 4 in Mindanao. This expansion brings the company’s nationwide footprint to 740 stores by the end of 2023, underscoring Golden Arches’ dedication to extending its delectable offerings to an ever-growing number of Filipinos.



GADC Revenue, EBITDA, and Attributable Income (2020-2023) in Php Billion



Mission

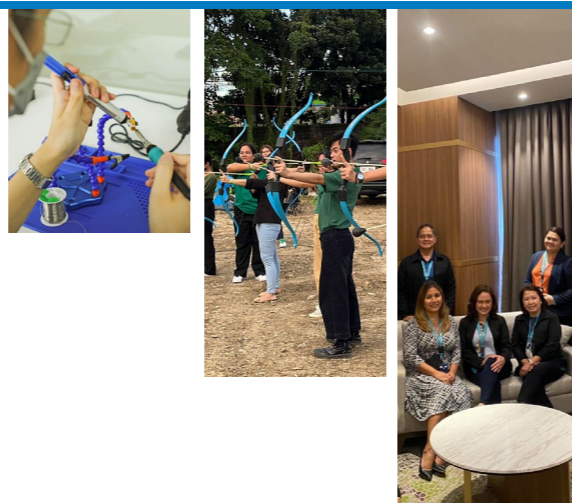


Social Performance

Employee Experience, Diversity, and Inclusion (People)

Employee Experience	44 →
Diversity and Equal Opportunity	46 →
Employee Training and Education	48 →
Workforce Health and Safety	50 →
Labor Laws and Human Rights	52 →
Community and Consumers	54 →





Employee Experience

3-3

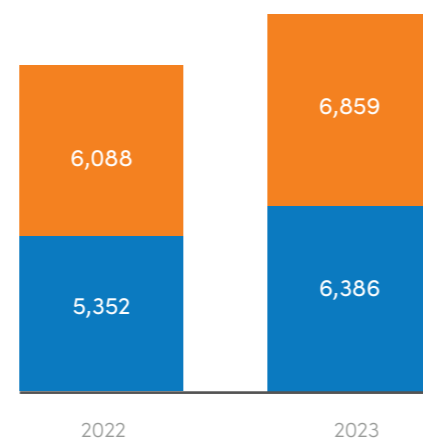
AGI's employee management approach is anchored on employee wellness and empowerment. AGI supports its employees by ensuring they are adequately compensated with fair pay and benefits, trained for growth and development in their field, and provided with a safe and inclusive workplace.

AGI's sustainability commitment is to generate at least five million direct and indirect jobs by 2035. In connection with this commitment, AGI and its subsidiaries have been providing employment opportunities in different local and international business arenas. In 2023, AGI had a total workforce of 56,915, up by 19.8% from 47,536 in 2022.

Employee Turnover

401-1

Female Male



Employee Breakdown

2-4 2-7

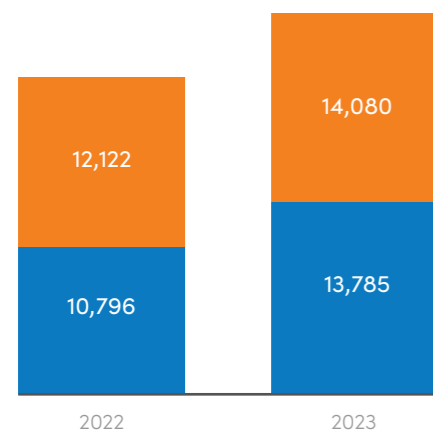
	2022*	2023
Total number of employees	47,536	56,915
Number of female employees	21,892	28,435
Number of male employees	25,644	28,480

*Restated

New Employee Hires

401-1

Female Male



Attrition Rate

2-4



*Restated



AGI also provides several government-mandated and voluntary benefits to its permanent and full-time employees, such as leaves, salary loans, savings benefits, several loan options, medical benefits, and flexible working hours.

Employee Benefits*

401-2

	% of female employees who availed for the year	% of male employees who availed for the year
Life insurance	17.56%	18.86%
Health care (aside from Philhealth)	18.50%	22.54%
Disability and invalidity coverage	15.33%	16.78%
Parental leave	0.83%	0.31%
Retirement provision (aside from SSS)	0.13%	0.08%
Stock ownership	0.60%	0.00%
SSS	19.56%	22.78%
PhilHealth	20.27%	21.50%
Pag-Ibig	13.35%	11.98%
Vacation leaves	20.40%	21.24%
Sick leaves	15.85%	15.38%
Housing assistance (aside from Pag-Ibig)	1.38%	0.02%
Further education support	7.91%	10.64%
Telecommuting	1.50%	1.36%
Flexible working hours	9.71%	7.93%

*Data presented are based on estimation.

AGI's commitment to providing employment and a work environment that is supportive of employees' needs is reflected in its subsidiaries.

Emperador promotes fair and just labor practices by providing decent jobs that offer living wages and employment opportunities, especially to those communities near its manufacturing plants. The company strives to adhere to labor law standards to ensure consistent and equitable treatment of workers.

All Emperador subsidiaries believe that employees are the foundation of a strong and sustainable company, a crucial part of the production process, and behind every success that the company achieves. Each subsidiary values inclusion and diversity in promoting a better working environment.

Megaworld commits to creating 3 million direct and indirect jobs in its various developments across the country within 15 years. As a follow through to this commitment, Megaworld opened its 31st township, the Baytown Palawan in Puerto Princesa, Palawan, in 2023. This should help promote economic development by providing employment opportunities and enhancing livelihoods in the local community. Additionally, Megaworld launched Php73 billion

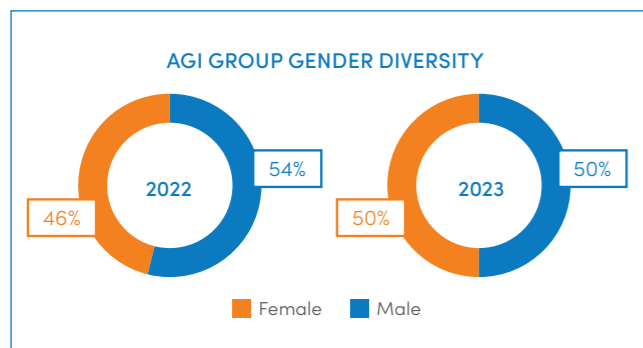
worth of new residential projects that can open new possibilities in different areas of the Philippines.

Throughout its businesses, Megaworld also aims to promote a healthy work-life balance, and dedicates resources to support its workforce's holistic well-being. Megaworld's continuing employee engagement strategies in 2023 earned the Company accolades such as three Best Employer Awards in 2023, including (1) **Best Companies to Work For in Asia** for the second consecutive year at the HR Asia Awards, (2) **PH's Best Employer** for the second consecutive year at the Best Employers Survey by the Philippine Daily Inquirer and Statista, and (3) one of **Best Company to Work For** in the Philippines by the International Business Magazine.

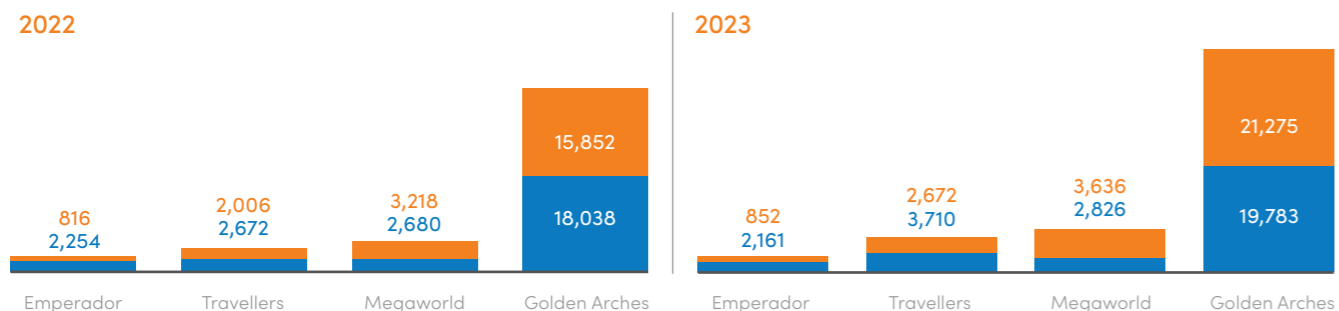
Travellers and Golden Arches likewise support the creation of jobs as well as development of economic opportunities in the areas where they operate. Travellers, with its diverse tourism and entertainment business operates six (6) international hotel brands, as well as attractive gaming facilities. On the other hand, Golden Arches has added 50 new stores nationwide, to bring its total store network to 740 in 2023. Its growing quick service restaurants provide local employment nationwide and opportunities even for working students and out-of-school youth.

Diversity and Equal Opportunity 3-3 / 405-1

Workforce Diversity across AGI Subsidiaries by Gender



Gender Diversity per Subsidiary



Board Diversity

by Age

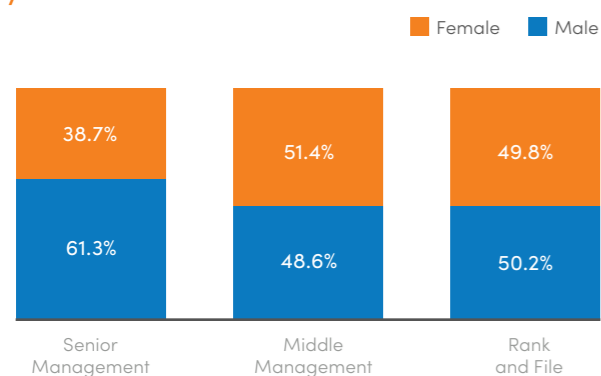
	Megaworld	Travellers	Emperor	Golden Arches	AGI Group
Under 30	0	0	0	0	0
30-50	0	1	2	1	1
Over 50	7	6	6	4	6

by Gender

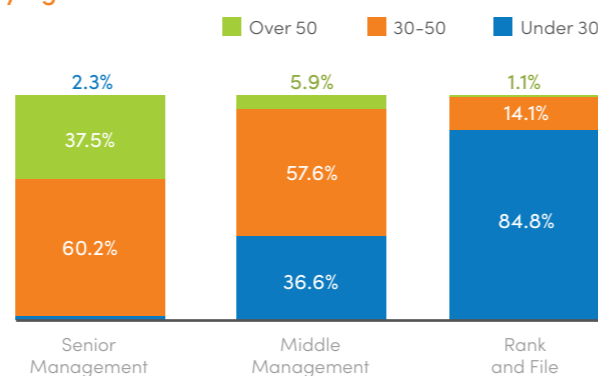
	Male	Female
Megaworld	6	1
Travellers	7	0
Emperor	7	1
Golden Arches	4	1
AGI Group	6	1

Diversity Across Organizational Levels

by Gender



by Age



AGI is committed to building a diverse, gender-equal, and inclusive environment for all its employees as these aspects are essential to the Group's efficiency and competitiveness. Regardless of race, color, gender, sexual orientation, age, religion, or other factors, the Group ensures equal chances for compensation and benefits, safe workspaces, training, and professional development. Subsidiaries of AGI ensure that the same importance is given to diversity and equal opportunity in their operations, as well.

Diversity and equal opportunity is embedded in Emperor's culture through its Talent Management system which provides equal opportunity to all, regardless of gender, age, and preferences. Through the system, all campaigns, including job hiring, promotion, and training, are anchored by equality. Emperor measures its success in this topic through the development of leaders from different generations, and genders, and young leaders who assume a senior role.

Emperor's approach regarding diversity and equal opportunity are reflected and practiced as well by its subsidiaries, which incorporate these principles into their hiring practices, employee engagement and training, as well as in compensation and benefits. All subsidiaries also aim to integrate the topic in their overall company culture to prevent instances of discrimination, and harness skills and knowledge that can only be gained through a diverse set of employees. Examples of diversity and inclusion programs of the company's subsidiaries include Bodegas Fundador's Equality Plan, and Whyte and Mackay's Equality and Inclusion (E&I) Charter.

For Megaworld, the company has embedded diversity and equal opportunity in its operations through offering of quality employment to a broad pool of qualified individuals. Megaworld values different characteristics, skill sets, knowledge, experience, and perspectives of its employees as these contribute to maintaining productivity, creativity, and innovation within the company. Megaworld does not discriminate

against task assignments and remains open to working with people based on their abilities. In terms of inclusivity, Megaworld has established programs and initiatives that benefit the diverse workforce and are geared toward each member's continued growth and development. With diversity and inclusivity measures in place, Megaworld has not received any complaints about gender inequality in the past year.

Travellers pursues diversity and equal opportunity in its businesses through ensuring that discriminatory practices are not part of its company culture. In the company, everybody is treated in a fair and respectable manner, whether employees, suppliers, or customers. The company hopes to attract young talents to enhance its employee pool through the immersive, "A World of Opportunities" career fair.

Golden Arches has always championed a diverse and inclusive culture – treating everyone (both employees and customers) equally since it opened its first store in 1981. Today, commitment to Diversity, Equity and Inclusion remains a top people priority.

Golden Arches promotes equal opportunity in hiring regardless of gender and age. This also applies to benefits and remuneration, wherein employees are paid according to their job function and performance. The company has two programs this 2023 which upheld its policy toward diversity and equal opportunity: 1.) the Employer Branding Campaign wherein 41,429 crew members and 1,551 manager trainees were hired; and 2.) the "Love Her" campaign during Pride Month.



A World of Opportunities: Sustainable Career Fair 2023



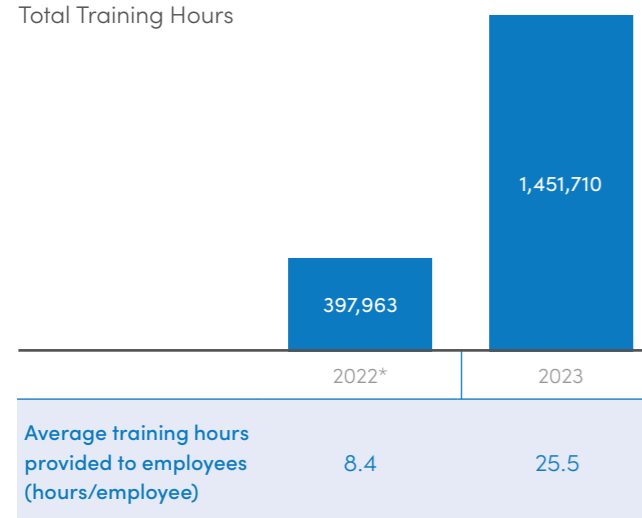
Newport World Resorts took young jobseekers into “A World of Opportunities,” an engaging and immersive career fair held last July 18 at COLLAB, Sheraton Manila Hotel. Through the event, hundreds of fresh graduates, graduating students, and job-seeking professionals got an inside look into Newport’s workplace culture. Young aspirants had a first-hand experience of being a Thrillmaker or someone who embodies Newport World Resorts’ values.

Employee Training and Education

2-4 | 3-3 | 404-1 | 404-2

Employee Training and Development

Total Training Hours



*Restated upon review of 2022 data

AGI and its subsidiaries conducted various training sessions in 2023 dedicated to continuing education and skills updating, shifting mostly from face-to-face interaction to digital learning to adapt to the pandemic. Employees received an average of 25.5 hours of training— a noteworthy increase from 8.4 hours of training in 2022. Employees’ total training hours also rose sharply by 265%. The notable increase is attributed with the Group’s hiring of more employees as the subsidiaries expanded, as well as more robust training opportunities.

Emperador continued to place importance on developing the skills and productivity of its workforce. EDI has a “Room to Grow” mantra, which provides learning opportunities to be able to train its employees to assume higher levels of responsibility. They also had

basic life support, health, safety, anti-violence against women, and waste management training which were given throughout the year. Bodegas Fundador launched the “Programa De Primera Mano” this 2023, while Pedro Domecq utilized its GBKnowit website for training. Whyte and Mackay has a specialized Learning & Development Team that creates the company’s training and development plan and strategy. The company also has a People Management Essentials Training Programme.

Megaworld’s Employee Engagement initiative focuses on culture-building and promoting sustainability awareness. The company launched MEGreen internally to all Megaworld employees and subsidiaries in 2023. MEGreen is a comprehensive platform encompassing all existing sustainability initiatives across the organization’s business segments.



Megaworld’s Employee Engagement Receives a Boost

Megaworld’s Human Resources Department (HRD) achieved record-breaking success in engagement, learning and development this 2023 as it focused on leadership training, employee engagement, and sustainability awareness.

Megaworld’s HRD implemented 29 engagement programs, 21 training programs, 84 accredited external training programs, and 33 health and wellness programs and achieved 87% overall employee training coverage in 2023.

The main highlights of Megaworld’s engagement initiatives includes the launch of the DZHR

Program – an internal podcast-like program wherein relevant topics that encourage and inspire the heart, mind and soul are discussed. Thirteen episodes were released in 2023.

In celebration of MEG Learning Academy’s 10th year, the “TEN Talks” event was also launched. It celebrates not only a decade of excellence and commitment in education and professional development but also the forthcoming launch of 10 cutting-edge courses and programs in 2024.

In 2023, Travellers launched the Asian Institute of Management—EarthCheck Sustainability Academy: Implementing Sustainability in the Philippine Tourism and Hospitality Industry. The Academy is under the ILoveEarth initiative and is set to explore the relationship between sustainability and the design and development of tourism and hospitality products.

Golden Arches continued the operation of its Restaurant Support Center (RSC) Open University and the RSC Learning & Development Resources Site for learning opportunities.



Bodegas Fundador: Programa “De Primera Mano”

Bodegas Fundador, a subsidiary of Emepetador, introduced the Programa “De Primera Mano” in 2023 for employees to gain learnings and improve engagement.

Through the new program, seven employees from different departments spent a day together visiting Bodegas Fundador premises and having lunch afterwards. Conducted once each month, it allows employees to visit areas of the facility and understand the processes and work of departments or offices other than their own.

Programa “De Primera Mano” also becomes an avenue for employees to learn as a team, improving overall work relationships.

Emperador considers providing a safe and secure work environment as one of its responsibilities. With this in mind, the company implements measures to prevent accidents, injuries, and occupational illnesses. Emperador also safeguards the physical and mental health of its workforce.

Emperador Distillers strictly enforces OHS policies and standards and regularly reviews its OHS systems. The company also promotes employee health and well-being through various engagement initiatives, including talks, seminars, training sessions, social and leisure activities, and access to physical and psychological healthcare. Its Sta. Rosa and Biñan plants, as well as its head office, are committed to maintaining compliance with the national Occupational Safety and Health Standards (RA11058) and the regulations of the Department of Labor and Employment (DOLE), including submission of reports to said government agency.

Bodegas Fundador takes workplace safety seriously and maintains its own Prevention Service, which is audited by an accredited body every three years. Pedro Domecq focuses on health and safety training and has established its Occupational Health and Safety (OHS) management system through regular training sessions, audits, and Root Cause Analysis (RCA) of incidents. At Whyte and Mackay, safety for all employees, workers, visitors, contractors, and local community members is a top priority. To identify and mitigate OHS risks, Whyte and Mackay analyzes data from its Q-Pulse system, the Safety Improvement Record Card (SIRC) system, identification of trends, and risk profiling. The company participates in various OHS industry forums to share best practices and benchmark its progress against others. Its distilling sites are considered lower-tier Control of Major Accident Hazards (COMAH), which receive regular visits and planned interventions from the UK Health & Safety Executive as part of COMAH regulations.

Megaworld’s Occupational Safety and Health (OSH) Policy focuses on maintaining a safe and healthy work environment across its supply chain. The company is in the low-risk category relative to the Occupational

Safety and Health Assessment (OSHA) risk category. Risks include a decrease in productivity and healthcare financing for accidents and illnesses.

Safety Protocol Officers were assigned to each significant department and location to help address safety-related concerns and promote guidelines related to health and safety. A continuous review of OSH audits, monitoring, and reporting incidents of illness and accidents in the workplace is routinely done to acquire a more accurate representation of all recorded incidents of work-related accidents and ill-health for the reporting period.

Travellers has an Occupational Safety, Health, and Environment (OSHE) Policy, which serves as its guide in implementing the OSH Program and commitments. Internal policies in accordance with government-mandated standards and protocols are in place, e.g., policies on Workplace Prevention and Control of COVID-19, Workplace Safety Management, TB Prevention and Control, Smoke-Free workplace, and Annual Medical Examination, among others.

Travellers has a pool of DOLE-accredited OSH consultants and practitioners, as well as trained safety officers responsible for managing the OSH implementation under management guidance. The company has allocated a budget for OSH programs like training sessions, signage, and fire and life safety equipment. Employees who may have safety-related concerns can report directly to the SEPCU or through their immediate leaders.



Workforce Health and Safety 403-1 403-2 403-3 403-4 403-6 403-7 403-9 403-10

Health and Safety Metrics 2-4

	2022	2023
Safe Man-Hours	54,310,647 ^{ab}	135,216,872
No. of work-related injuries	255	439
No. of work-related fatalities	0	1
No. of work-related ill-health	409	7,910
No. of safety drills	89	175

^a Restated upon review of EMI 2022 data.
^b Data of all AGI subsidiaries, except Travellers

Workforce health and safety prioritize safe workplace conditions, adherence to workplace standards, and respect for human rights. Implementing health and safety policies is crucial to the Group as it protects workers from injury and illness, lowers medical costs, reduces absenteeism and turnover, increases productivity, and raises employee morale.

AGI and its subsidiaries adhere to the safety standards of the localities where they operate. Subsidiaries also have occupational health and safety (OHS) policies in place to mitigate occupational risks and maintain the health and safety of employees.

Global-Estate Resorts, Inc. Receives Award of Excellence in Industrial Safety

Global-Estate Resorts, Inc. (GERI), a Megaworld subsidiary, has been honored with the prestigious Award of Excellence for achieving an outstanding milestone of 12,701,106 Safe Man-Hours without Lost Time Injury over a span of 8 years.

“This achievement further underscores GERI’s commitment to building thought leadership and reinforcing its commitment to maintaining safety across all our operations, ensuring the well-being of every individual within the workforce,”

said Monica T. Salomon, GERI President & Chief Operating Officer.

The recognition was granted by the Safety Organization of the Philippines Incorporated (SOPI) on October 12, 2023, during the 55th National Industrial Safety & 1st Industrial Hygiene Conference at Novotel Manila, Araneta City, Quezon City.

Labor Laws and Human Rights

3-3 408-1 409-1

AGI and its subsidiaries have no legal actions or employee grievances involving forced or child labor for 2023. The table on labor laws and human rights discusses how each subsidiary tackles the topic.

Subsidiary	References in the company policy that explicitly disallow violations of labor laws and human rights (e.g. harassment, bullying) in the workplace
Megaworld	<p>Megaworld upholds a zero-tolerance policy towards labor law violations or human rights abuses, such as harassment and bullying. The Company policy also contains references that explicitly prohibit violations of labor laws and human rights that can be found in the following policies and programs:</p> <ul style="list-style-type: none"> ■ Sexual Harassment ■ Policy for Supporting Breastfeeding Employees ■ Magna Carta ■ Family Welfare ■ Special Leave Benefits For Women Employees ■ Workplace policy and program on Hepatitis B ■ HIV/Aids Workplace Policy <p>In Megaworld’s Empire East, violations such as provoking a quarrel, acts of intimidation, and harassment, among others, are classified as very serious offenses that can be grounds for suspension and termination. This is listed in the Employee Code of Discipline, Parts II and IV.</p>

Subsidiary	References in the company policy that explicitly disallow violations of labor laws and human rights (e.g. harassment, bullying) in the workplace
Emperador Distillers (EDI)	EDI complies with Philippine laws covering human rights, child labor, and forced labor; hence, the company is not obligated to operationalize the law in its policies to avoid redundancy.
Anglo Watsons Glass Inc. (AWGI)	AWGI complies with the anti-child labor law and has policies to prevent such violations. For one, PSA-authenticated birth certificates are required for submission for pre-employment. Also, employee records are kept updated to ensure complete and accurate information for all employees. AWGI’s records show that no underage employee has been hired and that no labor complaints related to child labor were received. No complaints were filed with DOLE as well. Stakeholders have been receptive and supportive of these measures to protect children’s rights.
Emperador Grupo Emperador Spain (GES)	GES and Bodegas Fundador have policies and statements prohibiting child labor, such as the Code of Conduct. At these companies, no form of child or forced labor is tolerated, and special care is taken to ensure that providers or third parties that provide services to the company do not carry out practices of this kind.
Bodegas Fundador	Pedro Domecq has policies in place that prohibit child labor and forced labor. Although the minimum working age under the Labor Federal Law in Mexico is 15 years, Pedro Domecq follows its Code of Business Conduct and sets a minimum working age of 18. The Labor Federal Law also states that every person has the right to be compensated accurately for their activity. To comply, Pedro Domecq ensures that all people involved in every part of its business are correctly compensated. Suppliers are also assessed to comply with company policies and legal requirements. In 2023, Pedro Domecq recorded zero incidents involving labor laws and human rights violations.
Pedro Domecq	As a responsible employer, WMG supports labor and human rights policies by following appropriate guidelines and best practices. Any child under 18 within the organization would only be employed under an approved training scheme such as an apprenticeship. Employees are educated about modern slavery and guided on how to report concerns. All labor suppliers are audited and must complete right-to-work employment checks. WMG also has a confidential whistleblowing line open to all employees and workers. Suppliers are asked to complete a Modern Slavery declaration. In addition, WMG reviewed its Modern Slavery Statement on its corporate site and, since 2022, has included statements of commitment to preventing labor exploitation in all its supplier agreements. Through these efforts and its various labor laws and human rights policies, WMG strives to protect human rights in all its relationships with its employees, suppliers, contractors, and other third parties.
Whyte and Mackay Group (WMG)	The company policy contains references that explicitly prohibit violations of labor laws and human rights. These references can be found in the following policies and programs: <ul style="list-style-type: none"> ■ LSOP No. HR/09/004 Sexual Harassment & Unprofessional Conduct (June 2016) ■ Chapter 9.7 of Associate Handbook – Harassment-Free Workplace ■ Guarantee of Fair Treatment ■ Business Conduct Guide ■ Harassment Prevention in the Global Workplace for Non-Managers/Managers ■ Sexual Harassment Policy & Anti-Harassment Policy ■ Hotel Code of Conduct and Code of Discipline
Travellers	
GADC	The company’s Prevention of Violence in the Workplace Policy contains references that specifically forbid abuses of labor laws and human rights, including forced labor.

Community and Consumers

Data Privacy and Security 3-3 / 418-1

0
No. of data breaches, including leaks, thefts, and losses of data

AGI and its subsidiaries collect and manage data of its clients, partners, vendors, and customers. It is their duty to protect this information and ensure that it remains within secure repositories. Doing so maintains trust between stakeholders that will be affected in case of leaks and breaches.

The Group remains successful in handling data security in 2023, achieving zero cases of data breaches, leaks, thefts, and losses. This success was attained through the implementation of measures that protected customer data and privacy.

Data privacy and security are relevant for Emperador for legal compliance and are part of the corporate responsibility to respect and protect the personal information entrusted by EDI's stakeholders. The company has elected a data protection officer and compliance officer to ensure customers' data privacy. They evaluate their management approach based on audits and risk assessment exercises. Existing manuals are in place that outline the mechanisms to air grievances. The company is scheduled to audit the manual this year and conduct vulnerability and penetration testing of its systems.

Megaworld observes compliance with the requirements of the National Privacy Commission (NPC) and Data Privacy Act (DPA). This ensures that necessary and relevant measures to safeguard the information collected from its stakeholders are kept securely. Regular reviews and impact assessments are conducted to identify compliance with the company's requirements.

Golden Arches manages customer information through the McDelivery Service. Customer information, including name, contact information, and address, is essential to completing its restaurants' food delivery service. Additionally, Golden Arches, through its Infrastructure Technology Security team, conducts regular Vulnerability Assessment and Penetration Testing services with an accredited third party. Golden Arches also appointed a Data Privacy Officer to oversee the organization's data privacy compliance.

Customer privacy

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

*Substantiated complaints include those from customers who went through the organization's formal communication channels and grievance mechanisms, as well as those lodged with and acted upon by government agencies.

Empire East Enhances its Network Security Measures

EELHI strengthened its network security measures in 2023. The project consisted of adding security measures and monitoring the existing network infrastructure to ensure network stability and security, as this is one of the company's top priorities. EELHI also deployed a centralized backup server with a 42TB storage capacity for EELHI data and file backup.



Customer Health and Safety 3-3 / 416-1 / 416-2

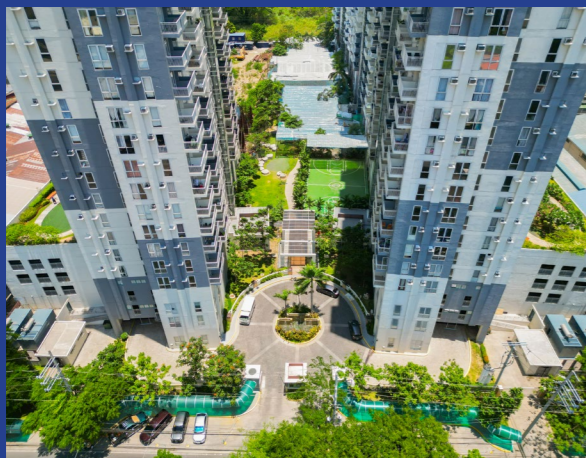


Health and Safety for customers are priorities of AGI and its subsidiaries. The company ensures the well-being of its customers is followed at all sites through compliance with health measures and provisions as mandated by the government. AGI also focuses on food safety topics for its quick service restaurant and beverage businesses. For its development ventures like hotels, malls, and townships, health and safety is ensured through implementing design and construction criteria that meet the highest of safety and well-being. High-quality materials and advanced technologies, adhering strictly to government and industry safety codes are also utilized.

	2022	2023
No. of substantiated complaints on product or service health and safety*	In 2022, no product or service health and safety complaints were filed against any of the AGI subsidiaries.	In 2023, Megaworld Corporation received and addressed 72 substantiated complaints regarding product or service health and safety. These were addressed through formal communication channels, grievance mechanisms, and government agencies. By the end of the year, 70 of these complaints were successfully resolved, demonstrating Megaworld's commitment to prompt and effective solutions.
No. of complaints addressed		

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

Megaworld's Empire East Champions Material Safety



The Interior Design Group of EELHI is championing the use of safe materials by selecting materials and finishes that are non-toxic, ethical, sustainable and affordable. The team targeted common areas and showrooms in the implementation of this new design initiative this 2023. They are in constant research on various materials that are being introduced in the market.

Apart from safety and health benefits, the initiative also helps conserve natural resources, as well as lower the construction and operation cost.

Product Quality and Safety

3-3 / 416-1 / 416-2

AGI and its subsidiaries place rigorous attention on ensuring that their customers receive quality products and services that are up to standards, and in no way will affect their safety.

Emperador ensures the safety and quality of its products by complying with food safety regulations, assigning quality assurance teams, and undergoing audits and certifications for good manufacturing practices.

Megaworld focuses on integrating rigorous measures and robust standards across all operations. The company also employs high-quality materials and advanced technologies, adhering strictly to government and industry safety codes. Under Megaworld's customer and product safety standards, emergency preparedness is also conducted, with regular drills and training for staff and residents on how to effectively respond to potential emergencies such as fires and earthquakes.



Food Safety Leadership at Emperador and Golden Arches

Emperador ensures the safety and quality of its products by complying with food safety regulations, assigning quality assurance teams, and undergoing audits and certifications for good manufacturing practices.

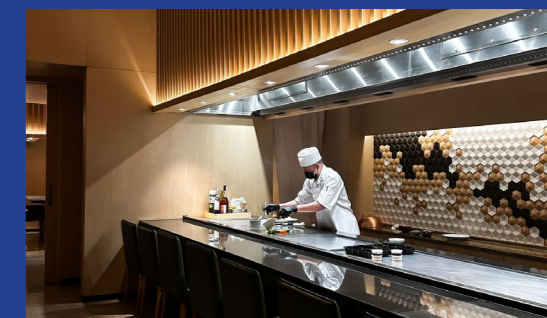
At Emperador, products must go through registration with the Food and Drug Administration (FDA) before they can be distributed or sold to customers and consumers. This applies to both sourcing raw materials/ingredients in the manufacturing process. Emperador's production plants also have policies in place to ensure that they produce high-quality products that are safe for their consumers to consume. A quality assurance department in its production plants assesses whether all products are manufactured according to its standards and policies.

With food safety policies in place, Emperador obtained a Good Manufacturing Practice (GMP) Certificate with the FDA for their Biñan plant. Another GMP certificate was also recently approved for its Santa Rosa plant.

Bodegas Fundador used the power of technology to enhance its product safety system by incorporating Deep Learning or Artificial Intelligence in its bottling plant. The company's first camera with Deep Learning was installed on the new bottling machine in line 4 of its bottling center. Bodegas Fundador's Deep learning-based algorithms learn from data and examples and are able to reach their own conclusions, improving the quality of processes onsite.

Under Golden Arches, food safety leadership and culture must be adhered to in all establishments. Food safety is upheld through regular third-party safety audits and alignment with operations and certifying bodies. Employees receive food safety training which is a regular part of the operations. Golden Arches also conducts Food Safety Week to uphold its food safety culture, which extends all the way to its suppliers.

Travellers Promote a Healthy Dining Experience



In its bid to promote a healthy and sustainable dining experience, Travellers started its initiatives on urban landscaping, edible wall gardens, hydroponics, and an indoor farm. Travellers' initiatives allowed some of the company's restaurants to offer true farm-to-table dishes.

Community Impact

3-3 | 413-1 | 413-2

Economic

AGI aims to generate at least five million direct and indirect jobs by 2035 by bringing economic development to all regions and key growth areas across the country. In 2023, AGI was able to give employment to a total of 56,916 people. This represents an increase of 19.7% from 47,536 in 2022 and is a testament to AGI's commitment to achieving its goal of generating job opportunities across the nation. AGI's total employee wages and benefits in 2023 amounted to Php19 billion.

Eurofirm collaboration



Emperor's Bodegas Fundador collaborated with Eurofirms during Disability Week. The company aims to give opportunities to achieve economic independence and development as a professional for People with Disabilities.

Megaworld Job Fairs



Megaworld Lifestyle Malls, in partnership with the Department of Labor & Employment, organized a job fair at selected Megaworld properties nationwide.

A World of Opportunities



Travellers hosted a career fair aimed at attracting young talents through its "A World of Opportunities" fair.

Employer Branding Campaign



Golden Arches positioned itself as an employer of choice through its Employer Branding Campaign. Through sharing of employee stories, the company was able to hire 41,429 crew members, and 1,551 manager trainees.

AGI also contributes to the localities where its properties are situated through its payments to local suppliers and taxes remitted to the government. In 2023, AGI's contribution to government taxes amounted to Php9.6 billion.



Social

AGI, through Megaworld lifestyle malls, brought government services to the public through the introduction of government pop-up services across its properties. The following government-related processes were made available to the public:

- Voter Registration
- National ID Registration
- Pag-ibig Fund Desk
- PSA Caravan
- BIR Tax Assistance Center
- Quezon City Services Caravan
- PRC Mobile Service Center
- SSS E-Wheels

Sustainability

Megaworld, as part of its Innovation Program, has adopted green building strategies, codes, and standards. The company is pursuing LEED and EDGE certification and updating the Megaworld Design standards, incorporating innovative solutions and green building design in its properties. Its latest Standardized Building Design also incorporates the Philippine Green Building Code.

Megaworld's green building program gives customers the opportunity to lease buildings that are proven to be sustainable through an internationally recognized green building/sustainable building third party certification program. Green buildings also have lower operational costs, less GHG emission, and are built in consideration of the triple-bottom-line.



The One Le Grand BPO project received LEED Gold Certification in 2023. Green buildings offer a more competitive portfolio, increased market value and profitability, and faster return on investment. As of 2023, Megaworld has 18 LEED-Certified Projects.

Community Relations

3-3 413-1 413-2

AGI demonstrates its commitment to positive social impact through community initiatives. These initiatives focus on uplifting lives, protecting the environment, and fostering stronger connections with stakeholders. AGI's 2023 activities related to community relations focused on health, livelihoods, education, sustainability, and the environment.

Health

Emperador-AWGI coordinated a blood-letting activity with the Philippine National Red Cross Laguna Chapter. Nineteen blood donors participated in the event. Additionally, Emperador-Progreen conducted a dental and medical mission in partnership with the Megaworld Foundation. The activity was attended by 600 people. Attendees were given free check-ups, tooth extractions, circumcision, free medicines and vitamins, free haircuts, and slippers.

Megaworld Foundation served over 1,600 individuals, including children, women, adults, and older people residing in the barangays near its townships through Hope for Health: Medical Missions, which aims to provide the communities with primary access to healthcare promoting good health and wellness. The Foundation also conducted One Spoon at a Time and a Feeding Activity with San Lorenzo Elementary School and Brgy. Manggahan, Pasig City, where they served nutritious meals, facilitated storytelling and art activities, and conducted a healthy snack competition for the student's mothers.

Social

Emperador-Progreen donated a parcel of land to its host community. The donated land is reserved for the construction of a multipurpose building and basketball court.

Megaworld conducted *Tara Pasyal Na* and *Likhang Laguna*, in partnership with organizations, Local Government Units, and Indigenous Groups, to support groups and individuals. The company also initiated *Operations Malasakit: Haplos ng Biyaya* and provided food, cash, and goods to 100 senior citizens from Brgy. Inarawan, Antipolo City.

Megaworld subsidiaries also conducted their own civic initiatives. EELHI employees spent a day with the abandoned children at Home for the Angels in San Andres Bukid Manila while Empire East Cares for our Elders conducted FINahusay: Start-up for a Cause wherein they raised funds for the benefit of the elderly at Anawim Lay Missions Foundation. EELHI also distributed more than 250 packs of hygiene kits to children in Villa Tupaz and Block 1 Austria Compound, San Joaquin, Pasig City, and conducted hygiene talks through volunteer unit owners from condominium associations.

Travellers initiated International Youth Day through the Empowering Change event, where the company

provided school supplies and hearty meals to Alon and Araw club members in Zambales. These young ocean defenders aim to keep coastlines clean through their weekly coastal and clean-up drives.

Golden Arches continued its support of the Ronald McDonald House Charities of the Philippines (RMHC) through the following initiatives:

Ronald McDonald Bahay Bulilit Learning Centers: building of safe spaces for disadvantaged children to be able to learn and play while their parents work.

Ronald McDonald Read to Learn: teaching beginning reading to grades 1-2 public school children by providing teacher training and reading resources.

McDonald's Kindness Kitchen 365 and Disaster Response: provision of hot meals to communities who need them most, especially during a crisis.



Education

Emperador had a series of community programs geared toward education. These programs include the following initiatives:

Progreen Scholarship: this program instigates assistance for outstanding scholarship grantees from Progreen Agricorp, Inc.'s different adopted barangays.

Bodegas Fundador Community College collaboration agreement: provided professional training for the 1st and 2nd training cycles of higher degrees in viticulture, industrial automation and robotics, administration and finance, web applications development, chemistry, and enology degree.

Whyte and Mackay's Fuel Change Industry Challenge: created an industry challenge on achieving business sustainability for the young workforce to participate in. In February 2023, the teams visited the Invergordon site to meet the operation team and delve into the challenge.

Megaworld conducted the Hope Classroom in 2023 initiative. Under this initiative, every purchase of Hope In a Bottle bottled water at any Megaworld Lifestyle Mall means one peso will be donated towards building a HOPE Classroom in Dumanjug, Cebu. Under the MEGreen banner, Megaworld Foundation also initiated the Eskwela ng Bayan in Sto. Nino Elementary School in the City of San Fernando, Pampanga near Capital Town. The initiative helped 80 frustrated learners to catch up with peers in terms of literacy and numeracy. Megaworld also consolidated its annual participation in the government's Brigada Eskwela into a single banner program One Mega for Brigada where 21 schools served as beneficiaries.

Megaworld Foundation also offered scholarships through the Walk Into Your Future: Scholarship Application Caravan. It hopes to benefit 1,000 elementary, high school, and college students studying in over 100 schools nationwide. Lastly, EELHI of Megaworld conducted the Support A Student Program which provided uniforms, shoes, bags, and supplies to all New Little Baguio Elementary School students.

Livelihood

Megaworld Foundation provided livelihood opportunities for Persons With Disabilities (PWD) residents of Brgy. Ugong, Pasig City in partnership with the Barangay and their PWD organization. Through the Hands in Harmony: Livelihood Program, 15 PWDs and/or their parents were trained to make perfumes and home essential products to be sold in their area and in the Megaworld community, generating additional sources of income for their families.

Sustainability

Emperador-AWGI attended the Department of Environment and Natural Resources (DENR) and partner-sponsored events on sustainability, such as the Extended Producer Responsibility (EPR) campaign launch and forums.

Megaworld's EELHI also launched the MEGreen Campaign and held a sustainability-themed camping event featuring an open mic, food park, and interactive activities.

Environment

Emperador, through Bodegas Fundador, donated 1,000 liters of water to Madre Coraje for the community group to be able to continue watering its solidarity vegetable garden.

Megaworld conducted the Green Thumbs-up!: Tree Planting Activities, wherein they planted 800 Lauan trees to help preserve and protect the La Mesa Watershed. Under the MEGreen banner, Megaworld, in partnership with the local Municipal Environment & Natural Resources (MENRO) and community, has planted over 72,000 trees in Miag-ao, Iloilo. EELHI also had a tree-planting activity called GOT TIME: Greening One Tree at a Time, where they teamed up with DENR forest experts to green EELHI's residential areas.

Meanwhile, Megaworld's GERI initiated the *Halina't Magtanim ng Prutas at Gulay* (HAPAG), and an urban gardening project in collaboration with LGUs. GERI also conducted clean-up and dredging activities on water pathways to mitigate possible flooding during the rainy season. The company participated as well in June 2023 World Ocean Day Coastal Clean-up, together with other Megaworld subsidiaries. In the same month, GERI participated in the LGU of Cavinti's CLEAN & GREEN Programme and had a tree planting in a mangrove area at Sariaya, Quezon.

Travellers collected/diverted 200 kilograms of plastic in September 2023, as they participated in the International Coastal Clean-up Day.

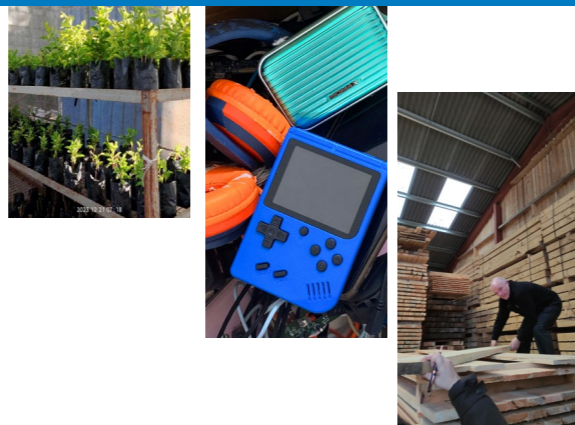


Environmental Performance

Waste and Resource Efficiency (Efficiency)

Materials	64 →
Energy Use	66 →
GHG Emissions	69 →
Waste Management	72 →
Water and Wastewater Management	74 →





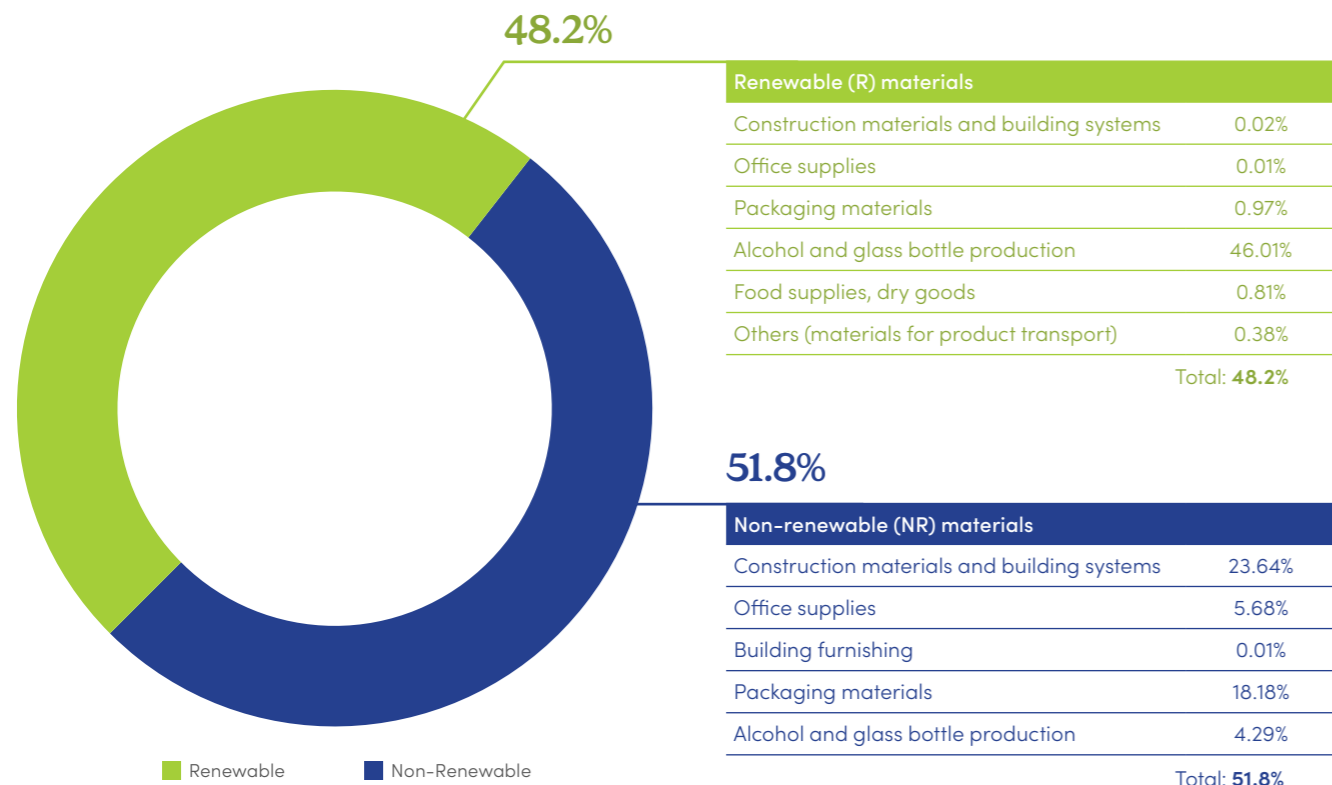
Materials

3-3 / 301-1

Regarding materials, AGI subsidiaries use non-renewable and renewable materials for their diverse and large-scale operations. Megaworld and Travellers use a variety of construction materials and building systems for their extensive property development projects, including residential, commercial and office developments, educational/training components, and privately-operated gaming facilities with hotels, retail, dining, entertainment, and other leisure amenities.

On the other hand, Emperador uses distilled neutral spirits, brandy distillates, grain and malt whiskies, water, glass bottles, and packaging materials. Similarly, Golden Arches requires food and packaging supplies for its McDonald's restaurants nationwide. In addition, AGI subsidiaries procure office supplies for their general administrative departments to support day-to-day operations.

Non-renewable and Renewable Materials Used



Note: Percentages are based on estimates due to data limitations.

The building, hospitality, food, and beverage sectors where AGI operates have a significant environmental impact due to resource and energy use and massive waste production. However, AGI recognizes the importance of the economical handling of limited resources and is adopting the circular economy approach. To fulfill this, it requires the reuse of materials and wastes for as long as possible and the design and development of reusable, long-lasting products.

AGI's Material Sustainability Approaches

Cullet Utilization: Emperador's AWGI implements 70% cullet utilization, which is higher than the world average of 50%. This activity reduces the consumption of virgin non-renewable materials at risk of depletion and also reduces energy requirements for glass production. To maintain this level of cullet utilization, AWGI communicates with scrap buyers and consumers for the reclamation of cullet.

Material Requirement Planning: Pedro Domecq implements a system of materials requirements planning (MRP) to plan, schedule, and manage its inventory during manufacturing. The MRP also operates on having no surplus losses.

Green Print Strategy: Whyte and Mackay implements its Green Print strategy's Mindful Consumption. Specifically, the company focuses on reducing, reusing, and recycling materials to minimize waste.



Goal Zero Waste Management: Megaworld implemented its Goal Zero Project in Newport City in 2023. The Project was able to reduce generated residual wastes to as much as 73% for four pilot locations: Savoy Hotel, Plaza 66, 81 Newport Boulevard, BPO and residential areas.

Trash-to-Cash Collection Booths in Megaworld Townships: Megaworld partnered with Basic Environmental Systems and Technologies, Inc. to set-up recyclable collections booths in Megaworld townships to encourage locators, tenants, and residents to recycle. In 2023, the amount of recyclables collected by the initiative stood at 57,680 kilograms in four townships.

ILoveEarth: Healthy, Responsible, Sustainable Sourcing is implemented under Traveller's ILoveEarth. Under the pillar, Travellers initiated its Cage-free Eggs Project in 2022, where organic cage-free eggs are used in restaurant outlets. Travellers also maintains a partnership with BoomGrow for the ILoveEarth Urban Farm.

Recyclable Packaging: Golden Arches' McDonald's guest paper packaging—clamshell containers, paper cups, etc.—is made from 100% certified renewable fiber sources. Additionally, 12% of McDonald's packaging materials are sourced from recycled materials (plastic and paper), but not in a closed loop.

AWGI Partners with Schools for Recycling Project

In 2023, AWGI recycled waste from operations into useful materials for donation to partner schools. As part of the project, AWGI converted fine cullets from the cullet recycling facility into paver bricks, converted damaged and old wooden pallets into school furniture, and turned used oil drums into garbage bins.

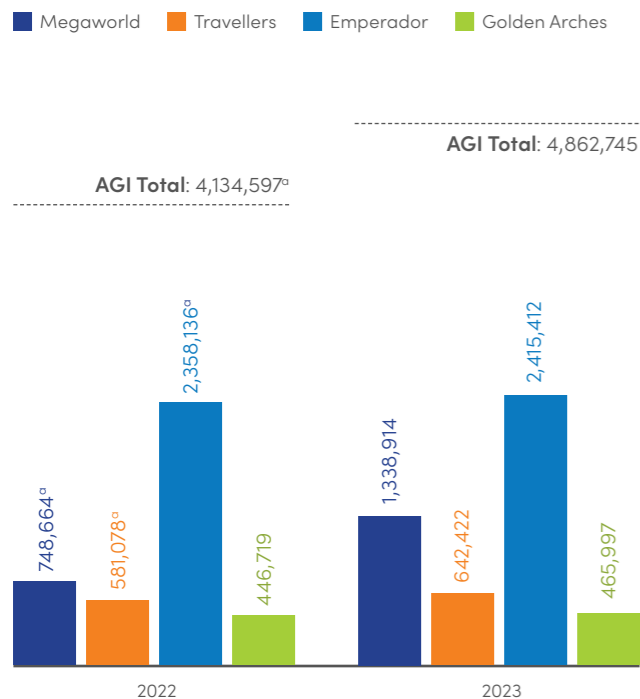
AWGI donated the recycled material to five schools in Laguna, and Taguig. In return, schools collected and donated flint glass containers to AWGI for recycling.

Energy Use

2-4 3-3 302-1 302-3

AGI needs energy in the form of electricity, gas, diesel, natural gas, biogas, and solar power for its diverse businesses. It uses gasoline and natural gas for furnaces, boilers, turbines, refrigeration processes, diesel for generators, owned transportation, and biogas from sugarcane bagasse. It also purchases its electricity from the grid for its day-to-day operations.

Total Energy Consumption per AGI Subsidiary



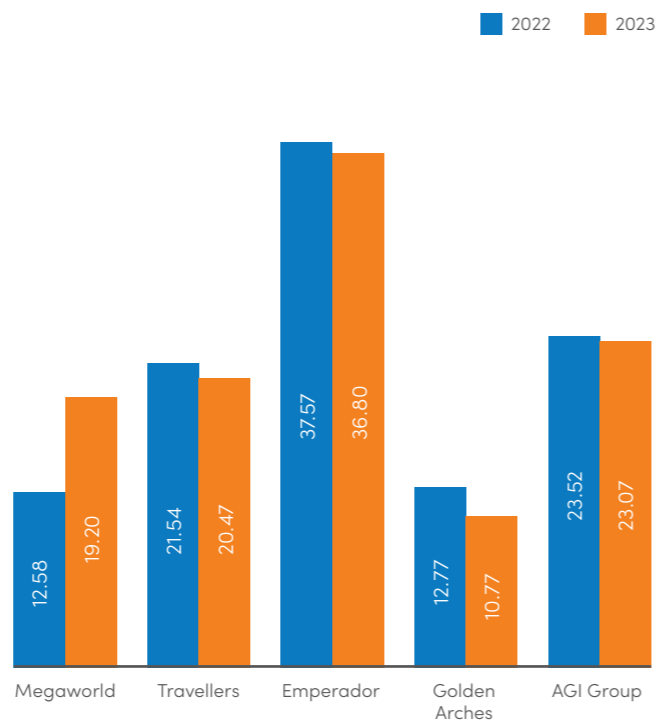
^a - Data was restated upon review. A significant change was due to the reclassification of Megaworld's energy consumption in 2022.

AGI's energy efficiency is a priority under its climate action thrust as more efficient consumption in this area decreases greenhouse gas emissions. To achieve this, AGI utilizes solar power as a renewable energy adaptation measure, employs green building practices, and adapts improvements in manufacturing and operation processes.

In 2023, AGI made significant strides toward its energy efficiency and carbon neutrality goals, particularly transitioning to cleaner energy sources. The AGI Group contracted MPower, Manila Electric Co.'s (Meralco) Retail Electricity Supply arm, to transition all contestable properties to renewable sources by the end of 2027. The AGI-Meralco partnership is the Group's most significant leap yet in its goal to reach carbon-neutral operations by 2035.

The increase in energy consumption for AGI subsidiaries in 2023 can be attributed to the overall improvement in data collection by Megaworld subsidiaries and Travellers. Despite this increase, Emperador observed a continuous reduction in energy consumption in 2023 and the preceding year, 2022. Moreover, both Emperador and Megaworld subsidiaries expanded their scope and plan to increase the use of renewable energy to power day-to-day operations. The group also launched the SustainAGility ESG Data Warehouse. This data warehouse is part of the group's continuous improvement approach in its processes. The system will not only help improve and efficiently collect ESG data but will also make the data verifiable and auditable. This is in partnership with Diligent, a global leader on governance, risk, and compliance.

Energy Intensity (GJ/mPhp)



Note: This data currently reflects internal operations only.



AWGI Solar Power Utilization

In line with its commitment towards building a sustainable future, AWGI initiated the installation of a 2-megawatt peak (MWp) solar photovoltaic (PV) system on the rooftops of its production building and internal warehouses. This will provide clean and renewable energy for its glass manufacturing plant in Silangan Industrial Estate, Canlubang, Calamba, Laguna.

To realize this, AWGI has tapped MSpectrum, a wholly owned subsidiary of Meralco, to be its partner for this groundbreaking solar rooftop project.



Megaworld implements Park, Charge, and Drive

Megaworld Lifestyle Malls continues to launch EV Charging Station in several properties of Megaworld, providing a new way to support the country's transition to cleaner energy to lessen harmful impact on the environment.

Project Highlights:

- Target Number of EV Charging Stations:
- 11 EVCS for EV Cars
- 8 EVCS for E-Scooters and E-Bicycles

Partner Organizations:

- Department of Science and Technology
- BYD Philippines
- Department of Energy
- Department of Transportation
- Electric Vehicle Association of the Philippines



Megaworld-GERI COMET E-bus

GERI introduced the COMET e-bus which is a fully electric mini bus as the official shuttle service within Boracay New Coast Estate for guests and employees from Monday to Sunday.

With the COMET e-bus, GERI is able to avoid carbon dioxide or toxic gases and particles being emitted.



Reduction of Energy Consumption 302-4

Megaworld

The organization did not observe a reduction in total energy consumption due to overall improvements in data collection. This is mainly attributed to the inclusion of data from common areas of leased properties for electricity consumption, alongside increased operational activities in 2023.

Travellers

In 2023, none of the hotels observed reduced energy consumption, which may be attributed to increased business operations following the pandemic and travel restrictions.

Emperador

Emperador reduced energy consumption across various sources in 2023 compared to 2022. This success can be attributed to several key energy efficiency initiatives implemented throughout the year. Specifically, the company reduced coal consumption by approximately 313,000 GJ and fuel oil by 76,000 GJ. Furthermore, the company substantially increased its use of renewable fuels, now comprising 45.82% of its total energy consumption, a substantial increase from 26.90% the prior year. This shift towards renewable energy resulted in a slight overall upward adjustment in energy use (approximately 57,000 GJ) but with a more sustainable fuel mix.

In addition, Emperador's commitment to energy efficiency is exemplified by energy efficiency initiatives implemented across various Emperador subsidiaries and facilities:

- The efficient use of biogas and bagasse led to a reduction in energy consumption of Progreen's Balayan plant.
- Pedro Domecq and Anglo Watsons Glass, Inc. (AWGI) use of renewable energy in the form of solar photovoltaic power, alongside AWGI's practice of recycling cullet as a raw material lessened the energy required to produce glass.
- EDI Sta. Rosa and Biñan plant equipment optimization and energy conservation initiatives, such as the transition to energy-efficient LED lamps, with 87% of the system in Biñan already replaced with LED.
- Whyte and Mackay's Jura Distillery has a biomass boiler that uses wood pellets as fuel, while its Invergordon Distillery converts whisky co-products into biomethane.

Golden Arches

Golden Arches did not experience reductions in energy consumption for 2023.



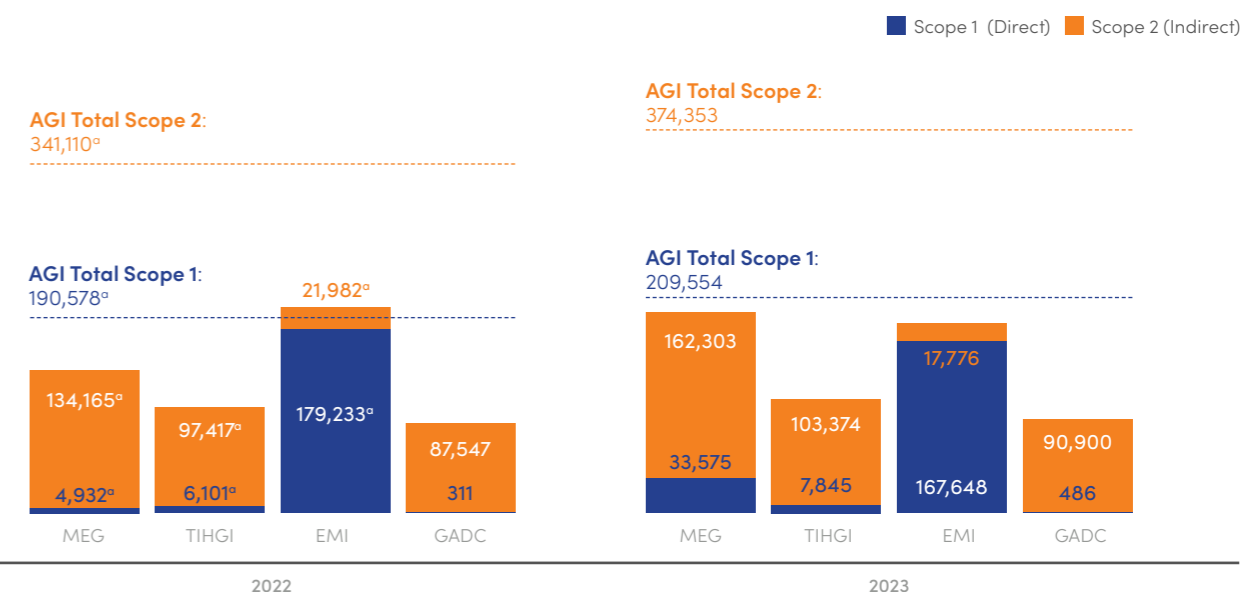
GHG Emissions 3-3 305-1 305-2

AGI's direct (scope 1) emissions stem from various sources, such as the use of gasoline, LPG, diesel, natural gas, and biogas for a range of purposes, including the operation of boilers, furnaces, turbines, generator sets, refrigeration processes and, use of owned transportation. Most of the company's GHG emissions are indirect (scope 2) emissions resulting from using purchased electricity from the grid.

In 2023, Megaworld and Travellers reported increased electricity consumption due to overall improvement in data collection following the launch of ESG data software. This resulted in an increase in Scope 2 emissions, as shown in the table, which implies that the company is continuously working to boost its transparency in reporting.

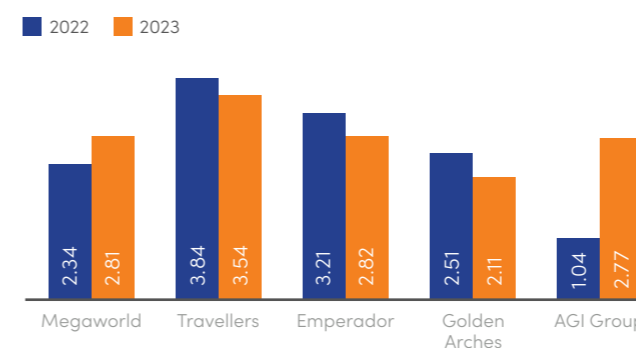
The subsidiaries partnered with Diligent, addressing investors' concerns about data accuracy and validity. The system will help with data storage, retention, and validation and cater to the other AGI subsidiaries.

Scope 1 Emissions and Scope 2 Emissions of AGI Subsidiaries 2-4



^a - Data was restated upon review. A significant change was due to the reclassification of Megaworld's energy consumption in 2022.

GHG Emissions Intensity (tCO2e/mPHP)



Note: This data covers direct emissions (Scope 1) and indirect emissions from purchased electricity (Scope 2) only.



Given the Group’s significant GHG emissions, AGI has set an ambitious target of becoming carbon neutral for Scopes 1 and 2 by 2035. To be able to reach the target, AGI and its subsidiaries have strengthened its individual and group wide efforts in reducing carbon emissions in 2023. This resulted in various milestones achieved within the reporting period.

Megaworld is in line to achieve the Group’s target as it announced its biggest sustainability achievement yet. The company achieved carbon neutrality for its Scopes 1 and 2 emissions for company-owned malls and offices for 2023. Megaworld achieved this significant milestone through a multifaceted approach: the company’s transition to renewable energy (RE), GHG emissions offsetting, and the purchase of carbon credits through Verra-certified projects. With this achievement, Megaworld is setting its sights on achieving carbon neutrality for its subsidiaries MREIT, GERI, and Megaworld Hotels and Resorts in 2035.

Megaworld has laid out its plans to achieve the ambitious target, starting with its partnership with MPower to transition all its contestable assets to 100% renewable energy by 2027 through a power

purchase agreement addressing Megaworld’s Scope 2 emissions. Additionally, Megaworld has planted over 72,000 native and endemic since 2021 in Miag-ao, Iloilo.

Emperador has also taken significant leaps in reducing its environmental impact—Emperador’s manufacturing plants in Sta. Rosa and Biñan are actively engaged in equipment optimization and energy conservation initiatives, including adopting variable speed drives for energy efficiency, resulting in reduced fuel and electricity consumption compared to the previous year. Whyte and Mackay’s Jura Distillery is also constructing a biomass boiler fueled by wood pellets. This initiative aims to significantly reduce the distillery’s GHG emissions by approximately 5,000 tCO₂e annually to achieve carbon neutrality in the distillery. Furthermore, the Invergordon distillery is converting whisky co-products into biomethane and plans to transition to local renewable energy sources. Overall, Whyte and Mackay is committed to achieving carbon neutrality with electricity contracts sourced from renewable sources, including a hydro dam on Jura.

Scope 3 Emissions of AGI Subsidiaries

2-4 | 305-3

Subsidiary	Other Indirect (Scope 3) GHG Emissions (in tCO ₂ e)	
	2022	2023
Megaworld	184,088*	198,731
Travellers	not reported	not reported
Emperador	9,773*	119,436
Golden Arches	not reported	not reported
AGI Group	193,861*	318,167

*Restated upon review of 2022 data

The AGI Group is also committed to improving its GHG emissions reporting by tracking and reporting its Scope 3 emissions. Specifically for the 2023 report, the disclosed Scope 3 emissions encompass fuel and electricity consumption across value chains of Megaworld and Emperador only.

Furthermore, in 2023, Megaworld conducted a comprehensive fuel and electricity consumption audit across its properties, which resulted in the company’s restatements of 2022 Scope 1, 2, and 3 emissions.

With its partnership with Diligent, AGI eyes to fully account for its Scope 3 emissions ranging from capital goods, purchased goods and services, business and employee travel, wastes, and investments.



Air Pollutants 305-7

Disclosure	2022	2023
NOx (kg/Nm ³)	0.0006223 ^{a,b,d}	0.0002542
SOx (kg/Nm ³)	0.0009826 ^{a,b,d}	0.000806828
Particulate matter (kg/Nm ³)	0.0001406 ^{a,b}	0.000091613
Carbon Monoxide (kg/Nm ³)	No data	0.0001031

Note: Data for 2022 column is from aEDI; bAWGI; cProgreen; dBF; ePD; and fWMG. In addition, 2023 data includes NOx and Carbon Monoxide data from GERI.

AGI’s GHG Emissions Reduction Highlights 305-5



Whyte and Mackay Peatland Restoration

Whyte and Mackay has partnered with the Wyvis Estate on peatland restoration. Wyvis Estate is important to the whisky making process as it is home to the water source for the Invergordon distillery. The estate has over 2,000 hectares of peatland and is in need of restoration and management.



Megaworld Transitions to a Fully Renewable Energy Source

Megaworld is transitioning to a fully renewable energy source for all contestable properties. The initiative also covers its subsidiaries.

In 2023, 62 accounts/properties of various AGI subsidiaries and fully owned companies participated in transitioning to a fully renewable energy source. A total consolidated capacity of 98.35 MW will be transitioned from November 2023 to October 2026.



Travellers Win the Green Initiative Award

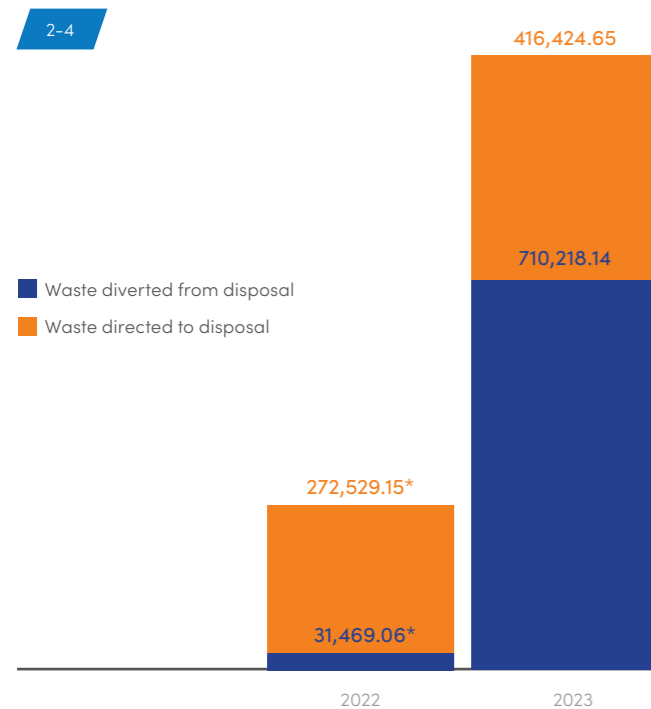
The Green Initiative award recognizes outstanding achievements in promoting the sustainable use of natural resources, with initiatives to reduce greenhouse gas emissions, cut energy consumption, advance energy efficiency, or improve air quality beyond standard regulatory compliance. Winners of this award show potential to embrace innovative solutions for environmental conservation.

Waste Management

306-1 306-2 306-3 306-4 306-5

AGI’s recycling programs focus on responsible plastic use and strategic material recycling to manage waste. The Group predominantly uses recyclable and reusable materials for its products, such as glass bottles, fiber boxes, and paper labels. Measures conducted to minimize waste generation include: (1) prohibition of the use of single-use plastic bags; (2) reduction in the use of plastic bottles in hotel operations; (3) practice of segregation of waste; and, (4) conduct of regular recycling drives. A private third-party service provider collects regular wastes, while hazardous wastes are collected, transported, and treated by DENR-accredited hazardous waste transporters and treaters.

Waste Management Breakdown (in metric tonnes)



	2022	2023
Total non-hazardous waste generated	295,545*	1,116,350
Total hazardous waste generated	8,453*	10,293

*Restated upon review of 2022 data
 Note: GADC’s overall waste data is estimated for 390 McDonald’s stores for 365 days only. As a result, the Company’s total non-hazardous and hazardous waste are approximations only and may not provide an entirely accurate picture of the organization’s waste data and management practices. However, the Company is committed to enhancing waste data reporting and other environmental disclosures.

Digitization of internal and external processes and transactions is continuously implemented across AGI businesses, allowing the Group to go paperless and reduce their waste. Megaworld specifically led this effort: operations utilized new software for efficiency and accuracy in processes and reporting. Additionally, Empire East and GERI subsidiaries utilize online transactions for form applications and payments. Building on this initiative, Megaworld and its subsidiaries embrace paperless communication via a digital device (tablet) during customer turnover orientations.

AGI also promotes partnerships between subsidiaries to be able to minimize its impacts on the environment.



Emperador-AWGI: Retrieval of used glass bottles from Megaworld Lifestyle Malls

In 2023, AWGI implemented a proactive initiative of collecting glass bottles from Megaworld Lifestyle Malls to prevent used glass bottles from reaching landfills. These bottles are reprocessed at AWGI’s cullet recycling facility.



Development and Supply of Mineral Water Glass Bottles for Travellers International Hotel Group, Inc.

AWGI also extended support to Travellers’ sustainability initiatives by supplying reprocessed glass bottles to its hotels, namely Marriott Hotel Manila, Hilton Manila, Sheraton Hotel, and Hotel Okura. The first delivery of bottles commenced in September 2023, marking a significant step toward AWGI’s circularity goal as a manufacturer.

Megaworld’s Goal Zero Waste Management

Megaworld launched its ambitious goal of reaching zero waste to landfill and environment. Megaworld plans to reduce the amount of wastes it contributes to the country’s landfills by as much as 90%. Megaworld implemented a more stringent segregation at source policy that aims to minimize waste at source. Revival of the segregation at source effort started with having capacity building training for property managers and tenants and by providing logistical help. Waste diversion initiatives are also brought near to customers by providing recyclable collection booths within townships (Trash to Cash booths) and malls (Donate to Create).



Water and Wastewater Management

303-1 303-2 303-3 303-4 303-5

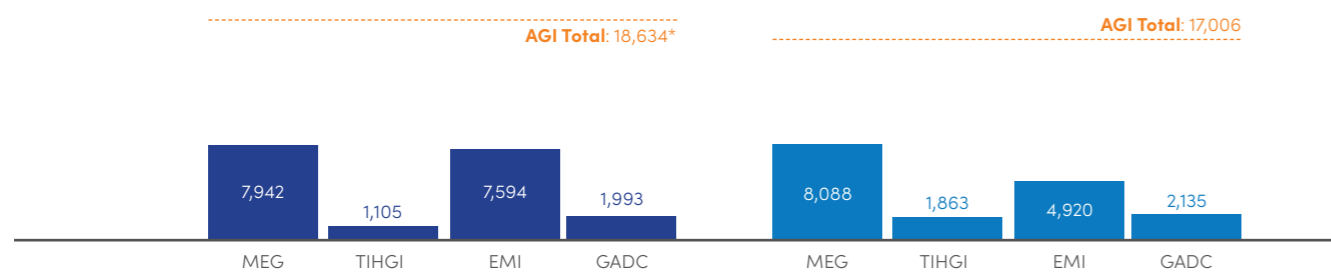
Water and effluents are essential aspects of resource management: water is a vital resource that should be conserved, while improperly discharged effluents, on the other hand, affect the environment and biodiversity.

AGI subsidiaries withdraw water from third-party sources and groundwater for its projects, construction, daily operations, and community water supply. AGI and its subsidiaries are responsible for the water discharges, water storage of facilities, and performance of annual activities in cleaning and disinfection of water holding tanks to ensure that water supplied to customers, employees, and communities is clean and within the standard potability level.

Water Withdrawal (in Megaliters)

2-4

■ 2022 ■ 2023



Disclosure	2022		2023	
	Water discharge (in megaliters)	Water consumption (in megaliters)	Water discharge (in megaliters)	Water consumption (in megaliters)
Megaworld	5,560*	2,382*	5,165	2,923
Travellers	not reported	not applicable*	not reported	not applicable
Emperador	3,654	3,940	1,927	2,992
Golden Arches**	1,860*	133*	1,993	142*
AGI Group	11,074*	6,455*	9,085	6,058*

* Restated upon review of 2022 data

**Water data for Golden Arches are estimates based on the average consumption of one store multiplied by 365 days and are reported for only Golden Arches' Mcopco and JV stores.

AGI is committed to continuously improving its water management practices and aims for better reporting and transparency. The company continues to track its water usage to understand its consumption patterns better, identify management inefficiencies, implement various resource efficiency measures, and contribute to water conservation:

- Emperador conducts an annual calibration of flow meters, close monitoring of leaks, and their timely correction to ensure the strict implementation of the plant-wide water conservation program. It also conducts quarterly effluent analyses of

water consumption and monitoring of wastewater discharges. Emperador also monitors the effluent parameters to ensure that these comply with the National Effluent Quality Standard of DENR, ISO 14001 Standards for Bodegas Fundador under Grupo Emperador Spain (GES), as well as the Scottish Environmental Protection Agency's (SEPA) for Whyte and Mackay.

- Megaworld commits to 100% compliance with DENR/LLDA parameters and standards and trains technical personnel to be pollution control officers who will monitor and comply with the standards.

- As a water conservation measure, Megaworld utilizes non-potable water from rainwater and the treated water from its Sewage Treatment Plant (STP) for landscape irrigation in its townships. The company also incorporates low flow rate fixtures, and utilization of water discharge for cooling tower water requirements. Currently, two buildings in McKinley Hills are piloting similar water recycling initiatives involving STP rehabilitation and in-building repiping. Plans are also underway to implement greywater distribution for flushing, cleaning, and irrigation, with completion slated for June 2024.

- Travellers consumes significant amounts of water sourced from third-party providers. Subsequently, the estate's central STP receives the discharged used water for proper effluent management and compliance with local regulations. A third-party provider monitors the effluent's Biological Oxygen Demand (BOD) content to ensure compliance with local regulations.

Reduction of water and proper water management is part of the goals of the ILoveEarth campaign under the Traveller's Environment Pillar. Travellers adopts water conservation programs and practices managed by the Facilities and Project Management (FPM).

Golden Arches conducts several water conservation and usage measures in compliance with RA9275 and Philippine National Standards for Drinking Water (PNSDW). McDonald's stores have significantly reduced their water-related pollution by installing wastewater treatment facilities to reduce water pollution to allowable water quality.

Stores also increased their water conservation campaign by installing rainwater harvesting facilities in several stores. McDonald's Philippines is fully committed to environmental regulations such as the Clean Water Act and PNSDW by partnering with several suppliers to install water and wastewater treatment facilities.

Megaworld Strengthens Resource Conservation with Water Recovery Project



Megaworld recently completed its Water Recovery Project for Uptown Mall and is set to commence operation by March 2024. In collaboration with third-party contractor Perot Ozoen, plans are to install additional filtration and wastewater treatment to facilitate water reuse for cooling towers and sell it at a reasonably low price compared to other water district suppliers.



Governance at AGI

Business Ethics, Values, and Corporate Governance

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Procurement Practices and Social and Environmental Responsibility in Supplier Relations	82 →





Corporate Governance Structure

2-9

It shall be the Board's responsibility to foster the long-term success of the Corporation, to sustain its competitiveness, profitability, and fiduciary responsibility, and to act on a fully-informed basis, in good faith, with due diligence and care, and in a manner consistent with its corporate objectives and the long-term best interests of its stockholders and other stakeholders.

Corporate Governance Committee

2-12

2-13

The Corporate Governance Committee assists the Board in performing its corporate governance responsibilities as follows: oversees the implementation and periodic review of the corporate governance framework and the periodic performance evaluation of the members of the Board; recommends the continuing relevant education and training programs for directors; assigns tasks or projects to board committees; plans for the succession of the board members and senior officers, as well as the remuneration packages for corporate and individual performance; determines the nomination and election process for the general profile and composition of the Board; and ensures that the nomination and election policy and procedures for the Board are conducted properly. It comprises at least three (3) members, two of whom are independent directors, including the Committee Chairman.

Audit Committee

The Audit Committee has oversight over financial reporting, internal control systems, internal and external audit processes, and compliance with applicable laws and regulations. It is responsible for assessing the integrity and independence of external auditors. It monitors and evaluates the adequacy and effectiveness of internal control systems, including financial reporting control and information technology security, and reviews the reports submitted by the internal and external auditors.

It is composed of at least three (3) members of the Board who, preferably, have accounting, auditing, and finance backgrounds, the majority of whom shall be Independent Directors and another with auditing experience. The chair of the Audit Committee must be an Independent Director.

Board Risk and Oversight Committee

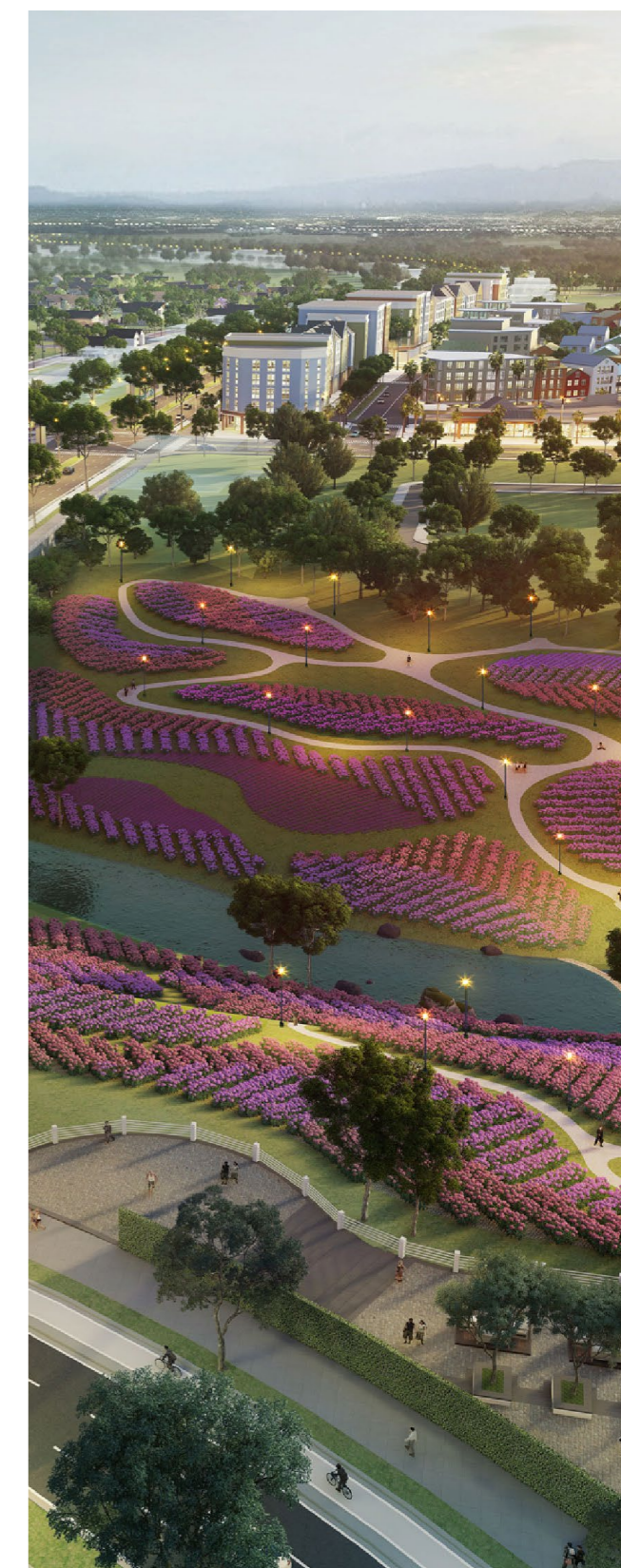
The Board Risk Oversight Committee has oversight over the Enterprise Risk Management System to ensure its functionality and effectiveness. It shall develop, oversee the implementation, and evaluate a formal enterprise risk management plan; advise the Board on its risk appetite levels and risk tolerance limits; and provide oversight over the Management's activities in managing credit, market, liquidity, operational, legal, and other risk exposures of the Group.

It is composed of at least three (3) members of the Board, the majority of whom must be Independent Directors, including the Committee Chairman. The Chairman of this Committee must not be the Chairman of the Board or of any other committee.

Related Transaction Committee

The Related Party Transaction (RPT) Committee reviews all material related party transactions of the Group. The committee has the following responsibilities: evaluates existing relations between and among business and counterparties on an ongoing basis; ensures that appropriate disclosure is made or information is provided to regulatory and supervisory authorities relating to the Group's RPT exposures; reviews and enforces policies on conflicts of interest or potential conflicts of interest; ensures that transactions with related parties, including a write-off of exposures, are subject to a periodic independent review or audit process; and oversees the implementation of the system for identifying, monitoring, measuring, controlling, and reporting RPTs, including a periodic review of RPT policies and procedures.

It is composed of at least three (3) members of the Board, two of whom must be Independent Directors, including the Committee Chairman.



Enterprise Risk Management System

2-12 2-23 2-24 2-26

An Enterprise Risk Management System allows an organization to list down and assess potential risks that could happen, and consequently layout plans in preparation for the identified dangers. Having clear policies in connection with the identified risks prepares the company for potential harm or losses that could interfere with operations.

Risk Exposure	Company Risk Management Policy	Objective
Hazards and natural or other	Have an emergency response	Allow the different business segments to continue operations even during natural disaster or calamity
Regulatory developments	Review of new laws and regulations	Ensure the different business segments are compliant with all laws and regulations
Money laundering and cheating	Constant security check and monitoring A system of checks and balances	Minimize situations where these activities can happen
Supply of raw materials and packaging materials	Maintain a diverse group of suppliers Get at least three quotations	Prevent overdependence on a single supplier Ensure the best price possible
Consumer taste, trends, and preferences	Market study and analysis	Be aware of trends and preferences to develop new products or adapt existing strategy
Land for future developments	Use of pre-selling as a project financing tool	Minimize cash outlays for projects, control development costs, and maintain a net cash position
	Entering into joint development agreements for the acquisition of land	Maximize cost efficiencies and resources
Competition	Market study and analysis	Be aware of trends and preferences to develop new products or adapt existing strategy
	Maintain a diversified earnings base	Revenue and property diversification
	Constant product innovation	
Interests of joint development partners	Use of pre-selling as a project financing tool	Minimize cash outlays for projects, control development costs, and maintain a net cash position
	Entering into joint development agreements for the acquisition of land	Maximize cost efficiencies and resources
Philippine economic and political conditions	Review of business and political situation	Ensure the different business segments can immediately adapt to changes in economic and political conditions, and can devise strategies to meet these changes.

The Board, through the Audit Committee, reviews the effectiveness of the Group’s risk management system, including its subsidiaries and affiliates, with emphasis on monitoring existing and emerging risks, as well as implementing risk mitigation measures and identifying risks before they cause negative impacts on the business.

Based on the set guidelines, directors are assigned specific subsidiaries, affiliates, or businesses where they monitor compliance with the risk management system. The risk management system review is ongoing, awaiting reports from each subsidiary, affiliate, and business segment. Criteria used for review comply with established guidelines and controls, and the appropriate risk management and risk mitigation measures were undertaken.

Control System Set-Up

Risk Exposure	Company Risk Management Policy	Objective
Hazards and natural or other catastrophes	Have an emergency response plan or action	Allow the different business segments to continue operations or minimize downtime during natural disaster or calamity
Regulatory developments	Review of new laws and regulations	Ensure the company is compliant with all laws and regulations
Philippine economic and political conditions	Review of business and political situation	Ensure the company can immediately adapt to changes in economic and political conditions and can devise strategies to meet these changes
Liquidity	Minimize exposure to financial markets	Actively secure short- to medium-term cash flow

Whistle-Blowing Policy

The Committee on Ethics accepts reports of wrongdoing by the Group’s directors, senior management, and employees and investigates them while, at the same time, ensuring the confidentiality of information.

Insider Trading

A director must keep secure and confidential all non-public information he may acquire or learn because of his position as director. He should not reveal confidential information to unauthorized persons without the authority of the Board.

Conflict of Interest 2-15

A director must not use his position to profit or gain some benefit or advantage for himself and/or his related interest. If an actual or potential conflict of interest may arise on the part of a director, he must fully and immediately disclose it and must not participate in the decision-making process.

Before an employee enters into an official transaction with a supplier or contractor, they must disclose in writing to their immediate supervisor any relationship or association that binds them to the supplier or contractor or its authorized representative to avoid possible conflict of interest.

Policy and Data Relating to the Health, Safety, and Welfare of Employees

The Group maintains a safety and security program for its employees, which is periodically updated and revised. The company provides free health care coverage to its employees and periodically upgrades its security procedures and facilities to ensure the safety of its employees in the workplace.

Business Ethics and Integrity

Procurement Practices and Social and Environmental Responsibility in Supplier Relations

3-3 / 204-1

AGI's supply chain spans local and international markets. Understanding that the movement of goods and acquiring services for the operation of its different businesses can negatively impact the economy, environment, and society. Because of the potential negative impacts of sourcing and producing goods and services, AGI promotes sustainable sourcing and the acquisition of goods and services from reliable sources with the same values as the Group. AGI's first and foremost requirement is that suppliers must follow standards for environmental and social sustainability.

Improvements in the group's procurement practices include the creation of bidding portals and the digitization of the contractors-consultant portal. Subsidiaries like Empire East also attend suppliers' conventions and summits to source new suppliers and equip purchasing staff with knowledge of various product innovations.

Disclosure	% Procurement budget used for significant locations of operations that is spent on local suppliers	
	2022	2023
Megaworld	98%	100%
Empire East	100%	100%
Global-Estate Resorts	100%	100%
Travellers	83%	73%
Emperador	Not reported	Not reported
Golden Arches	78%	78%

Megaworld Updates its Social and Environmental Responsibility in Supplier Relations

In 2023, Megaworld updated its supplier relations policies through improved vendor accreditation and sustainable purchasing programs. Its latest vendor's accreditation system uses an updated checklist for vendor accreditation, which includes the company profile, permits, licenses, increased experience qualification, and member profile, among others. Sustainable purchasing highlighted better material selection through the stringent selection of equipment.

GERI, on the other hand, proceeded to implement face-to-face inspection of completed/on-going projects, office/warehouse and plant of contractors/suppliers as part of their accreditation to GERI. Through the practice of onsite inspection prior to the awarding of the project, GERI can better gauge the contractor or supplier capabilities in handling the project.

Megaworld's MREIT started partnering with providers that value sustainability in its selection of technological solutions. The current system allows MREIT to better monitor its environmental impact.



Profile of the Board of Directors



Dr. Andrew L. Tan
CHAIRMAN OF THE BOARD

Dr. Andrew L. Tan has held major roles within the Alliance Global Group, Inc. for almost two decades. Starting as Chairman of the Board in September 2006, he subsequently assumed the position of Chief Executive Officer until June 2018. Prior to this, from August 2003 to September 2006, he served as the Vice-Chairman of the Board. At present, Dr. Tan occupies the core positions of Chairman and President at Megaworld Corporation, along with chairmanships at Emperor Inc. and Global-Estate Resorts, Inc. and Empire East Land Holdings, Inc., which are both subsidiaries of Megaworld. Through his visionary leadership, he pioneered the live-work-play model in real estate development through the Megaworld Corporation's integrated township communities, fueling the growth of the business process outsourcing ("BPO") industry, food and beverage, and quick service restaurant industries. Beyond Megaworld, Dr. Tan holds the position of Chairman of the Board and President of Megaworld Globus Asia, Inc., Megaworld Newport Property Holdings, Inc., Megaworld Land, Inc., Mactan Oceanview Properties and Holdings, Inc., Richmond Hotel Group International Limited, Twin Lakes Corporation, The Bar Beverage, Inc., Yorkshire Holdings, Inc., and Manila Bayshore Property

Holdings, Inc. He is also Chairman of Alliance Global Group Cayman Islands, Inc., Alliance Global Brands, Inc., Suntrust Properties, Inc., Adams Properties, Inc., Consolidated Distillers of the Far East, Inc., Townsquare Development Inc., Gilmore Property Marketing Associates, Inc., Megaworld Central Properties, Inc., Raffles & Company, Inc., Southwoods Mall, Inc., Eastwood Cyber One Corporation, and Emperor Distillers, Inc. He also assumes the position of Chairman and Treasurer of The Andresons Group, Inc. and sits on the boards of Alliance Global-Infracorp Development, Inc., Megaworld Cayman Islands, Inc., Megaworld Cebu Properties, Inc., and Travellers International Hotel Group, Inc. He is also the Vice-Chairman and Treasurer of Golden Arches Development Corporation and Golden Arches Realty Corporation, and a Director and Treasurer of Andresons Global, Inc. He is the Chairman Emeritus of Megaworld Foundation, Inc., since January 2024. He graduated Magna Cum Laude with a Bachelor of Science in Business Administration and later received an honorary Doctor of Philosophy in Humanities (Honoris Causa) from the University of the East, testament to his dedication to both academic excellence and corporate leadership.



Kevin Andrew L. Tan

CHIEF EXECUTIVE OFFICER AND VICE-CHAIRMAN

Mr. Kevin Andrew L. Tan was elected Chief Executive Officer in June 2018, Vice-Chairman of the Board in September 2018 and Director since April 20, 2012. He serves as a Director for Emperador Inc., Empire East Land Holdings, Inc., and Global-Estate Resorts, Inc. Additionally, he holds the positions of Executive Vice President at Megaworld Corporation, and President and CEO of MREIT, Inc., the real estate investment trust arm of Megaworld Corporation. Concurrently, Mr. Tan holds key positions such as Chairman and President of Alliance Global-Infracorp Development, Inc., Director and President of Townsquare Development, Inc., Director and Corporate Secretary of Alliance Global Brands, Inc. and Paseo Center Building Administration, Inc., Director and Treasurer of Consolidated Distillers of the Far East, Inc. and Uptown Cinemas, Inc., and Director of Emperador Distillers, Inc., Anglo Watsons Glass, Inc., Yorkshire Holdings, Inc., The Bar Beverage, Inc., Emperador Brandy, Inc., New Town Land Partners, Inc., Eastwood Cyber One Corporation, Twin Lakes Corporation, Alcazar De Bana Holdings Company, Inc., Cocos Vodka Distillers Philippines, Inc., Zabana Rum Company, Inc., and The Andresons Group Incorporated. In addition to his corporate roles, Mr.

Tan is the Chairman and CEO of Agile Digital Ventures, Inc., Megaworld Corporation's digital investment arm dedicated to investing in and nurturing technology start-ups. His professional journey spans over 11 years in retail leasing, marketing, and operations. He previously led the Commercial Division of Megaworld Corporation, overseeing the marketing and operations of prominent Megaworld Lifestyle Malls including Eastwood Mall and The Clubhouse at Corinthian Hills in Quezon City, Venice Piazza at McKinley Hill, and Burgos Circle at Forbestown Center, both in Fort Bonifacio, California Garden Square in Mandaluyong City, Newport World Resorts in Pasay City, Lucky Chinatown Mall in Binondo, Manila, Uptown Mall in Uptown Bonifacio, and Southwoods Mall in Laguna. Mr. Tan holds a Bachelor of Arts Major in Humanities with a Professional Certificate in Management from the University of Asia and the Pacific.



Kingson U. Sian

PRESIDENT

Mr. Kingson U. Sian has held the positions of Director and President of the Company since February 20, 2027. Additionally, he serves as the Director/Executive Director of Megaworld Corporation and holds the positions of Chairman and President at Asia Finest Hotels & Resorts, Inc., Eastwood Locator's Assistance Center, Inc., and Prestige Hotels & Resorts, Inc. Mr. Sian also serves as Director/President of Adams Properties, Inc. and Eastwood Cyber One Corporation. Moreover, he serves as the Director and Treasurer at Asian E-Commerce, Inc., as well as for Citywalk Building Administration, Inc., Forbes Town Commercial Center Administration, Inc., and Paseo Center Building Administration, Inc. He also holds the role of Senior Vice President at Megaworld Land, Inc. Mr. Sian earned his Bachelor of Science degree in Business Economics from the University of the Philippines and pursued his Master's Degree in Business Administration, specializing in Finance and Business Policy, from the University of Chicago.



Katherine L. Tan

TREASURER

Ms. Katherine L. Tan has served as one of the Directors, and the Treasurer of the Company since February 2007. She also serves as Director and Treasurer of Emperador Inc. and Megaworld Corporation, as well as Director of MREIT Inc. Ms. Tan also assumes the positions of Chairman and President at Andresons Global, Inc. and Choice Gourmet Banquet, Inc. In addition, she serves as the Director/President of Consolidated Distillers of the Far East, Inc., Raffles and Company, Inc., and The Andresons Group, Incorporated. She also got the role of Director/Treasurer at Alliance Global Brands, Inc., Emperador Brandy, Inc., Emperador Distillers, Inc., Progreen Agricorp, Inc., Cocos Vodka Distillers Philippines, Inc., Zabana Rum Company, Inc., and Yorkshire Holdings, Inc. Moreover, she serves as Director and Corporate Secretary of The Bar Beverage, Inc. and Director of Anglo Watsons Glass, Inc., Alcazar De Bana Holdings, Inc., Emperador International Limited, Kenrich Corporation, McKesterPik-Nik International Limited, Megaworld Cayman Islands, Inc., and Venezia Universal Limited. She is also the Treasurer at Newtown Land Partners, Inc. Ms. Tan graduated from St. Scholastica's College with a degree in Nutrition.



Dr. Jesli A. Lapus

INDEPENDENT DIRECTOR

Dr. Jesli A. Lapus has served as Independent Director since June 2021. He also holds positions in other listed companies, including Emperador Inc., where he has been an Independent Director since May 2021. He is currently the Chairman and Independent Director at STI Education Services Group, Inc. since 2013, and Chairman of LSERV Corporation since 2012. He has served as an Independent Director of Information and Technology Academy (iAcademy) since 2010, Philippine Life Financial Assurance Corporation since 2012, STI Education Systems Holdings, Inc. since 2013, and STI West Negros University, Inc. since 2022. He is a former Chairman of the Board of Investments, Philippine Exports Zone Authority, National Development Corporation, Export Development Council, Export Development Council, Micro, Medium and Small Enterprises Council (MSMED), Summer Institute of Linguistics (SIL), and Manila Tytana Colleges. He is a former Board Member of the Land Bank of the Philippines, Philippine Airlines, Meralco, and Union Bank of the Philippines; former Governor/Trustee of the Asian Institute of Management, Management Association of the Philippines, and Bankers Association of the Philippines; and former Advisor of Philplans First, Inc.

His extensive career in the private sector includes noteworthy leadership roles, such as being the youngest President and CEO of the Landbank of the Philippines, where he propelled the bank to become the third largest in the industry. As the first Filipino and the youngest Managing Director of the German multinational company Triumph International (Phils.), Inc. from 1979-1985, he led it to become the biggest manufacturing operation of its kind in the world, making it a top Philippine exporter and employer. At 23, he was the Chief Finance Officer (CFO) of the Ramcar Group, where he engineered mergers and acquisitions that established Ramcar as the undisputed market leader in the country. At age 20, he was Auditor-in-Charge and Management Consultant at SGV & Co., CPA's (1969-1973).

Dr. Lapus's public service spans the cabinets of three Philippine Presidents, where he held key positions such as Secretary of the Department of Trade and Industry, Secretary of the Department of Education, President and CEO of the Land Bank of the Philippines, and Undersecretary of the Department of Agrarian Reform. He also served as a member of the Philippine Congress for three consecutive terms, leading the enactment of significant legislation, including the 2005 Fiscal Reform Measures (EVAT, Sin Taxes, Tax Amnesty, and Attrition Law).

Internationally, Dr. Lapus has been elected by UNESCO in Paris, France as a member of its Executive Board and served as President of the South East Asian Ministers of Education Council (SEAMEO).

Dr. Lapus's academic achievements include a Doctor of Public Administration (Honoris Causa) from the Polytechnic University of the Philippines and a Master in Business Management from the Asian Institute of Management. He is a Certified Public Accountant. He also pursued his Post Graduate Studies in Investment Appraisal and Management from Harvard University, USA; Management of Transfer of Technology from INSEAD, France; Project Management from BITS, Sweden; Personal Financial Planning from UCLA, USA; and Cursos Internacionales from the Universidad de Salamanca, Spain.



Enrique M. Soriano III

INDEPENDENT DIRECTOR

Mr. Enrique M. Soriano III has served as an Independent Director of the company since June 16, 2022. He also holds positions in other listed companies, including Emperador Inc., where he has been an Independent Director since May 2016 until May 2022, completing six terms. Additionally, he concurrently serves as an Independent Director of MREIT Fund Managers, Inc., and Travellers International Hotel Group, Inc. Beyond his corporate roles, Mr. Soriano is the Executive Director of the Wong + Bernstein Group, a strategic advisory firm focusing on Family Governance and Next Generation Leadership in the Asia Pacific region. He also holds positions as a Senior Advisor at Family in Business Strategic Group and as a Senior Fellow on Governance at the IPMI International Business School in Jakarta. He also serves as a Director or Board advisor to 25 Ultra-High Net Worth families in the ASEAN region.

Mr. Soriano's extensive experience includes roles such as former World Bank/International Finance Corporation Governance Consultant, Dean of Education at Manuel L. Quezon University, Senior Professor of Service and Global Marketing at the Ateneo Graduate School of Business, and Country President of Electronic Realty Associates (ERA Philippines). He is highly regarded for his advocacy in Real Estate Innovation, Strategic

Management, and Corporate Governance, which has led to his recognition as a sought-after Senior Advisor to family-owned businesses in Asia and as a resource speaker at international conferences in the US, Canada, UK, ASEAN, and Africa. Due to his strategic advocacies, he has been recognized and invited to lecture and deliver talks at dozens of universities in Asia and North America, notably Harvard University and the University of San Francisco. Furthermore, Mr. Soriano is a prolific writer contributing business columns to several Philippine newspapers as well as US and European business magazines. He is currently working on his third book on Family Governance and Succession, following the success of his bestselling book titled "Ensuring the Family Business Legacy: Powerful Insights About Leadership and Succession."

Mr. Soriano's academic credentials include a Bachelor of Arts in History with a minor in Economics from the University of the Philippines, a Master's degree in Business Administration from De La Salle University, and Doctorate Units from the UP National College of Public Administration. He holds an Executive Diploma in Directorships from Singapore Management University and pursued Post Graduate Education, specializing in Behavioral Finance, at Harvard Kennedy School of Government and at the National University of Singapore Business School, focusing on Asian Family Businesses. In 2016, he was conferred the title of Certified Professional Marketer by the Marketing Institute of the Philippines.



Anthony T. Robles
INDEPENDENT DIRECTOR

Mr. Anthony T. Robles has served the Board as an Independent Director since June 16, 2022. Also, he holds the position of Independent Director at MREIT Fund Manager, Inc. Additionally, Mr. Robles acts as a Bank Consultant for PBCOM and serves as a Faculty Member in the Finance Cluster at the Ateneo de Manila Graduate School of Business. Prior to these roles, he held various positions, including EVP Sector Head (Development Lending), Acting CEO/President, and Sector Head, Executive Vice President (Branch Banking) at the Development Bank of the Philippines. He also served as President and Chief Operating Officer of DRS Global Technologies, Inc., Executive Vice President (Retail Banking Group) at Chinatrust (Philippines), Executive Vice President (Account Management Group) at Planters Development Bank, and Senior Vice President-General Manager (Band 4) (Wealth Management Value Center) at Standard Chartered Bank (Philippines). Mr. Robles obtained his Bachelor of Arts in Commerce degree from the University of Santos Tomas and pursued his Master's degree in Business Administration in Financial Management at Ateneo de Manila University.



Dina D.R. Inting
CHIEF FINANCIAL OFFICER

Ms. Dina D.R. Inting assumed the role of Chief Financial Officer of the Company in January 1995 and presently serves as its Compliance Officer and Corporate Information Officer. She concurrently holds the same positions at Emperador Inc. Additionally, she serves as a Director of Progreen Agricorp, Inc. Her professional journey includes diverse roles in audit, comptrollership, treasury, finance, branch operations, and personnel management, gained from her previous employments at SGV & Co., Raffles & Company, Inc., and First Oceanic Property Management, Inc. Ms. Inting graduated Cum Laude with a Bachelor of Science in Commerce majoring in Accounting, Honors Program, from the Philippine College of Commerce (Polytechnic University of the Philippines). Furthermore, she holds a certificate in Organizational Development from Ateneo de Manila University and is a Certified Public Accountant.



ALAN B. QUINTANA
CORPORATE SECRETARY

Mr. Alan B. Quintana has served as the Company's Corporate Secretary since April 16, 2019. Currently, he holds the position of First Vice President for Legal at the Landbank Management and Titling Department of Global-Estate Resorts, Inc. (GERI) since May 2018, and has been in GERI 2011. He is a Director of Boracay Newcoast Federation, Inc., Sherwood Hills Development, Inc., Global Shelter, Inc., and La Compañía de Sta. Barbara, Inc., Pioneer L-5 Realty Corporation, and Golden Sun Airways, Inc. Additionally, he serves as Corporate Secretary for Boracay Newcoast Resorts, Inc., and Infracorp Development, Inc. Mr. Quintana holds a Bachelor of Science in Commerce, majoring in Accounting, from the University of San Carlos and a Bachelor of Laws degree from the San Beda College of Law.

Financial Statements



ACCESS THE
Company's Financial Statements
BY SCANNING THE QR CODE BELOW:



Performance Index

Economic

Economic Performance

Disclosure In Pbn	Amount		
	2021	2022	2023
Direct economic value generated (revenue)	152,792,516,273	183,612,229,427	210,814,102,973
Direct economic value distributed:			
a. Operating costs	76,775,415,027	93,606,993,125	105,170,202,066
b. Employee wages and benefits	12,424,538,666	15,418,884,215	19,081,406,089
c. Payments to suppliers, other operating costs	24,124,902,962	30,320,820,300	34,163,614,932
d. Dividends given to stockholders and interest payments to loan providers	7,899,654,336	9,621,325,429	12,289,202,784
e. Taxes given to the government	6,060,120,714	8,104,431,406	9,609,601,687
f. Investments to the community (e.g. donations, social impact activities)	152,638,570	129,780,267	121,560,021

Procurement Practices

Disclosure	Percentage of procurement budget spent on local suppliers	
	2022	2023
Megaworld	98%	100%
Empire East	100%	100%
Global-Estate Resorts	100%	100%
Travellers	83%	73%
Emperador	Not reported	Not reported
Golden Arches	78%	78%

Social

Employee Breakdown

Disclosure	2022*	2023
Total number of employees	47,536	56,915
Number of female employees	21,892	28,435
Number of male employees	25,644	28,480
% of female workers in the workforce	46%	50%
% of male workers in the workforce	54%	50%

*Restated

Employee Breakdown per AGI Subsidiary

	2022		2023	
	Male	Female	Male	Female
Megaworld	2,680	3,218	2,826	3,636
Travellers	2,672	2,006	3,710	2,672
Emperador	2,254	816	2,161	852
Golden Arches	18,038	15,852	19,783	21,275

Note: For this 2023 report, 12 employees (six male and six female) from the AGI Group are included in GADC data.

New Employee Hires and Employee Turnover

	2022		2023	
	Male	Female	Male	Female
New employee hires	10,796	12,122	13,785	14,080
Employee Turnover	5,352	6,088	6,386	6,859

Attrition Rate

	2022*	2023
Attrition rate*	0.26*	0.28

*Restated

Employee Benefits*

	2022		2023	
	% of female employees who availed for the year	% of male employees who availed for the year	% of female employees who availed for the year	% of male employees who availed for the year
Life insurance	26.93%	27.64%	17.56%	18.86%
Health care (aside from Philhealth)	29.70%	41.42%	18.50%	22.54%
Disability and invalidity coverage	19.44%	22.23%	15.33%	16.78%
Parental leave	1.67%	0.66%	0.83%	0.31%
Retirement provision (aside from SSS)	0.21%	0.22%	0.13%	0.08%
Stock ownership	0.00%	0.00%	0.60%	0.00%
SSS	24.91%	34.82%	0.00%	22.78%
PhilHealth	26.55%	31.55%	19.56%	21.50%
Pag-Ibig	7.71%	12.53%	20.27%	11.98%
Vacation leaves	24.65%	27.68%	13.35%	21.24%
Sick leaves	18.04%	20.30%	20.40%	15.38%
Housing assistance (aside from Pag-Ibig)	1.77%	0.02%	15.85%	0.02%
Further education support	19.44%	22.24%	1.38%	10.64%
Telecommuting	4.39%	2.50%	1.50%	1.36%
Flexible working hours	1.06%	0.55%	7.91%	7.93%

*Data presented are based on estimation.

Diversity Across Organizational Levels

Disclosure	2022*	2023
Senior Management		
Male	315	291
Female	208	184
Middle Management		
Male	3,679	3,991
Female	2,958	4,133
Rank and File		
Male	21,650	24,278
Female	18,726	24,118

Employee Training and Development

Disclosure	2022*	2023
Total training hours provided to employees (hours)	397,963	1,451,710
Average training hours provided to employees (hours/employee)	8.4	25.5

*Restated upon review of 2022 data

Workforce Health and Safety

Disclosure	2022*	2023
Safe Man-Hours	54,310,647 ^{ab}	135,216,872
No. of work-related injuries	255	439
No. of work-related fatalities	0	1
No. of work-related ill-health	409	7,910
No. of safety drills	89	175

* Restated upon review of EMI 2022 data.

^b Data of all AGI subsidiaries, except Travellers

Data Security

Disclosure	2022	2023
No. of data breaches, including leaks, thefts, and losses of data	0	0

Customer Privacy

Disclosure	2022	2023
No. of substantiated complaints on customer privacy	0	0
No. of complaints addressed	0	0
No. of customers, users, and account holders whose information is used for secondary purposes	0	0

Environment

Energy Consumption Within the Organization (GJ)

Subsidiary	2022*	2023
Megaworld	748,664 ^a	1,338,914
Travellers	581,078 ^a	642,422
Emperador	2,358,136 ^a	2,415,412
Golden Arches	446,719	465,997
AGI Group	4,134,597 ^a	4,862,745

^a - Data was restated upon review. A significant change was due to the reclassification of Megaworld's energy consumption in 2022.

Energy Intensity (GJ/mPhp)

Subsidiary	2022	2023
Megaworld	12.58	19.20
Travellers	21.54	20.47
Emperador	37.57	36.80
Golden Arches	12.77	10.77
AGI Group	23.52	23.07

Note: This data currently reflects internal operations only.

Energy Consumption Outside the Organization (GJ)

Subsidiary	2022	2023
Megaworld	999,201	1,055,722
Travellers	Not reported	Not reported
Emperador	121,231	1,529,458
Golden Arches	Not reported	Not reported
AGI Group	1,120,432	2,585,180

Scope 1 Emissions and Scope 2 Emissions of AGI Subsidiaries

Subsidiary	Direct (Scope 1) GHG Emissions (in tCO ₂ e)		Indirect (Scope 2) GHG Emissions (in tCO ₂ e)	
	2022	2023	2022	2023
Megaworld	4,932 ^a	33,575	134,165 ^a	162,303
Travellers	6,101 ^a	7,845	97,417 ^a	103,374
Emperador	179,233 ^a	167,648	21,982 ^a	17,776
Golden Arches	311	486	87,547	90,900
TOTAL	190,578 ^a	209,554	341,110 ^a	374,353

^a - Data was restated upon review. A significant change was due to the reclassification of Megaworld's energy consumption in 2022.

GHG Emissions Intensity (tCO₂e/mPHP)

Subsidiary	2022	2023
Megaworld	2.34	2.81
Travellers	3.84	3.54
Emperador	3.21	2.82
Golden Arches	2.51	2.11
AGI Group	1.04	2.77

Note: This data covers direct emissions (Scope 1) and indirect emissions from purchased electricity (Scope 2) only.

Scope 3 Emissions of AGI Subsidiaries

Subsidiary	Other Indirect (Scope 3) GHG Emissions (in tCO ₂ e)	
	2022	2023
Megaworld	184,088*	198,731
Travellers	not reported	not reported
Emperador	9,773*	119,436
Golden Arches	not reported	not reported
AGI Group	193,861*	318,167

*Restated upon review of 2022 data

Air Pollutants

Subsidiary	2022	2023
NOx (kg/Nm ³)	0.0006223 ^{a,b,d}	0.0002542
SOx (kg/Nm ³)	0.0009826 ^{a,b,d}	0.000806828
Particulate matter (kg/Nm ³)	0.0001406 ^{a,b}	0.000091613
Carbon Monoxide (kg/Nm ³)	No data	0.0001031

Note: Data for 2022 column is from ^aEDI; ^bAWGI; ^cProgreen; ^dBF; ^ePD; and ^fWMG. In addition, 2023 data includes NOx and Carbon Monoxide data from GERI.

Waste Management Breakdown (metric tonnes)

Subsidiary	Total non-hazardous waste generated		Total hazardous waste generated		Total waste generated	
	2022	2023	2022	2023	2022	2023
Megaworld	39,879	90,612	241	1,764	40,120	92,375
Travellers	1,186*	2,997	279*	264	1,465*	3,261
Emperador	254,218*	1,022,460	508*	310	254,726*	1,022,769
Golden Arches**	262*	281	7,426*	7,956	7,688*	8,237
AGI Group (Total)	295,545*	1,116,350	8,453*	10,293	303,998*	1,126,643

Subsidiary	2022		2023	
	Waste diverted from disposal	Waste directed to disposal	Waste diverted from disposal	Waste directed to disposal
Megaworld	1,765	38,354	16,961	75,414
Travellers	529*	936*	840	2,421
Emperador	21,592	233,134	684,292	338,477
Golden Arches	7,583*	105*	8,124	112
AGI Group (Total)	31,469*	272,529*	710,218	416,425

*Restated upon review of 2022 data

**GADC's overall waste data is estimated for 390 McDonald's stores for 365 days only. As a result, the Company's total non-hazardous and hazardous waste are approximations only and may not provide an entirely accurate picture of the organization's waste data and management practices. However, the Company is committed to enhancing waste data reporting and other environmental disclosures.

Water Management Data

Subsidiary	Water withdrawal (in megaliters)		Water discharge (in megaliters)		Water consumption (in megaliters)	
	2022	2023	2022	2023	2022	2023
Megaworld	7,942*	8,088	5,560*	5,165	2,382*	2,923
Travellers	1,105*	1,863	not reported	not reported	not applicable*	not applicable
Emperador	7,594	4,920	3,654	1,927	3,940	2,993
Golden Arches**	1,993*	2,135	1,860*	1,993	133*	142*
Total	18,634*	17,006	11,074*	9,085	6,455*	6,058*

* Restated upon review of 2022 data

**Water data for Golden Arches are estimates based on the average consumption of one store multiplied by 365 days and are reported for only Golden Arches' Mcopeco and JV stores.

GRI Content Index

Statement of use	Alliance Global Inc. has reported in accordance with the GRI Standards for the period January 2023 - December 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not available

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-1 Organizational details	3				
	2-2 Entities included in the organization's sustainability reporting	3, 7				
	2-3 Reporting period, frequency and contact point	3				
	2-4 Restatements of information	46, 50, 52, 71-72, 74, 76				
	2-5 External assurance	This report has not been externally assured.				
	2-6 Activities, value chain and other business relationships	3				
	2-7 Employees	46				
	2-8 Workers who are not employees		2-8	Information unavailable	The Group has not yet gathered the required information. However, the Group is exploring the possibility of including this data in future reports.	
	2-9 Governance structure and composition	18, 80-81				
	2-10 Nomination and selection of the highest governance body	Annual and Sustainability Report 2022 , p. 72				
	2-11 Chair of the highest governance body	The highest governance body is also a senior executive of the Group.				
	2-12 Role of the highest governance body in overseeing the management of impacts	80-81				
	2-13 Delegation of responsibility for managing impacts	80-81				
	2-14 Role of the highest governance body in sustainability reporting	Annual and Sustainability Report 2022 , p. 72				
	2-15 Conflicts of interest	83				
	2-16 Communication of critical concerns	Annual and Sustainability Report 2022 , p. 81				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO	
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body		2-17	Information unavailable	The Group has not yet gathered the required information. However, the Group is exploring the possibility of including this data in future reports.		
	2-18 Evaluation of the performance of the highest governance body	AGI Manual on Corporate Governance , p.8					
	2-19 Remuneration policies	AGI Manual on Corporate Governance , p.12					
	2-20 Process to determine remuneration	AGI Manual on Corporate Governance , p.12					
	2-21 Annual total compensation ratio		2-21	Information unavailable	The Group has not yet gathered the required information. However, the Group is exploring the possibility of including this data in future reports.		
	2-22 Statement on sustainable development strategy	14-17					
	2-23 Policy commitments	82-83					
	2-24 Embedding policy commitments	82-85					
	2-25 Processes to remediate negative impacts	28-37					
	2-26 Mechanisms for seeking advice and raising concerns	82-83					
	2-27 Compliance with laws and regulations	The Group is compliant with Philippine laws and regulations and have reported zero significant instances of non-compliance.					
	2-28 Membership associations	AGI and its subsidiaries' governance bodies are not members of national or international advocacy organizations in which it participates in a significant role.					
	2-29 Approach to stakeholder engagement	24-26					
	2-30 Collective bargaining agreements		2-30	Information incomplete	Several AGI subsidiaries are non-unionized.		
	Material Topics						
	GRI 3: Material Topics 2021	3-1 Process to determine material topics	27				
3-2 List of material topics		27					

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		GRI SECTOR STANDARD REF. NO
			REQUIREMENT(S) OMITTED	REASON EXPLANATION	
Economic Performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	38-43			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	38-43			
	201-2 Financial implications and other risks and opportunities due to climate change	28-37			
	201-3 Defined benefit plan obligations and other retirement plans		201-3 a-e	Information incomplete	The Group is in the process of consolidating the required information from its subsidiaries.
	201-4 Financial assistance received from government	The Group has not received any financial assistance from the government.			
Market Presence					
GRI 3: Material Topics 2021	3-3 Management of material topics		3-3	Information incomplete	The Group has only included a summary of information on its market presence covering its contribution to the Philippine economic development in pages 12-13.
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage		202-1 a-d	Information unavailable	The Group is in process of consolidating the required information from its subsidiaries.
	202-2 Proportion of senior management hired from the local community		202-2 a-d	Information unavailable	The Group is in process of consolidating the required information from its subsidiaries.
Procurement Practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	84-85			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	84-85			
Materials Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	66-67			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	66			
	301-2 Recycled input materials used		301-2 a	Information unavailable	While some subsidiaries have recycling programs, the Group has not yet gathered the required information from these initiatives. The Group may include this information in future reports.
	301-3 Reclaimed products and their packaging materials		301-3 a-b	Information unavailable	
Energy Use and Efficiency					
GRI 3: Material Topics 2021	3-3 Management of material topics	68-67			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	68-67			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		GRI SECTOR STANDARD REF. NO
			REQUIREMENT(S) OMITTED	REASON EXPLANATION	
GRI 302: Energy 2016	302-2 Energy consumption outside of the organization	Performance Index p. <insert page>			
	302-3 Energy intensity	68			
	302-4 Reduction of energy consumption	70			
	302-5 Reductions in energy requirements of products and services		302-5 a-c	Information unavailable	The Group has not yet gathered the required information as it is not part of its internal metrics. However, the Group is exploring the possibility of including this data in future reports..
Water and Wastewater Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	76-77			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	76-77			
	303-2 Management of water discharge-related impacts	76-77			
	303-3 Water withdrawal	76			
	303-4 Water discharge	76			
	303-5 Water consumption	76			
GHG Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	71			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	71			
	305-2 Energy indirect (Scope 2) GHG emissions	71			
	305-3 Other indirect (Scope 3) GHG emissions	72			
	305-4 GHG emissions intensity	71			
	305-5 Reduction of GHG emissions		305-5 a-e	Information unavailable	The Group has not yet included this data in the 2023 report and hasn't officially established a baseline year to measure reductions against.
	305-6 Emissions of ozone-depleting substances (ODS)		305-6 a-d	Information unavailable	The Group has not yet gathered the required information. However, the Group is exploring the possibility of including this data in future reports.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		305-7 a-c	Information incomplete	Among the AGI subsidiaries, Emperador and GERI are the only subsidiaries that has available data on air pollutants. Other subsidiaries have yet to develop their own tracking systems for monitoring air pollutants.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		GRI SECTOR STANDARD REF. NO
			REQUIREMENT(S) OMITTED	REASON EXPLANATION	
Climate Action					
GRI 3: Material Topics 2021	3-3 Management of material topics	31-37, 68-67, 71			
GRI 3: Material Topics 2021	3-3 Management of material topics	68-67			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	68-67			
	302-2 Energy consumption outside of the organization	Performance Index p. 94			
	302-3 Energy intensity	68			
	302-4 Reduction of energy consumption	70			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	71			
	305-2 Energy indirect (Scope 2) GHG emissions	71			
	305-3 Other indirect (Scope 3) GHG emissions	72			
	305-4 GHG emissions intensity	71			
Waste Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	74-75			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	74-75			
	306-2 Management of significant waste-related impacts	74-75			
	306-3 Waste generated	74			
	306-4 Waste diverted from disposal	74			
	306-5 Waste directed to disposal	74			
Land Use					
GRI 3: Material Topics 2021	3-3 Management of material topics	33			
Social and Environmental Responsibility in Supplier Relations					
GRI 3: Material Topics 2021	3-3 Management of material topics	84-85			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		308-2 a-e	Information unavailable	The Group is in the process of consolidating the required information from its subsidiaries.
	308-2 Negative environmental impacts in the supply chain and actions taken		308-2 a-e	Information unavailable	The Group is in the process of consolidating the required information from its subsidiaries.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		GRI SECTOR STANDARD REF. NO
			REQUIREMENT(S) OMITTED	REASON EXPLANATION	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria		414-1 a	Information incomplete	The Group is in the process of consolidating the required information from its subsidiaries.
	414-2 Negative social impacts in the supply chain and actions taken		414-2 a	Information incomplete	The Group is in the process of consolidating the required information from its subsidiaries.
Employee Diversity, Equal Opportunity, and Nondiscrimination					
GRI 3: Material Topics 2021	3-3 Management of material topics	46-47, 48-49			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	46			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	47			
	401-3 Parental leave		401-3 a-e	Information unavailable	The Group has not yet gathered the required information. However, the Group is exploring the possibility of including this data in future reports.
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Annual and Sustainability Report 2022, p. 52-53			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	48-49			
	405-2 Ratio of basic salary and remuneration of women to men		405-2 a-b	Information unavailable	The Group has not yet gathered the required information. However, the Group is exploring the possibility of including this data in future reports.
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	The Group reported zero cases of incidents of discrimination.			
Community Impact of New Developments					
GRI 3: Material Topics 2021	3-3 Management of material topics	38-43, 60-63			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	38-43			
	203-2 Significant indirect economic impacts	38-43			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	60-63			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		GRI SECTOR STANDARD REF. NO
			REQUIREMENT(S) OMITTED	REASON EXPLANATION	
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	60-63			
Community Relations					
GRI 3: Material Topics 2021	3-3 Management of material topics	62-63			
Workforce Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	52-53			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	52-53			
	403-2 Hazard identification, risk assessment, and incident investigation	52-53			
	403-3 Occupational health services	52-53			
	403-4 Worker participation, consultation, and communication on occupational health and safety	52-53			
	403-5 Worker training on occupational health and safety		403-5 a	Information incomplete	The Group was not able to consolidate the required information for inclusion to this report. Please refer to the annual and sustainability reports of each subsidiary.
	403-6 Promotion of worker health	52-53			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	52-53			
	403-8 Workers covered by an occupational health and safety management system	52-53			
	403-9 Work-related injuries	52			
	403-10 Work-related ill health	52			
Employee Training and Development					
GRI 3: Material Topics 2021	3-3 Management of material topics	50-52			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	50-52			
	404-2 Programs for upgrading employee skills and transition assistance programs	50-52			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		GRI SECTOR STANDARD REF. NO
			REQUIREMENT(S) OMITTED	REASON EXPLANATION	
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	100% of AGI employees received regular performance and career development reviews in 2023.			
Human Rights					
GRI 3: Material Topics 2021	3-3 Management of material topics	54-55			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	The Group has no operations and suppliers at risk for incidents of child labor.			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	The Group has no operations and suppliers at risk for incidents of forced labor.			
Customer Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	57-59			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	57-59			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	72			
Data Privacy and Security					
GRI 3: Material Topics 2021	3-3 Management of material topics	56			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	56			
Digitalization					
GRI 3: Material Topics 2021	3-3 Management of material topics	57, 59, 68, 74; AGI 17A 2023, p. 312-313			
Product Quality and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	58-59			
Business Ethics and Integrity					
GRI 3: Material Topics 2021	3-3 Management of material topics	84-85			
Regulatory Compliance					
GRI 3: Material Topics 2021	3-3 Management of material topics	26, 31-37, 76-77, 80-81			



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