


The Power of
PHINMA

A high-angle, top-down photograph of a group of people standing in a circle on a grey carpeted floor. Their hands are stacked in the center of the circle, symbolizing teamwork and unity. The people are wearing various professional and casual attire, including an orange long-sleeved shirt, a dark grey blazer, a bright green long-sleeved shirt, and a light blue striped shirt. The background is a patterned grey carpet.



Contents

Part 1. General Disclosures

Message for Stakeholders	2
Our Company	6
Our Sustainability Framework	7
Our Materiality	8
Management Approach	9

Part 2. Sustainability Performance

Social Performance	12
Environmental Performance	13
Economic Performance	14

Commitment to Sustainability	14
------------------------------	----


Annex	15
GRI Content Index	17


Corporate Information	20
Corporate Directory	21


Interactive User Guide

The PHINMA Corporation 2023 Sustainability Report is created in interactive PDF. This allows the viewer to navigate the publication.

Click on the text hyperlinks on the navigation bar at the top of each page to go directly to subsections.

 Go to the table of contents in the report.

 Go to previous page in the report

 Go to next page in the report

About this Report

This Sustainability Report presents the sustainability performance of PHINMA Corporation (PHINMA) measuring material economic, social and environmental impacts in its areas of operation.

The report covers the Company's operation for the calendar period January 1 to December 31, 2023 and was prepared in accordance with the Global Reporting Initiative (GRI Standards: Core option). This is the Company's 5th Sustainability Report.

A copy of this Report may be downloaded at <https://phinma.com.ph/sustainability/>.

Inquiries and concerns related to this report may be sent to the following:

PHINMA Investor Relations
investorrelations@phinma.com.ph
(+632) 8 870-0100

Message to Stockholders

Making Lives Better as One

“PHINMA believes **business can and must be a force for good**—by design and intention, it should be used to improve lives and the entire nation. By harnessing the power of one, we can **make lives better on a much larger scale.**”



RAMON R. DEL ROSARIO, JR.
Chairman of the Board and Chief Executive Officer



CHITO B. SALAZAR
President and Chief Operating Officer



Dear Shareholders,

PERFORMANCE HIGHLIGHTS

- PHINMA Education logged its highest enrollment yet
- Construction Materials saw higher combined revenues from its three companies
- PHINMA Properties reactivated its economic and socialized housing segment
- Hospitality enjoyed higher occupancy rate with continued rebound in domestic travel and events

₱21.27B
Consolidated revenues

20%
Increase in consolidated revenues from previous year

₱1.67B
Consolidated core net income

40%
Increase in consolidated core net income from previous year

It was a remarkable 2023 for PHINMA as the Group successfully navigated through challenges, some lingering from the previous year, through the concerted efforts of our strategic business units (SBUs) to make lives better through essential goods and services. Our businesses have taken advantage of the country’s sustained economic recovery, while also watching out for global headwinds like China’s economic slowdown and risks to world trade emanating from the persisting Russia-Ukraine war. Still, we continue to harness the strengths of our SBUs, fortify and build up on synergies within the Group, and ramp up strategic investments to better fulfill our mission of providing families, communities, and all our stakeholders with the essentials of a dignified life—all while doing good business.

In 2023, your Company reported consolidated revenues of ₱21.27 billion—climbing 20% from the year prior. We also posted a consolidated core net income of ₱1.67 billion, a 40% annual increase as our SBUs sustained growth and pivoted amid challenges here and around the world. PHINMA Education Holdings, Inc. (PHINMA Education) logged its highest enrollment yet this school year, driving up the company’s consolidated revenues and net income and putting it in a better position to assist more students in need. Our Construction Materials Group (PHINMA CMG) saw slightly higher combined revenues from its three companies while improving on cost efficiency efforts amid a tight, challenging business environment. Mainly focused on affordable housing, PHINMA Property Holdings Corp. (PHINMA Properties) also reactivated its

economic and socialized housing segment to address the country’s growing housing backlog. Our Hospitality business likewise took advantage of the continued rebound in domestic travel and events, both leisure and corporate, especially in the Mall of Asia area.

2023 Highlights

PHINMA Education provides accessible quality education to underserved youth, and is today one of the largest private education networks in Southeast Asia. In the 2023-2024 academic year, the company recorded its highest enrollment of 146,546 students, an 18% increase over the previous Academic Year (AY).

2023 academic results showed a continued commitment to our students’ needs. In Indonesia, Horizon Education secured full university status for its first institution, and in the Philippines, we achieved an 83.11% first-time pass rate across all licensure exams with 26 topnotchers.

This commitment resulted in significant financial growth with consolidated revenues of ₱5.44 billion and net income of nearly ₱1.2 billion in Calendar Year (CY) 2023—up from ₱4.07 billion and ₱818.35 million in CY 2022, respectively.

PHINMA CMG—which is composed of Union Galvasteel Corporation (UGC), Philcement Corporation (Philcement), and PHINMA Solar Energy Corporation (PHINMA Solar)—supports public and private infrastructure development by supplying galvanized iron and steel building products, cement, and solar rooftop generation solutions.



Buoyed by the country's resilient economic performance in 2023, PHINMA CMG improved its cost efficiency operations as the group coursed through geopolitical tensions from the lingering Russia-Ukraine war, delayed rebound of China's economy, and delays in government infrastructure projects.

UGC's Light Steel Frames and Insulated Panels divisions have been gaining ground from their launch in 2022—all in line with the company's pivot towards the future. Philcement saw its sales volume increase but faced challenges in improving prices amid tough competition. The company also successfully concluded talks in 2023 with Petra Cement for a strategic partnership. On top of its highest-ever revenues, PHINMA Solar secured 58 projects totaling 9.39 MWp from the government's second Green Energy Auction Program—making it the sole firm to bid successfully in the solar rooftop segment.

The three companies of PHINMA CMG produced combined revenues of ₱13.27 billion, rising slightly year-on-year. The group's combined net income moderated to ₱430.95 million, largely owing to a tight competitive environment.

PHINMA Properties shapes new urban communities nurturing Filipinos to become better citizens, believing that supportive communities can help our countrymen achieve their full potential. The affordable housing segment remained PHINMA Properties' primary market this 2023, with its Maayo line still focused on the urban workforce in growth centers nationwide. The company also reactivated its economic and socialized housing segment as the country's housing backlog continues to grow.

For 2023, PHINMA Properties registered consolidated revenues of ₱2.52 billion and a consolidated net income after tax of ₱114.12 million—a 17% year-on-year climb.

PHINMA Hospitality Inc. (PHINMA Hospitality) remains steadfast to its commitment to provide clean, comfortable, and secure lodging to leisure and business travelers in the country through its Microtel by Wyndham and TRYP by Wyndham. PHINMA Hospitality operates 13 Microtel by Wyndham hotels and one TRYP by Wyndham hotel in the Philippines.

The hotels witnessed significant recovery from the pandemic owing to strong local tourism, the return of business travel, and the sustained increase in international travels. The uptick in face-to-face meetings and events likewise drove up demand for accommodations and function rooms.

PHINMA Corporation acquired shares of PHINMA Hospitality and PHINMA Microtel shares last July 2023. The Company consolidated net earnings of Coral Way, PHINMA Hospitality and PHINMA Microtel for the year of ₱26.56 million. This includes the equitized net income in Coral Way amounting to ₱5.25 million during the first half of 2023.

The Group's efforts to make lives better for Filipino families and communities go beyond our business operations. We participated in the Department of Education's Brigada Eskwela program for the 17th straight year, where we revitalized nearly 160 classrooms in 50 public schools—directly benefiting 28,000 students and 570 teachers. Other efforts included tree plantation and blood letting, all made possible by the mobilization of 2,000 PHINMA Hero volunteers.

This year, PHINMA Foundation, Inc. (PFI) welcomed 73 new college scholars into its flagship PHINMA National Scholarship (PNS) program. The PNS currently supports 150 scholars across partner institutions Philippine Normal University Manila, University of the Philippines Diliman, Technological University of the Philippines Manila, and PHINMA University of Pangasinan. PHINMA employees also provide scholars mentorship through the Big Brother and Big Sister Program, accounting for over 70% of its total mentors. PHINMA Education also assists qualified students through the Hawak Kamay (HK) Scholarship Program in the Philippines and the Beasiswa Sahabat Horizon Program in Indonesia which reduce tuition fees by as much as 75%. This SY, some 66,759 college students or 58% of enrolled students within the network are covered.

This year, your Company has also promoted and fortified synergies among its strategic business units. PFI scholars and PHINMA Education students can pursue internships required by their degree programs under our businesses. Several PHINMA schools and property developments also utilize solar panels from PHINMA CMG, while PHINMA Properties has exercised its construction capabilities in some schools. Our Ugnayan initiative includes hybrid group-wide townhalls and regional town hall meetings to help facilitate updates and networking among our businesses' employees nationwide.

PHINMA Corporation's strong business performance has allowed it to maintain a healthy balance sheet in 2023. We are also happy to report that the Board has declared a regular cash dividend of ₱0.60 per share, which is payable on 12 April 2024.

2024 Outlook

The country looks forward to sustaining its economic recovery amid the shift to a post-COVID normal. But challenges still loom locally, such as high interest rates and upside risks to inflation due to the El Niño phenomenon, and globally as the world economy is projected to slow further this year. Authorities have said they are counting on developments in sectors like tourism, infrastructure, and even the government's mass housing projects to help spur domestic economic activity.

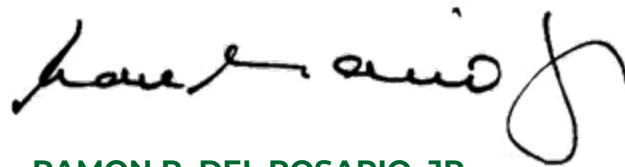
As the learning crisis worsened by the pandemic lingers, PHINMA Education expects to be flexible in terms of time, space, and modality to reach more underserved youth here and in Southeast Asia and provide quality education to those needing it most. PHINMA Education likewise continues expanding through internal growth and strategic acquisitions, increasing its market and geographic reach.

PHINMA CMG looks forward to more returns from its new divisions this 2024 as the group reaffirms its commitment to sustainability and nation-building. The Light Steel Frames division is poised to reach further heights through more innovative products while the Insulated Panels division is gearing up for more cold storage projects to support national food security. Philcement's partnership with Petra Cement shall bolster our position in the cement industry, while PHINMA Solar has attracted interest from parties that could eventually become partners in scaling up the business.

PHINMA Properties will be pursuing more strategic expansions in the coming years which shall build on the successes of its current developments. It has developments currently under construction in Cebu City and Batangas. For its economic and socialized housing segment, PHINMA Properties likewise welcomed a senior Gawad Kalinga officer into its management to better cater to the underserved and low-income Filipinos.

Given the strong outlook on domestic and international tourism, PHINMA Hospitality is optimistic for the coming years. Microtel and TRYP by Wyndham Mall of Asia are expected to benefit from the build-up in demand from their key markets as more people embark on business and leisure travel.

This year and beyond, the Company looks forward to maximizing these growth opportunities, building from the successes achieved and improvements implemented from 2023. We also hope to achieve more milestones and reach further heights with the support of our shareholders, leaders, employees, creditors, business partners, and other stakeholders as we continue to do well and do good together.



RAMON R. DEL ROSARIO, JR.
Chairman of the Board
and Chief Executive Officer

The Power of One

PHINMA believes business can and must be a force for good—by design and intention, it should be used to improve lives and the entire nation. It is a call that everyone in our Company answers every day, but this call can grow even louder if we all work together and do our part in bringing about positive change even beyond our offices, schools, and properties. By harnessing the power of one, we can make lives better on a much larger scale. We invite you all to join us in our vision as 1PHINMA.



DR. CHITO B. SALAZAR
President and Chief Operating Officer

Making Lives Better

The PHINMA Group is a conglomerate that has reached into several aspects of Filipinos' lives. Yet, while business may be what we do, it is not all that we are.

We profit for a purpose: to lift and to better the lives of those who have allowed us into their day-to-day.

Our Businesses

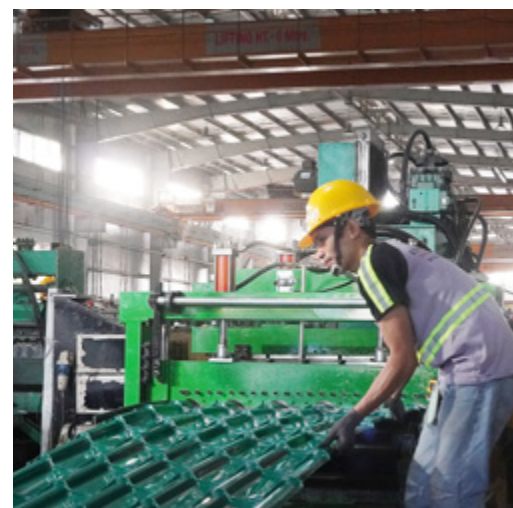
PHINMA Corporation is a public company listed with the Philippine Stock Exchange (PSE) under the trading symbol PHN. We have outlined the businesses we will focus on: Education, Construction Materials, Property Development and Hospitality. These businesses support a growing and younger demographic in different ways: from the facilities that meet the needs of travelers and home buyers, to quality education within the financial reach of the bottom quintiles.

Mission, Vision, and Values

The PHINMA Group's Mission is to help build our Nation through competitive and well-managed business enterprises that enable Filipinos to attain a better quality of life. With professional and effective management as our distinctive edge, we aim to give communities, not only in the Philippines but wherever else we might find the need, improved access to the essentials of a dignified life. In the pursuit of our Mission, we look to our tradition, our experience, our reputation, and above all, our people, as the principal factors that will enable us to achieve our lofty goals. The PHINMA Group will demonstrate that private business can mutually serve the needs of society and the aspirations of shareholders.



EDUCATION
Making lives better
by educating
underserved youth



CONSTRUCTION MATERIALS
Making lives better
by boosting construction
and infrastructure



PROPERTY DEVELOPMENT
Making lives better
by creating
sustainable communities



HOSPITALITY
Making lives better
by providing safe
and comfortable stays

SUSTAINABILITY FRAMEWORK



PHINMA Corporation focuses on a 3-tier bottom line, assessing our impact from the perspective of People, Planet, and Profit.

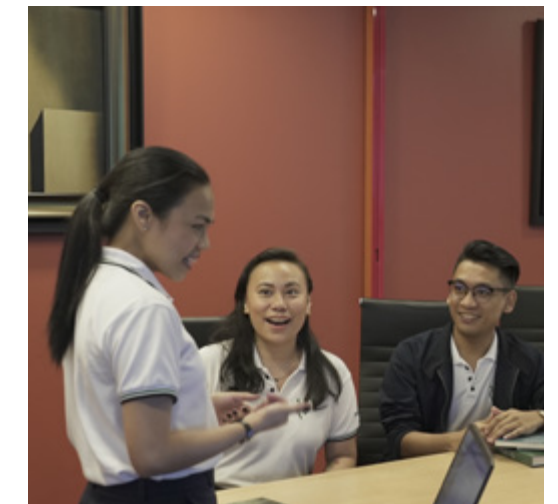
PHINMA's sustainability strategy recognizes the Company as a good corporate citizen must focus on and measure its impact not just in terms of profits, but in other areas including the economy, society, and the environment, in order to sustainably continue its mission of making lives better today and for future generations. Guided by our triple bottom line commitment to a sustainable future, PHINMA hopes to prosper and pursue its mission for many more generations to come.



Making Lives Better for our PEOPLE.
Our business operations directly impact our employees, stakeholders, and adjacent communities and also trickle down to society where we hope to promote inclusive growth to maximize the potential of our people.



Making Lives Better for the PLANET.
We recognize in order to sustainably impact future generations we must minimize any adverse environmental impact of our business operations.

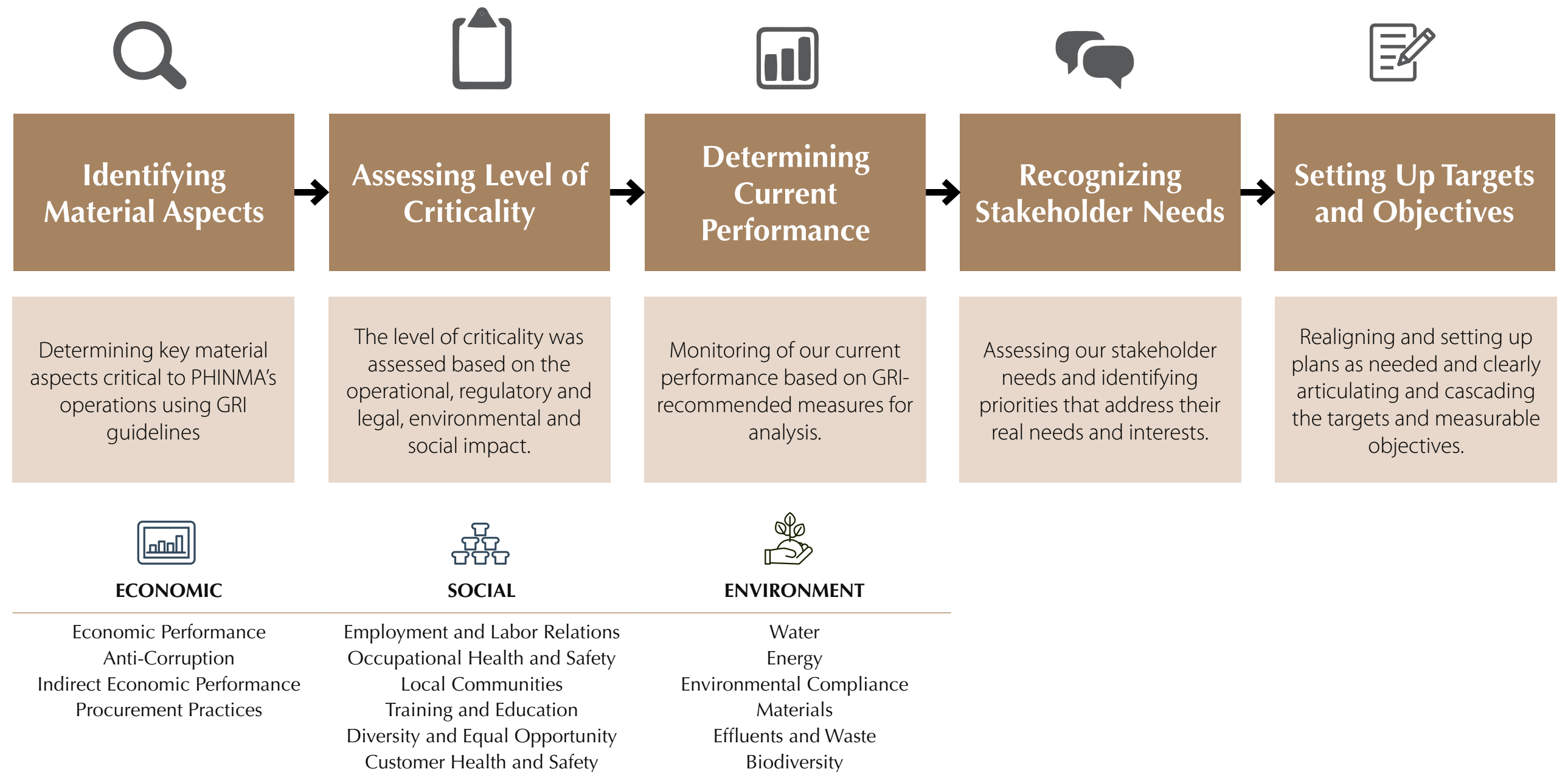


Making Lives Better for PROGRESS.
We recognize that integrity, empathy and good corporate governance are essential elements in employing business as an avenue for inclusive development and we allocate financial resources for appropriate sustainable investments to support the progress of our nation.

OUR MATERIALITY

PHINMA Corporation follows the process recommended by the GRI to identify areas affecting the economy, society and environment, which are relevant to our business and our stakeholders. In 2021, PHINMA conducted a materiality assessment through questionnaires and focus group discussions resulting in the identification of the following areas used in presenting the sustainability report and establishing Environmental, Social, and Governance (ESG) metrics for both the parent company and its subsidiaries. The materiality assessment is updated periodically when merited by changes in business scope or operations.

The process resulted in identification of the following relevant material topics. PHINMA Corporation employs this in presenting its sustainability report and establishing ESG metrics for the PHINMA Group.



OUR MANAGEMENT APPROACH

Our mission of Making Lives Better has guided us in providing products and services that are important to nation-building, and delivering long-term value to our stakeholders. Through inclusive growth, we ensure that our strategy is consistent with our core values of integrity, patriotism, competence and professionalism.

PHINMA Corporation is well-positioned for growth through our diverse portfolio as our strategic business units play an important part in creating sustainable economic growth in the country. Here are the management approaches on how we embed sustainability at the core of our business processes.



Employment and Labor Relations

PHINMA is committed to taking care of our own employees through competitive compensation and benefits, talent development programs and ensuring a deep management bench. The ability to attract and retain talent is essential in maintaining and further improving the performance and service standards that the Company has set for itself. The ability to retain quality employees has a direct impact on operations, and consequently on the bottom line. Among the top drivers of employee retention is the quality of relationship between the Company and its employees.

Occupational Health and Safety

The safety and health of our own employees are a priority of the Company. PHINMA manages the impacts of the company's operation by integrating safety and operational policies for all of its employees. Safety training sessions are done online and on-site, especially in areas where employees have to report physically to the operation site. It is our responsibility to provide a safe and healthy workplace as part of our commitment to our employees PHINMA also ensures that our employees have good medical benefits and access to support.

Pandemic Response

The safety of employees during time of pandemic is a top priority for the Company. Although the Covid 19 public health emergency was lifted in July 2023, the Company remains ready to reactivate existing pandemic health and safety protocols as needed to limit transmissions and safeguard the health and safety of its employees and customers.

Mental Health

PHINMA provides mental well-being webinars and provides access to counseling for employees. Mental health hotlines are available for employees to call when needed.

Local Communities

In November 2023 PHINMA continued engaging with local communities through its annual 1PHINMA Reaches Out event. Over 1,385 volunteers in 16 nationwide sites participated in community activities including blood bank donation, reforestation, river clean-ups, and job readiness training.



ENVIRONMENT

In 2023, the PHINMA Group acting through the PHINMA Foundation donated ₱348,947 worth of relief and disaster preparation goods to neighboring communities vulnerable to calamities. Disaster preparation goods consisting of family food packs and water filters were prepositioned at shelters in four PHINMA Education schools and one PHINMA Property community. The group also responded to a fire at a community neighboring PHINMA Properties' Flora Vista development, providing support to 80 affected families. Employee participation was mobilized through the PHINMA HERO Program which provides a venue for volunteerism and life-sharing.

Training and Education

PHINMA believes in developing talents within the organization to deepen our pool of leaders and to prepare the business in anticipation of future growth. Our Company and its subsidiaries focus on the continuous learning program of its employees through leadership and competency-based training. With the Company's commitment to development of employees' potential, measures are continuously undertaken to provide our workforce with training programs and meaningful job interactions.

Diversity and Equal Opportunity

We provide equal opportunities to all stakeholders regardless of gender, cultural background, religion, political affiliation and ethnicity. We value the diversity of our workforce and there is no preferential treatment on wages and benefits.

Customer Health and Safety

PHINMA continues to maintain a safe environment for its community and other stakeholders.

- When required, PHINMA Hospitality implements strict precautionary measures to prevent the spread of infectious disease. Our Microtel and TRYP by Wyndham hotels have received Safety Seal certification from the Department of Tourism as proof of their compliance to the public health standards. As needed, our hotels follow guidelines established by the World Health Organization, Department of Health, Department of Tourism and local government units.
- PHINMA Education continues to implement Remote and Distant (RAD) learning for students who can not attend school because of public health and safety restrictions or due to distance. Through the constant guidance of teachers through regular phone calls, students can continue with the coursework even at home.

Water

PHINMA ensures that the Company together with its subsidiaries are in conformance with the Philippine Clean Water Act of 2004, and ensures that it shall pass all requirements set by the Department of Environment and Natural Resources with its water effluent standards. In 2023, water consumption of 1,325,523 cubic meters was a 5% increase over the previous year. The majority of water consumption came from domestic use of water in the common areas of communities managed by PHINMA Properties, followed by the schools operated by PHINMA Education.

Each subsidiary continues to improve internal business practices to aid reduction in water consumption. Following are various water conservation measures employed by the group:

- Daily water monitoring, leak detection and repair and systems monitoring to ensure efficient operations of water systems within our operation sites
- Rainwater catchment facility installed in some properties and schools intended for back-up water supply.
- Installation of Recuperative Thermal Oxidizer at UGC Calamba plant, greatly reducing the water consumption of Color Coating Line by up to 40%
- Waste water from Sewage Treatment Plants recycled and used to water plants.

Energy

In 2023, the total electricity consumption of PHINMA and its subsidiaries was 21,810,899 kWh. The consumption is 22% higher than previous year due to increased energy consumption of the manufacturing operations of the Construction Materials group, the residential communities of PHINMA Properties, and the schools operated by PHINMA Education. The PHINMA Group also generated 1,839,497 kWh from renewable sources representing 8.4% of total electric energy consumed by the group. Renewable energy generated for the year posted, a significant increase of over twice the amount generated in the previous year due to higher renewable energy generated from solar panels installed at PHINMA Education schools. Aside from the schools, renewable energy was also generated from solar panels installed at Philcement and UGC facilities and at PHINMA Hospitality hotels.

PHINMA aims to promote the efficient use of electricity through its energy conservation programs. PHINMA and its subsidiaries established processes to improve their energy efficiency to contribute to sustainability. Here are some of the program highlights:

- Efficient use of lights in common areas especially during daytime and implementing the use of electronic equipment that are more energy efficient such as inverter-type appliances and LED lights.
- Monitoring of utility consumption and regular preventive maintenance.
- Optimization of the usage of Solar PV systems in several properties of PHINMA Education and UGC

Environmental Compliance

As part of environmental compliance, PHINMA and its subsidiaries abide by the regulations from existing laws such as Clean Water Act of 2004 and Clean Air Act of 1999. Continuous coordination and dialogues with local government agencies such as the Department of Environment and Natural Resources and Laguna Lake Development Authority ensure environmental compliance.

Effluents and Waste

Operation sites of PHINMA are well equipped to handle solid and hazardous wastes generated from the operations. Solid wastes are being collected by local government agencies while hazardous wastes are hauled off-site by DENR-accredited transporters and treaters. A material recovery facility is also being maintained to manage its solid wastes and identify wastes that can still be recycled. PHINMA subsidiaries also maintain their water quality effluent standards aligned with the Philippine Clean Water Act of 2004, and ensure that it shall pass all requirements set by the Department of Environment and Natural Resources.

Here are the highlights of PHINMA operations particularly with respect to the circular economy.

- Materials Recovery Facilities (MRFs) are utilized for segregating of wastes in all of our properties. For Philcement, all wood pallets were being re-used by production and recycled as shelves for storage. Tonner bags as packaging materials were also recycled and reused.
- PHINMA schools still continue their advocacy against the use of single-use plastics. The school promotes proper solid waste disposal and promotes a zero-plastic policy.

Biodiversity

In 2023, PHINMA volunteers planted 80 trees across various school campuses while participating in the Department of Education’s annual Brigada Eskwela program. In addition, during the year, around 1,385 PHINMA Hero volunteers planted 5,855 seedlings and 3,970 crops across 20 sites nationwide. Aside from reforestation efforts, PHINMA believes its biggest contribution toward protection of biodiversity within its areas of operation is through the responsible operation of our businesses. We continue to assess risk operations critical to the environment and create proper measures to improve our environmental performance. Moving forward, PHINMA will continue its environment programs and explore new opportunities to contribute to biodiversity protection.



ECONOMIC

Economic Performance

PHINMA contributes to nation-building through our diversified portfolio in education, construction materials, housing and hospitality. In 2023, PHINMA Corporation generated a direct economic value of ₱21.3 billion an increase of 20% over the previous year. The Company distributed 94% or ₱20.1 billion to our stakeholders and communities, while retaining ₱1.19 billion to promote future growth.

Integrity and Good Governance

Integrity and good governance are integral to PHINMA’s way of doing business. We are committed to uphold the law and we conduct our business in an ethical manner. Launched in 2014, the PHINMA Group’s Integrity Assurance Program institutionalizes the adoption of policies, programs and practices that foster and sustain an ethical business environment, and affirm PHINMA’s steadfast commitment to integrity by going beyond compliance to regulatory requirements and adopting best practices on transparency, good governance and ethical business practices.

Indirect Economic Impact

Through our business portfolio, PHINMA is committed to invest in infrastructure and services that will trickle down to our local communities through local hiring and spending on local suppliers and service providers.




Aside from our core business operations, PHINMA also has advocacies in place to uplift the economic status of our immediate stakeholders. All graduates of the PHINMA National Scholarship program of PHINMA Foundation have passed their relevant professional board examination.

Procurement Practices

The Vendor Integrity Program aims at raising compliance standards and creating awareness among all vendors about the Integrity Assurance Program and the Code of Business Conduct. It sets out to guide employees and vendors in creating an ethical and sustainable business partnership with the organization.



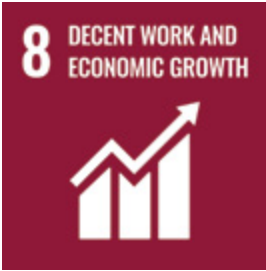
OUR SUSTAINABILITY PERFORMANCE

ENVIRONMENT PERFORMANCE

	SDG Target	Our Contribution
	Universal access to modern energy	Total new installed capacity by PHINMA Solar in 2023: 7.075 MWp
	Increase global percentage of renewable energy	Incremental Renewable energy generated for clients: 8,843,750 kWh
		Renewable energy used by PHINMA in 2023: 1,839,497 kWh
	Safe and affordable housing	Cumulative Residential homes and units sold by PHINMA Properties in 2023: 18,018
	Reduce environmental impact to communities	PHINMA Foundation Donations to neighboring communities for disaster preparation in 2023: P348,937
		PHINMA Group consolidated donations in 2023: P6,202,000
	GHG Emissions	Incremental GHG reduction for PHINMA Solar clients in 2023: 4,485 MTCO₂ (103,506 trees)
		Annual GHG avoided from PHINMA's own renewable energy sources in 2023: 933 MTCO₂ (21,529 trees)

	2023	2022
Communities		
Cumulative Residential Units sold by PHINMA Properties	18,018	17,166
PHINMA Foundation Donations for community rehabilitation	P348,937	P1,119,073
PHINMA Group consolidated donations	P6,202,000	P29,604,000
Water		
Total Water Consumption	1,325,523 cu. meter	1,261,270 cu. meter
Total volume of water discharges	919,525 cu. meter	690,144 cu. meter
Energy		
<i>Direct by PHINMA Group</i>		
Total Energy Consumption	21,810,899 kWh	17,854,241 kWh
Total Energy Used from Renewable Resources	1,839,497 kWh	853,809 kWh
Total Energy Used from Fuels	236,917 Liters	74,564 Liters
<i>Indirect for PHINMA Solar Clients</i>		
New Solar capacity Installed	7.075 MWp	2.307 MWp
Incremental Renewable Energy Generated	8,843,750 kWh	2,883,750 kWh
Incremental CO ₂ Avoided	4,484,666 kg.	1,462,350 kg.
Equivalent Trees Planted	103,506 trees	33,571 trees
Effluents and Waste		
Solid Waste Generated	5,701.8 MT	3,297.0 MT
Solid Waste Reused/Recycled	678.7 MT	1,168.0 MT
Hazardous Waste Generated	69.4 MT	57.4 MT
Hazardous Waste Transported	54.4 MT	60.6 MT
Hazardous Waste Stored	16.3 MT	0.7 MT

SOCIAL PERFORMANCE

	SDG Target	Our Contribution
	Literacy and numeracy	Number of students served for SY 2022-23: 146,546 students No. of scholars supported by the PHINMA Foundation: 150 scholars
	Proportion of seats held by women	Percentage of female managers and officers across PHINMA Group: 44%
	Safe and secure working environments	Safety training done: 121 trainings and safety drills

	2023	2022
Total Enrollment, PHINMA Education (students)	146,546	124,501
Number of Scholars, PHINMA Foundation	150	100
Cumulative number of graduates, PHINMA Foundation	269	252
Employee Data		
Total Number of Employees	4,420	3,983
Male	2,054	1,888
Female	2,366	2,095
Benefits Provided		
SSS PhilHealth Pagibig Parental leaves (maternity, paternity, solo parent)	Vacation leaves Sick leaves Emergency/Calamity leaves Medical benefits	Retirement fund Telecommuting Flexible working hours Rice, laundry and clothing allowance
Occupational Health and Safety		
Work-related injuries	15	22
Work-related fatalities	0	0
Work-related ill-health	0	65
Safety drills and trainings done	121	56
Diversity and Equal Opportunity		
Employee Gender Rate	46% male, 54% female	47% male, 53% female
Gender Ratio of Managers and Officers	56% male, 44% female	56% male, 44% female
Reported Incidents of Discrimination	0	0
Training and Empowerment		
Average training hours per employee	49 hours	54 hours

Training Highlights

Capability-building Programs

- Critical problem solving and decision-making
- Goal-setting
- Customer service training
- Employee development talks
- Skills training specific to job function
- Data privacy trainings
- IT security trainings
- Social media ethics

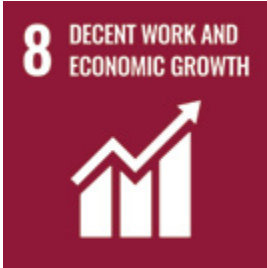

Integrity Programs

- PHINMA Core Values
- Integrity workshops

Culture of Safety

- Safety orientations
- BOSH training
- COVID-19 protocols
- First-aid training
- Mental health and resilience

ECONOMIC PERFORMANCE

	SDG Target	Our Contribution
	Full employment and decent work	Direct Jobs Generated: 4,420
	Sustainable economic growth	Economic Value Distribution: 94% Economic Value Retention: 6%
	Reduce corruption and bribery	Incidents of Corruption: 0
	Develop effective, accountable and transparent institutions	Anti-competitive behavior, antitrust, and monopoly practices: 0

	2023	2022
Economic Value Generated	P21,273,818	P17,664,582
Economic Value Distributed	20,086,492	17,041,792
Operating Costs	15,222,394	13,465,281
Employee Wages and Benefits	3,063,373	2,287,662
Dividends given to stockholders and interest payment to loan providers	1,410,484	1,065,522
Taxes given to government	384,039	193,723
Investment to community	6,202	29,604
Economic Value Retained	P1,187,326	P622,790

*amounts in thousand pesos

OUR COMMITMENT TO SUSTAINABILITY

PHINMA is aware of the impact of its operations on a shared global environment.

We affirm that our people are our greatest asset and that they are fundamental in ensuring the sustainability of our Company. We take pride in the passion, innovation and commitment to our core values of our employees, and we will continue to provide opportunities for growth and career development while ensuring their safety and well-being. PHINMA will also continue to look into promoting inclusive growth for our partners through our business and our corporate social responsibility programs.

PHINMA and its subsidiaries have also established programs and protocols to reduce the impact of the operations of its businesses on the environment. Your Company will continue to pursue new avenues to go beyond compliance and advance where possible businesses in the circular economy .

Moreover, PHINMA understands that our sustainability strategy is crucial in ensuring that we are able to protect key resource systems and continue providing for future generations.

PHINMA upholds its commitment to build the nation through its businesses while remaining steadfast in finding new solutions to improve its sustainability practices for its people, for the planet and for economic development. The Sustainability Report also serves as a motivation to explore new opportunities, and to move forward in improving our policies and internal business practices as we continue to make lives better.

ANNEX

Table 1 PHINMA Group Sustainability Metrics

	2023	2022
Direct by PHINMA Group		
Total Student Enrollment, PHINMA Education	146,546	124,501
Number of Scholars, PHINMA Foundation	150	100
Cumulative graduates, PHINMA Foundation	269	252
Cumulative Homes and Residential Units Sold, PPHC	18,018	17,166
Donations for community rehabilitation, PHINMA Foundation	₱348,937	₱1,119,073
PHINMA Group consolidated Donations	₱6,202,000	₱29,604,000
Energy Used from Renewable Sources	1,839,497 Kwh	853,809 Kwh
Annual CO ₂ Avoided	932,809 kg.	432,967 kg.
Equivalent Trees Planted	21,529 trees	9,993 trees
Indirect for PHINMA Solar Clients		
New Solar Installed Capacity	7.075 MWp	2.307 MWp
Annual Incremental Renewable Energy Generated	8,843,750 kWh	2,883,750 kWh
Annual Incremental CO ₂ Avoided	4,484,666 kg.	1,462,350 kg.
Equivalent Trees Planted	103,506 trees	33,751 trees



▲ **Sustainability and synergy.** PHINMA Cagayan de Oro College - Puerto Campus uses solar panels from the PHINMA Construction Materials Group, one of the several sustainability and synergy efforts within the PHINMA Group.

Table 2 and 3. Social Indicators per Company

CY 2023	PHINMA Corp.	CMG			PEHI	PPHC	Hospitality	Total
		PCC	UGC	PHINMA Solar				
Employee Data								
Total Number of Employees	19	152	730	35	2,918	477	89	4,420
Male	9	119	512	26	1,132	215	41	2,054
Female	10	33	218	9	1,786	262	48	2,366
Male Managers and Officers	4	30	63	10	90	23	25	245
Female Managers and Officers	3	5	37	4	97	27	19	192
Occupational Health and Safety								
Work-related injuries	0	3	12	0	0	0	0	15
Work-related fatalities	0	0	0	0	0	0	0	0
Work-related ill-health	0	0	0	0	0	0	0	0
Safety drills and trainings done	1	15	61	3	13	20	8	121
Diversity and Equal Opportunity								
Employee Gender Ratio	- male 47%	- male 78%	- male 70%	- male 74%	- male 39%	- male 45%	- male 46%	- male 46%
	- female 53%	- female 22%	- female 30%	- female 26%	- female 61%	- female 55%	- female 54%	- female 54%
Gender Ratio of Managers and Officers	- male 57%	- male 86%	- male 63%	- male 71%	- male 48%	- male 46%	- male 57%	- male 56%
	- female 43%	- female 14%	- female 37%	- female 29%	- female 52%	- female 54%	- female 43%	- female 44%
Reported Incidents of Discrimination	0	0	0	0	0	0	0	0
Training and Empowerment								
Accounted Training Hours	165	2,067	4,991	345	200,705	166	6,192	214,631

Employees of PHINMA Corporation and its subsidiaries are not subject to a Collective Bargaining Agreement (CBA) except for the following direct or indirect subsidiaries:
 a. UPANG –499 employees. CBA will expire in June 10 2027
 b. UGC – 19 employees. CBA will expire on June 30 2025.

CY 2022	PHINMA Corp.	CMG			PEHI	PPHC	Hospitality	Total
		PCC	UGC	PHINMA Solar				
Employee Data								
Total Number of Employees	18	115	694	33	2,752	320	51	3,983
Male	9	89	488	25	1,136	116	25	1,888
Female	9	26	206	8	1,616	204	26	2,095
Male Managers and Officers	3	19	58	12	61	20	12	185
Female Managers and Officers	3	4	30	3	82	21	5	148
Occupational Health and Safety								
Work-related injuries	0	7	11	0	4	0	0	22
Work-related fatalities	0	0	0	0	0	0	0	0
Work-related ill-health	na	0	0	0	65	0	0	65
Safety drills and trainings done	0	9	3	2	16	20	6	56
Diversity and Equal Opportunity								
Employee Gender Ratio	- male 50%	- male 77%	- male 70%	- male 76%	- male 41%	- male 36%	- male 49%	- male 47%
	- female 50%	- female 23%	- female 30%	- female 24%	- female 59%	- female 64%	- female 51%	- female 53%
Gender Ratio of Managers and Officers	- male 50%	- male 83%	- male 66%	- male 80%	- male 43%	- male 49%	- male 71%	- male 56%
	- female 50%	- female 17%	- female 34%	- female 20%	- female 57%	- female 51%	- female 29%	- female 44%
Reported Incidents of Discrimination	0	0	0	0	0	0	0	0
Training and Empowerment								
Accounted Training Hours	118	717	9,083	140	200,800	1,300	2,584	214,742

Table 4 and 5. Environmental Indicators per Company

CY 2023	PHINMA Plaza	CMG		PEHI	PPHC	Hospitality	Total
		PCC	UGC				
Water							
Total Water Consumption (in cubic meter)	3,192	17,075	67,341 ¹	91,355	1,102,917	43,643	1,325,523
Total volume of water discharges	-	-	59,821 ²		824,790 ³	34,914	919,525
Energy							
Total Energy Consumption (in Kwh)	1,160,151	7,109,896	2,356,115	5,925,992	2,134,678	3,124,067	21,810,899
Total Energy Used from Renewable resources	-	213,496	470,209	1,149,922	-	5,870	1,839,497
Total Energy Used from Fuels (Liter)	6,396	7,249	152,825	43,319 ⁴	16,756	10,372	236,917
Effluents and Waste							
Solid Waste Generated (MT)	1.07	2,284.15	152.6	293.10	2,965.00	5.85	5,701.77
Solid Waste Reused/Recycled	-	212.30	56.50	84.80 ⁵	323.00	2.07	678.67
Hazardous Waste Generated	0.03	15.60	36.50	0.05	6.50	10.71	69.38
Hazardous Waste Transported	-	14.90	22.20	0.05	6.5	10.71	54.36
Hazardous Waste Stored	1.28	0.70	14.30	-	-	0	16.28
GHG Emissions							
Direct (Fuels) MTCO ₂	15.19	17.22	362.97	102.89	39.80	24.63	562.70
Indirect (Energy) MTCO ₂	588.31	3,605.43	1,194.79	3,005.07	1,082.5	1,584.21	11,060.31

1 Data not available for Davao plant
 2 Data not available for Davao plant
 3 Data not available for some PPHC properties
 4 Data not available for Republican College, Union College of Laguna
 5 Data not available for Rizal College of Laguna, Union College of Laguna

CY 2022	PHINMA Corp.	CMG		PEH	PPHC	Hospitality	Total
		PCC	UGC				
Water							
Total Water Consumption (in cubic meter)	4,888	13,943	63,588 ⁶	41,193 ⁷	1,102,085	35,573	1,261,270
Total volume of water discharges	-	-	57,440 ⁸	10,553	607,867 ⁹	14,284	690,144
Energy							
Total Energy Consumption (in Kwh)	1,178,097	6,725,481	2,001,717	3,536,193 ¹⁰	1,608,355	2,804,398	17,854,241
Total Energy Used from Renewable resources	-	2,401	434,168	417,240	-	-	853,809
Total Energy Used from Fuels (Liter)	6,396	21,600	15,646	19,117 ¹¹	3,990	7,815	74,564
Effluents and Waste							
Solid Waste Generated (MT)	1.50	247.00	168.80	165.90 ¹²	2,708	5.80 ¹³	3,297.00
Solid Waste Reused/Recycled	-	215.00	57.00	106.00 ¹⁴	788	2.10	1,168.10
Hazardous Waste Generated	0.02	2.00	13.10	0.05	35.40	6.80	57.37
Hazardous Waste Transported	-	0	40.9 ¹⁵	.6	.36	-	41.9
Hazardous Waste Stored	0.1946	.6	-	-	-	7.8	8.6
GHG Emissions							
Direct (Fuels) MTCO ₂	15.19	51.30	37.16	45.40	9.48	18.56	177.10
Indirect (Energy) MTCO ₂	597.41	3,410.49	1,015.07	1,793.20	815.60	1,422.11	9,053.89

6 Data not available for Davao plant
 7 Data not available for University of Iloilo and Rizal College of Laguna
 8 Data not available for Davao plant
 9 Data not available for some PPHC properties
 10 Data not available for Rizal College of Laguna
 11 Data not available for Republican College, Rizal College of Laguna, Union College of Laguna
 12 Data not available for University of Pangasinan, University of Iloilo, Rizal College of Laguna, and Union College of Laguna
 13 Data not available for TRYP Mall of Asia
 14 Data not available for University of Pangasinan, Rizal College of Laguna, Union College of Laguna

GRI CONTENT INDEX GRI 102-55

(In Accordance – Core Option)

	Page	Omission
GRI 101: Foundation 2016		
General Disclosures		
GRI 102: General Disclosures 2016		
ORGANIZATIONAL PROFILE		
102-1	Name of the organization	PHINMA Corporation
102-2	Activities, brands, products and services	Annual report, 8-13
102-3	Location of headquarters	12F PHINMA Plaza, 39 Plaza Drive, Rockwell Center, Makati City 1200
102-4	Location of operations	Annual report, 3
102-5	Ownership and legal form	PHINMA Corp. is registered with the Philippine Securities and Exchange Commission. As of Dec 31 2023 PHINMA Corp is 70.855% owned by PHINMA, Inc., directors and officers.
102-6	Markets served	Annual report, 3
102-7	Scale of the organization	Annual report, 13
102-8	Information on employees and other workers	Annual report, 13
102-9	Supply chain	Annual report, 81-84
102-10	Significant changes to the organization and its supply chain	Annual report, 5-18
102-11	Precautionary Principle or approach	Annual report, 7-11
102-12	External initiatives	ASEAN Corporate Governance Scorecard
102-13	Membership of associations	Philippine Stock Exchange
STRATEGY		
102-14	Statement from senior decision-maker	Annual report, 2-5
ETHICS AND INTEGRITY		
102-16	Values, principles, standards, and norms of behavior	Annual report, 1
GOVERNANCE		
102-18	Governance structure	Annual report, 31-38
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	Annual report, 7
102-41	Collective bargaining agreements	15
102-42	Identifying and selecting stakeholders	8
102-43	Approach to stakeholder engagement	9-11
102-44	Key topics and concerns raised	8

REPORTING PRACTICE			
102-45	Entities included in the consolidated financial statements	Annual report, 61	
102-46	Defining report content and topic boundaries	1	
102-47	List of material topics	8	
102-48	Restatements of information		This is the 5 th Sustainability Report of PHINMA Corp.
102-49	Changes in reporting		There were no significant changes in the reporting framework from Sustainability Report CY 2022
102-50	Reporting period		January 2023 to December 2023
102-51	Date of most recent report		April 2024
102-52	Reporting cycle		Annual
102-53	Contact point for questions regarding the report		PHINMA Investor Relations investorrelations@phinma.com.ph (+632) 8 870-0100
102-54	Claims of reporting in accordance with the GRI Standards		This report is in accordance with GRI Standards: Core Option
102-55	GRI content index	17-19	
102-56	External assurance		This report has not been externally assured

ECONOMIC DISCLOSURES

GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	8	
	103-2	The management approach and its components	9	
	103-3	Evaluation of the management approach	9	
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	11	
	201-3	Defined benefit plan obligations and other retirement plans	13	
	201-4	Financial assistance received from government		None in 2023
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	8	
	103-2	The management approach and its components	9	
	103-3	Evaluation of the management approach	9	
GRI 203: Indirect Economic Impact	203-1	Infrastructure investments and services supported	6	
	203-2	Significant indirect economic impacts	11	
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	8	
	103-2	The management approach and its components	9	
	103-3	Evaluation of the management approach	9	
GRI 205: Anti-Corruption	205-1	Operations assessed for risks related to corruption	14	
	205-2	Communication and training about anti-corruption policies and procedures	11	
	205-3	Confirmed incidents of corruption and actions taken	14	

GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	8	
	103-2	The management approach and its components	9	
	103-3	Evaluation of the management approach	9	
GRI 206: Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		No substantiated incidents of anti-competitive behaviour, anti-trust, or monopoly practices

ENVIRONMENTAL DISCLOSURES

GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	8	
	103-2	The management approach and its components	9	
	103-3	Evaluation of the management approach	9	
GRI 301: Materials	301-2	Recycled input materials used	11	
	301-3	Reclaimed products and their packaging materials	11	
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	8	
	103-2	The management approach and its components	9	
	103-3	Evaluation of the management approach	9	
GRI 302: Energy	302-1	Energy consumption within the organization	12	
	302-2	Energy consumption outside of the organization	12	
	302-4	Reduction of energy consumption	10	
	302-5	Reductions in energy requirements of products and services	10	
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	8	
	103-2	The management approach and its components	9	
	103-3	Evaluation of the management approach	8	
GRI 303: Water and Effluents	303-1	Interactions with water as a shared resource	10	
	303-2	Management of water discharge-related impacts	11	
	303-4	Water discharge	11	
	303-5	Water consumption	10	
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	8	
	103-2	The management approach and its components	9	
	103-3	Evaluation of the management approach	9	
GRI 304: Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		Operation sites are outside high biodiversity and critically-protected areas
	304-2	Significant impacts of activities, products, and services on biodiversity	11	
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		No national conservation and IUCN red list species affected by operations

GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	8	
	103-2	The management approach and its components	9	
	103-3	Evaluation of the management approach	9	
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	16	
	305-2	Energy indirect (Scope 2) GHG emissions	16	
	305-3	Other indirect (Scope 3) GHG emissions		Not monitored during reporting period
	305-5	Reduction of GHG emissions	12	
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions		Air emission results done by DENR accredited laboratories are way below Philippine Clean Air Act of 1999 limits and pose insignificant risks
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	8	
	103-2	The management approach and its components	9	
	103-3	Evaluation of the management approach	9	
GRI 306: Waste	306-1	Waste generation and significant-waste related impact	12	
	306-2	Management of significant waste-related impact	11	
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	8	
	103-2	The management approach and its components	9	
	103-3	Evaluation of the management approach	9	
GRI 307: Environmental Compliance	307-1	Non-compliance with environmental laws and regulations	11	
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	8	
	103-2	The management approach and its components	9	
	103-3	Evaluation of the management approach	9	
GRI 308: Supplier Environmental Assessment	308-2	Negative environmental impacts in the supply chain and actions taken		No suppliers and service providers within the value chain that pose severe negative environmental impact were engaged.

SOCIAL DISCLOSURES

GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	8	
	103-2	The management approach and its components	9	
	103-3	Evaluation of the management approach	9	
GRI 401: Employment	401-1	New employee hires and employee turnover	13	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	13	
	401-3	Parental leave	13	
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	8	
	103-2	The management approach and its components	9	
	103-3	Evaluation of the management approach	9	
GRI 403: Occupational Health and Safety	403-1	Workers' representation in formal joint management-worker health and safety committees	9	
	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	13	
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	8	
	103-2	The management approach and its components	9	
	103-3	Evaluation of the management approach	9	
GRI 404: Training and Education	404-1	Average hours of training per year per employee	13	
	404-2	Programs for upgrading employee skills and transition assistance programs	13	
	404-3	Percentage of employees receiving regular performance and career development reviews		All employees are receiving regular performance reviews (mid-year and year-end performance evaluation)
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	8	
	103-2	The management approach and its components	9	
	103-3	Evaluation of the management approach	9	
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	13	
	405-2	Ratio of basic salary and remuneration of women to men		Salary is based on competency and performance, regardless of gender
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	8	
	103-2	The management approach and its components	9	
	103-3	Evaluation of the management approach	9	
GRI 406: Non-discrimination	406-1	Incidents of discrimination and corrective actions taken		No reported incidents of discrimination
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	8	
	103-2	The management approach and its components	9	
	103-3	Evaluation of the management approach	9	
GRI 408: Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor		No reported incidents of child labor

GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	8	
	103-2	The management approach and its components	9	
	103-3	Evaluation of the management approach	9	
GRI 409: Forced and Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		No reported incidents of forced or compulsory labor
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	8	
	103-2	The management approach and its components	9	
	103-3	Evaluation of the management approach	9	
GRI 411: Rights of Indigenous Peoples	411-1	Incidents of violations involving rights of indigenous peoples		No reported violations involving indigenous peoples' rights
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	8	
	103-2	The management approach and its components	9	
	103-3	Evaluation of the management approach	9	
GRI 413: Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	9	
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	8	
	103-2	The management approach and its components	9	
	103-3	Evaluation of the management approach	9	
GRI 414: Supplier Social Assessment	414-2	Negative social impacts in the supply chain and actions taken		No suppliers and service providers within the value chain were assessed were identified to pose negative social impact.
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	8	
	103-2	The management approach and its components	9	
	103-3	Evaluation of the management approach	9	
GRI 416: Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	10	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		No reported incidents of non-compliance.
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	8	
	103-2	The management approach and its components	9	
	103-3	Evaluation of the management approach	9	
GRI 418: Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		No reported complaints on customer privacy and customer data breach.
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	8	
	103-2	The management approach and its components	9	
	103-3	Evaluation of the management approach	9	
GRI 419: Socio-economic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area		No reported incidents of non-compliance.

Principal Office

12th Floor, PHINMA Plaza
39 Plaza Drive, Rockwell Center
Makati City
Tel. (632) 8870-0100
Fax (632) 8870-0456
www.phinma.com.ph

Investor Relations Officer

12th Floor, PHINMA Plaza
39 Plaza Drive, Rockwell Center
Makati City
Tel. (632) 8870-0231
Fax (632) 8870-0456
investorrelations@phinma.com.ph

Integrity Hotline

Tel. (0917) 174-4662
phinma.io@phinma.com.ph

Independent Public Accountants

Sycip, Gorres, Velayo & Co.
6760 Ayala Avenue, Makati City
Tel. (632) 8891-0307

Transfer Agents

Stock Transfer Service, Inc.
34th Floor, Unit D
Rufino Pacific Tower
6784 Ayala Avenue, Makati City
Tel. (632) 8403-2410

CORPORATE
INFORMATION

Education

PHINMA EDUCATION HOLDINGS, INC.
2nd Floor, PHINMA Plaza, 39 Plaza Drive
Rockwell Center, Makati City
Tel. (632) 8896-9537
phinma.edu.ph

PHINMA ARAULLO UNIVERSITY (Main Campus)
Maharlika Highway, Barangay Bitas
Cabanatuan City, Nueva Ejica
Tel. (63915) 769-0106
au.phinma.edu.ph

PHINMA CAGAYAN DE ORO COLLEGE (Carmen Campus)
Max Suniel St., Carmen
Cagayan de Oro City, Misamis Oriental
Tel. (63917) 376-5105
coc.phinma.edu.ph

PHINMA UNIVERSITY OF PANGASINAN (Dagupan Campus)
Arellano Street, Downtown District
Dagupan City, Pangasinan
Tel. (63995) 078-5660
up.phinma.edu.ph

PHINMA UNIVERSITY OF ILOILO
Rizal Street
Iloilo City, Iloilo
Tel. (63927) 982-7512
ui.phinma.edu.ph

SOUTHWESTERN UNIVERSITY PHINMA
Urgello Street, Sambag 2
Cebu City, Cebu
Tel. (63917) 835-2881
swu.phinma.edu.ph

PHINMA SAINT JUDE COLLEGE (Manila Campus)
Dimasalang cor. Don Quijote St.
Sampaloc, Metro Manila
Tel. (63960) 483-6786
ncr.phinma.edu.ph

PHINMA SAINT JUDE COLLEGE (Quezon City Campus)
42 18th Avenue, Cubao
Quezon City, Metro Manila
Tel. (63969) 237-4770
ncr.phinma.edu.ph

PHINMA RIZAL COLLEGE OF LAGUNA
Manila South Road, Brgy. Parian
Calamba City, Laguna
Tel. (6349) 557-1879
laguna.phinma.edu.ph

PHINMA UNION COLLEGE OF LAGUNA
A. Mabini St.
Santa Cruz, Laguna
Tel. (63966) 223-9773
laguna.phinma.edu.ph

PT IND PHIL MANAGEMEN
Menara Kadin Indonesia, 19th Floor
Jl. H.R. Rasuna Said Blok X-5 Kav.2-3
Kuningan Jakarta Selatan 12950
Tel. (621) 5790-3610

Construction Materials

CORPORATE OFFICE
3rd Floor, PHINMA Plaza
39 Plaza Drive, Rockwell Center
Makati City
Tel. (632) 8870-0100

UNION GALVASTEEL CORPORATION
Chipeco Avenue, Barangay Real
Calamba City, Laguna
Tel. (6349) 8545-0084
www.ugc.ph

PHILCEMENT CORPORATION
Garcia Road
Mariveles Diversion Road
Mariveles, Bataan 2106
Tel. (632) 8870-0548
www.unioncement.com.ph

PHINMA SOLAR ENERGY CORPORATION
3rd Floor, PHINMA Plaza
39 Plaza Drive, Rockwell Center, Makati City
Tel. (632) 8870-0482
www.unionsolar.ph

Property Development

PHINMA PROPERTY HOLDINGS CORPORATION
29 PHINMA Properties Center
Epifanio delos Santos Avenue
Mandaluyong City
Tel. (632) 8533-7777
inquiries@phinmaproperties.com

COMMUNITY PROPERTY MANAGERS GROUP, INC.
29 PHINMA Properties Center
Epifanio delos Santos Avenue
Mandaluyong City
Tel. (632) 8533-7777 loc 2037
inquire@cpmgi.com.ph

COMMUNITY DEVELOPERS AND CONSTRUCTION CORPORATION
29 PHINMA Properties Center
Epifanio delos Santos Avenue
Mandaluyong City
Tel. (632) 8533-7777 loc 110
info@cdcc.com.ph

Hospitality

PHINMA HOSPITALITY, INC.
PHINMA MICROTEL HOTELS, INC.
2nd Floor, PHINMA Plaza
39 Plaza Drive, Rockwell Center
Makati City
Tel. (632) 8870-0302

CORAL WAY CITY HOTEL CORPORATION
MICROTEL MALL OF ASIA
Coral Way Avenue cor. Seaside
Boulevard
Tel. (632) 8403-3333
www.microtel-manila.com

KRYPTON ESPLANADE HOTEL CORPORATION
TRYP BY WYNDHAM MALL OF ASIA
Seaside Boulevard corner J.W. Diokno Boulevard
Tel. (632) 840-8000 | (63) 917 686-8000
tryp-manila.ph

CORPORATE
DIRECTORY