



METRO GLOBAL HOLDINGS CORP. 2024 SUSTAINABILITY REPORT

Contextual Information

COMPANY DETAILS	
Name of Organization:	METRO GLOBAL HOLDINGS CORPORATION (“MGHC”)
Location of Headquarters :	Mezzanine Floor, Renaissance Centre, Meralco Avenue, Pasig City, Metro Manila
Location of Operations :	Mezzanine Floor, Renaissance Centre, Meralco Avenue, Pasig City, Metro Manila
Report Boundary: Legal entities (e.g. subsidiaries) included in this report*	<p>Metro Global Holdings Corporation is a holding company. The Company has investments in Metro Rail Transit Holdings I and Metro Rail Transit Holdings II – parent company of Metro Rail Transit Corporation (MRTC), thus, resulting in an indirect 29% equity interest in MRTC. The Company has 28.47% direct equity interest in Monumento Rail Transit Corporation and 15.79% direct equity in MRT Development Corporation. MGHC’s immediate and ultimate parent company is Fil-Estate Management, Inc. (FEMI).</p> <p>Metro Global Holdings Corporation subsidiaries are as follows::</p> <ol style="list-style-type: none"> 1. MGHC Royal Holdings Corporation (MGHC Royal) (99%) was organized and established on May 19, 2017 to engage in the business to invest or purchase, otherwise acquire, and own, hold, use, sell, assign, transfer, pledge, exchange, or otherwise dispose of real and personal property of every kind and description. 2. Metro Renewable Transport Solutions, Inc. (Metro Transport) (99%) was organized and established on October 23, 2020 to engage in infrastructure development or providing services in relation with and in connection thereto, including but not limited to the construction of whatever kind and nature and for whatever purpose, buildings, needs, bridges, railways, ports, highways and other passages and facilities for transportation and communication. 3. Metro Solar Power Solutions, Inc. (MSPSI) is a company registered with the SEC on September 28, 2016 established primarily to construct, erect, assemble, commission and maintain power-generating plants and related facilities for the conversion of renewable energy into usable form fit for electricity generation and distribution. On October 10, 2016, MSPSI’s Board of Directors approved the amendment of its Articles of Incorporation changing the corporate name to Metro Solar Power Solutions, Inc. from Metro Solar Power Energy Ventures, Inc. The amendment was approved by

	the Securities and Exchange Commission on January 9, 2017. MGHC gained control over MSPSI effective August 23, 2023. The net identifiable assets acquired has fair value of P352Million at the acquisition date.
Business Model, including Primary Activities, Brands, Products, and Services	The business activities of Metro Global Holdings Corporation (the Parent Company) arise from its investments in the equity of the MRTH I and MRTH II. Hence, the Parent Company has no principal products or services, nor does it derive revenues or sales from any products or services. No part of the Parent Company's revenues or income over the last three years has been derived from any foreign sales. Corollary, the Parent Company has no requirement for any distribution methods that would otherwise be needed for any products or services. Since the Parent Company's inception, it has had nor publicly-announced new product or services.
Reporting Period	For the Year Ending December 31, 2024
Highest Ranking Person responsible for this report	Mr. Robert John L. Sobrepeña, Chief Executive Officer Mr. Ramon G. Jimenez, Chief Finance Officer Ms. Solta S. Alcantara, Chief Audit Executive

Materiality Process

Explain how you applied the materiality principle (or the materiality process) in identifying your material topics.

The Company used Selected GRI Sustainability Reporting Standards (Core Option) in accordance with the GRI 102: General Disclosures, to report on contextual information about itself and its impacts on the economy, the environment and society.

The Company's economic and environmental sustainability principles are exercised through its affiliate, Metro Rail Transit Corporation (MRTC). MRTC is the owner of the Metro Rail Transit (MRT) 3 System along the 16.9 kilometer stretch of Epifanio de los Santos Avenue (EDSA). The MRT 3 System is leased to the Department of Transportation and Communication, the Build, Lease and Transfer (BLT) Agreement which operates and maintains the system for 25 years commencing 2000 and will expire on July 15, 2025. In 2024, the MRT 3 served 135,885,336 passengers, which is more than 5.3 percent higher compared to its ridership in 2023. Said rise in passenger numbers can be attributed to the rail line's continuous maintenance and operational improvements, following its major rehabilitation in 2021.

The Company has a 28.47% equity interest in Monumento Rail Transit Corporation which, allows participation in the MRT 3 (Phase 2) system extension, the airport link from the Taft Avenue Station up to the airport and the envisioned rail extension from Ayala Station to Buendia Station via a loop through Ayala Avenue and Gil-Puyat Avenue (the Makati loop).

MGHC ownership interests in MRTHI and MRTHII as at December 31, 2024 are as follows:

Investee	Direct Interest	Indirect Interest	Effective Interest	Nature of Business
MRTH I	18.6%	-	18.6%	Holding Company
MRTH II	12.7%	15.8%	28.5%	Holding Company

MRTHI owns 84.9% interest in MRTH II while MRTHII wholly owns Metro Rail Transit Corporation (MRTC), which was awarded by the Philippine Government, acting through the Department of Transportation and Communication (DOTC), the Build, Lease and Transfer (BLT) Agreement to build, lease, and transfer a 16.9-kilometer rail transit system in Metro Manila, known as LRTS Phase I. The earnings of MRTC are derived from lease financing income relating to equity rentals received from the DOTC as defined in the BLT Agreement.

The Company acquired 15.79% equity interest in MRT Development Corporation (MRTDC) on December 2018. MRTDC has exclusive rights to all commercial developments along the MRT-3 System, including in the 13 Stations and air space above the 13 Stations, which include all commercial leasing rights in the 13 Stations, advertising rights, development of the air space above all the 13 stations, and all other commercial activities within the entire MRT-3 System.

The Parent Company plans to continue its strategy of maintaining itself as a holding corporation with key investment in the form of equity interest in MRTHI and MRTH II. The combined investment in these two holding companies represents approximately 29% interest in the MRT 3 System along EDSA. The Phase 1 of the MRT Project (LRTS Phase 1) began full operation on July 15, 2000, which involved 13 stations spanning the North Triangle to Taft Avenue. The operation for the next twelve (12) months was strictly confined to that of an investee corporation.

On February 1, 2024, the Securities and Exchange Commission approved the amendment of its Articles of Incorporation to allow the Parent Company to invest in businesses engaged in the development of renewable energy through solar farms, wind farms, waste-to-energy and other energy projects.

MATERIALITY

The key findings of the materiality analysis are as follows:

The Company and its subsidiaries, MGHC Royal Holdings Corporation (MGHC Royal), Metro Renewable Transport Solutions, Inc. (MRTSI) and Metro Solar Power Solutions, Inc. (MSPSI) which is engaged in solar, wind and other renewable energy generation facilities subject to regulations which require compliance with environmental laws.

The Company has twelve (12) employees as of December 31, 2024 (2023 - 11).

Its subsidiaries, MGHC Royal and Metro Renewable Transport Solutions, Inc. are both not yet in commercial operation and have no employees as of December 31, 2024. The management of the two companies is currently being undertaken by the executive officers of MGHC, the Parent Company.

The Company does not have plans for any product research and development within the next 12 months. There are no expected purchases or sale of plant and significant equipment within the same period as the Company is not engaged in any manufacturing business.

The trading of the Company's shares of stock at the PSE has been voluntarily suspended since March 20, 2007 to allow the Company to re-align its business and explore new strategic directions.

On February 1, 2024, The Securities and Exchange Commission approved the amendment of the Company's Articles of Incorporation to allow the Company to invest in businesses engaged in the development of renewable energy through solar farms, wind farms, waste-to-energy and other energy projects.

The Parent Company is expected to receive its 28.47% share of the 5% the lease rental income from Trinoma Mall,(the "Depot Royalty Income") as a result of the redemption of its redeemable preferred shares in Monumento Rail. This revenue will be used to fund its operating expenses and to partially pay its debts to FEMI.

The Parent Company has gained control over Metro Solar Power Solutions, Inc. (MPSI) effective August 23, 2023. Based on the valuation report prepared by Santos Knight Frank, Inc dated March 31, 2023, the value of the leasehold property is P341 million. Metro Solar's main project is the development of the 52.5 megawatt solar farm project in Pililia, Rizal.

The revised strategy will deliver the reference values for sustainability related action beyond 2024.

MATERIALITY COMPLETENESS

The report takes into account all significant impacts of MGHC along its value chain. The reporting processes ensure that the data collected includes the results from all entities with significant impacts regarding material topics.

STAKEHOLDERS INCLUSIVENESS is ensured by considering feedback from stakeholder engagement.

ECONOMIC

Economic Performance

Direct Economic Value Generated and Distributed

The Group's main source of income has been its share in the lease rental income termed as "Depot Royalty Income" that it receives annually from North Triangle Depot Commercial Corporation (NTDCC). Depot royalty income for the year ended December 31, 2024 amounting to P33,062,546 (2023-P44,664,516, 2021-P19,546,766) represents The Group's 28.47% share in the 5% of the gross receipts of the rental income from TriNoma commercial center owned and operated by NTDCC. The amount of royalty income is recognized over time as NTDCC earns rental income from the commercial center.

The Group's General and Administrative expenses consists of the following:

Disclosure	Units	Amount (2024)	Amount (2023)
Direct economic value generated (revenue)	PhP	P33,062,546.00	P44,664,516.00
Direct economic value distributed:			
a. General and Administrative Expenses	PhP	38,096,747.00	27,144,785.00
b. Employee wages and benefits	PhP	23,102,525.00	20,009,266.00
c. Payments to suppliers, other operating costs	PhP	1,104,985.00	16,946.00
d. Dividends given to stockholders and interest payments to loan providers	PhP		
e. Taxes given to government	PhP	1,415,758.00	1,528,832.00
f. Investments to community (e.g. donations, CSR)	PhP	50,000.00	32,719.00
Total General and Administrative expenses	PhP	63,770,015.00	48,732,548.00

Fees include SEC payment or the amended articles of incorporation in line with the increase of authorized capital stock and expansion of primary purpose amounting to P7,500,000 (2023- P6,001,000; 2022 – nil). Others include advertising and promotions, trainings, registration fees, bank charges, office supplies, food expense, insurance and utilities.

The Group posted net operating loss of P7.697 million in 2024 as compared to net operating income of P4.808 million in 2023. The Group's Retained earnings decrease from P3.492 billion to P3.484 billion in view of the P7.697 million net loss recognized by the Group in 2024. . The Group recognize a Stockholders Equity balance of P3.484 billion in 2024.

What is the impact and where does it occur? What is the organization's involvement in the impact? <i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain. Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i>	Which stakeholders are affected? <i>(e.g. employees, community, suppliers, government, vulnerable group)</i>	Management Approach <i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i>
On February 1, 2024, the SEC approved the Parent Company's application for increase in capitalization from P2 billion to P5 billion, divided into 5 billion shares with a par value of P1 per share. Following	<i>Stockholder- Fil-Estate Management, Inc. (FEM), the parent company of MGHC,</i>	The Group has an approved material related party transactions policy that sets forth the required thresholds

the approval by the SEC of the valuation of the Metro Solar Shares, the Parent Company issued shares of stock of 750 million common shares at par value of P1 per share in favor of FEMI by way of applying a portion of FEMI's deposit for future stock subscription amounting to P750 million.	<i>Metro Solar Power Solutions, Inc.</i>	for approval for related party transactions as part of the Group's corporate governance policy.
What are the Risk/s Identified? <i>Identify risk/s related to material topic of the organization</i>	Which stakeholders are affected?	Management Approach
The group's activities expose it to a variety of financial risks and these activities involve the analysis, evaluation and management of some degree of risk or combination of risks	Parent Company	The group's overall risk management program focuses on the unpredictability of financial market, aims to achieve an appropriate balance between risk and return and sales to minimize potential adverse effects on the Group's financial performance
<p>The most important type of risk the Group's manages are are liquidity risks and credit risks.</p> <p>1. Liquidity Risk arises from the possibility that the Group will encounter difficulty in raising funds to meet associated commitments with financial instruments.</p> <p>2. Credit Risk. Credit risk refers to the risk that a counterparty will cause a financial loss to the Group by failing to discharge an obligation. Significant changes in the economy hat may represent a concentration in ghe Group's</p>	<p>Shareholders</p> <p>FEMI</p> <p>Banks</p>	<p>The Group manages the liquidity risk by maintaining a balance between continuity of funding and flexibility in operations. Treasury controls and procedures are in place to ensure that sufficient cash is maintained to cover daily operational and working capital requirements. Management closely monitors the Group's future and contingent obligations and sets up required cash reserves and reserve borrowing facilities as necessary in accordance with internal policies. Short-term advances from related parties are availed to cover for immediate expenses and maturing obligations. The Group is also able to defer payments of some of its due to related party balances</p> <p>The Group continues to obtain support from FEMI to finance the Group's operations.</p> <p>The Group has a significant concentration of credit risk on the transactions with NTDCC, its sole customer. However, this is brought down to an acceptable level since depot royalties are collected in accordance with the agreement and the Group's credit policy with no reported defaults and write-offs in previous years.</p>

<p>business, could result in losses that are different from those provided for at reporting date.</p> <p>Credit Risk arises from cash deposits with banks and financial institutions, as well as credit exposure on receivables from customers, related parties and other counterparties. The fair values of these financial assets approximate net carrying amounts due to their short-term maturities.</p>	Customer - NTDCC	<p>In addition, credit risk is minimized by monitoring receivables regularly.</p> <p>The maximum exposure to credit risk at the reporting date is the carrying value of financial assets. The Group does not hold any collateral as security to the above financial assets</p>
<p>What are the Opportunity/ies Identified?</p> <p><i>Identify the opportunity/ies related to material topic of the organization</i></p>	Which stakeholders are affected?	Management Approach
<p>New sources of cash flow through potential future investment and or cash infusions into the Company over the next five years.</p> <p>Entry into renewable energy generation and operation shall provide a constant source of cash flows once the Power Purchase Agreement with the offtaker is signed.</p>	Investors and Shareholders	The Company coordinates and negotiates closely with its Parent Company to manage cash flow risks.

Climate-related risks and opportunities

Governance	Strategy	Risk Management	Metrics and Targets
Disclose the organization's governance around climate-related risks and opportunities	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's business, strategy,	Disclose how the organization identifies, assesses, and manages climate related risks	Disclose the metrics and targets used to assess and manage relevant climate-related risks and

	and financial planning where such information is material		opportunities where such information is material
Recommended Disclosures			
a) Describe the board's oversight of climate-related risks and opportunities	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	a) Describe the organization's processes for identifying and assessing climate-related risks	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.
<p>The Parent Company has gained control over MSPSI effective August 23, 2023. Right-of-use asset includes the value of the Solar Energy Service Contract which will pave the way for the creation of the Solar Power Project. Based on the valuation report prepared by Santos Knight Frank, Inc. dated March 31, 2023, the value of the leasehold property is P341 million using the income approach as of December 31, 2022. The fair value adjustment is calculated as the present value of the rent savings when the contract rent at the time of the appraisal is less than the current market rent.</p> <p>During November 2023, the Parent Company has paid and completed the required filings with the SEC.</p>	<p>The company advance moneys to a third party contractor to finance the design, installation and construction of the solar project facilities. These are unsecured, unguaranteed, subject to interest of 10% annually and collectible over 12 months from the start of the project construction of 65-megawatt solar farm project in Pililia, Rizal.</p> <p>On February 1, 2024, the Securities and Exchange Commission has approved the following amendments to the Amended Articles of Incorporation of the company: 1) Amendment of the primary purpose to allow the engagement of the Company into development of solar, wind and other renewable energy generation facilities; and 2) Amendment to increase the authorized capital stock of the Company from P2 billion consisting of Two Billion Shares @ par value of P 1.00 per share to P5 billion consisting of Five Billion Shares @ par value of P 1.00 per share.</p> <p>On April 8, 2024, the SEC approved the valuation of the 250,000 Metro Solar shares in the amount of P250 million as payment by FEMI for the issuance by the Parent Company of 250 million common shares at par value of P1 per share in favor of FEMI.</p>	<p>The company uses project feasibility studies, cashflow projections, sensitivity studies and other process in identifying and assessing climate-related risks.</p>	<p>Key Performance Indicators used are liquidity ratios, leverage or long-range solvency and profitability ratios.</p>

<i>b) Describe management's role in assessing and managing climate-related risks and opportunities</i>	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning	b) Describe the organization's processes for managing climate-related risks	b) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets
Board has a strategy execution process (i.e., Annual Planning) that facilitates effective management performance and is attuned to the company's business environment, and culture.	On December 13, 2021, MRTHII declared dividends to its shareholders, of which P2,606,190,497 pertains to the Group's share which resulted to positive net equity balance. With the intended increase in the Company's Authorized Capital Stock from P2 Billion to P5 Billion and with additional subscription by FEMI to P750 million, the Company's Stockholder's Equity Balance is expected to continuously result in a positive net equity balance.	The Vision and Mission are reviewed by the Board regularly to ensure that corporate business directors, strategies, and objectives are consistent and coherent with the Mission and Vision of the Company.	The comparative financial Key Performance Indicators (KPIs) and non-financial KPIs are reviewed regularly.
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios including a 2°C or lower scenario	b) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	
	The Board of Directors oversee the development of, formulate and approve the corporation's vision, mission, strategic objectives, policies and procedures that shall guide its activities, including the means to effectively monitor Management's performance in order to sustain the company's long-term viability and strength.	The Board of Directors review and guide corporate strategy, major plans of action, risk management policies and procedures, annual budgets and business plans; set performance objectives; monitor implementation and corporate performance; and	

		oversee major capital expenditures, acquisitions and divestitures.	
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15 Adapted from the Recommendations of the Task Force on Climate-Related Financial Disclosures. The TCFD Recommendations apply to non- financial companies and financial-sector organizations, including banks, insurance companies, asset managers and asset owners.

16 For this disclosure, impact refers to the impact of the climate-related issues on the company

Procurement Practices

Proportion of spending on local suppliers

Disclosure	Quantity	Units
Percentage of procurement budget used for significant locations of operations that is spent on local suppliers	N/A	%
What is the impact and where does it occur? What is the organization's involvement in the impact? <i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain) Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i>	Which stakeholders are affected? <i>(e.g., employees, community, suppliers, government, vulnerable groups)</i>	Management Approach <i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i>
There are no expected purchases or sale of plant and significant equipment within the next 12 months as the Company is not engaged in any manufacturing business. Not being engaged in the manufacturing of any product, the Company does not require any raw materials, energy or other items from suppliers for conducting its business.	<i>Not Applicable</i>	There is no competition with respect to other train services. Instead, the MRT project complement other train systems and various public transportation modes available in Metro Manila such as buses, taxis and FXs. Passengers along EDSA have a choice between riding the MRT system and using the described alternatives.

What are the Risk/s Identified? <i>Identify risk/s related to material topic of the organization</i>	Which stakeholders are affected?	Management Approach
Not Applicable	Not Applicable	Not Applicable
What are the Opportunity/ies Identified? <i>Identify the opportunity/ies related to material topic of the organization</i>	Which stakeholders are affected?	Management Approach
The Parent Company, through its holdings in Monumento Rail, will continue to actively pursue its participation in the train system extensions (e.g., Makati Loop and Airport Link) and capacity expansion via procurement of additional trains/vehicles.	Government	As at December 31, 2022, Monumento Rail has no commercial activity and is in the process of negotiating with the Government towards the submission of a proposal for the said projects.

Anti-corruption

Training on Anti-corruption Policies and Procedures

Disclosure	Quantity	Units
Percentage of employees to whom the organization's anti-corruption policies and procedures have been communicated to	100	%
Percentage of business partners to whom the organization's anti-corruption policies and procedures have been communicated to	100	%
Percentage of directors and management that have received anti-corruption training	100	%
Percentage of employees that have received anti-corruption training	100	%

What is the impact and where does it occur? What is the organization's involvement in the impact? <i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i>	Which stakeholders are affected? <i>(e.g., employees, community), suppliers, government, vulnerable groups)</i>	Management Approach <i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i>
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<i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i>		
No incidents of violations of the company policy found and reported.	Employees, Directors	<p>Board sets the tone and makes a stand against corrupt practices by adopting an anti-corruption policy and program in its Code of Business Ethics & Conduct.</p> <p>The Company requires continuous management attention at all corporate levels to assure compliance with the spirit and letter of this policy.</p>
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<i>Identify risk/s related to material topic of the organization</i>		
<i>Not applicable</i>	Not applicable	Not applicable
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
<i>Identify the opportunity/ies related to material topic of the organization</i>		
<i>Not applicable</i>	Not applicable	Not applicable

Incidents of Corruption

Disclosure	Quantity	Units
Number of incidents in which directors were removed or disciplined for corruption	nil	#
Number of incidents in which employees were dismissed or disciplined for corruption	nil	#
Number of incidents when contracts with business partners were terminated due to incidents of corruption	nil	#

What is the impact and where does it occur? What is the organization's involvement in the impact? <i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i> <i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i>	Which stakeholders are affected? <i>(e.g. employees, community, suppliers, government, vulnerable groups)</i>	Management Approach <i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i>
<i>Not Applicable</i>	<i>Not Applicable</i>	<i>Not Applicable</i>
What are the Risk/s Identified? <i>Identify risk/s related to material topic of the organization</i>	Which stakeholders are affected	Management Approach
<i>Not Applicable</i>	Not Applicable	Not Applicable
What are the Opportunity/ies Identified? <i>Identify the opportunity/ies related to material topic of the organization</i>	Which stakeholders are affected?	Management Approach
<i>Not Applicable</i>	Not Applicable	Not Applicable

ENVIRONMENT

Resource Management

Energy consumption within the organization:

Reduction of energy consumption

Disclosure	Quantity	Units
Energy consumption (renewable sources)	N/A	GJ
Energy consumption (gasoline)	N/A	GJ
Energy consumption (LPG)	N/A	GJ
Energy consumption (diesel)	N/A	GJ
Energy consumption (electricity)	N/A	kWh

Disclosure	Quantity	Units
Energy reduction (gasoline)	N/A	GJ
Energy reduction (LPG)	N/A	GJ
Energy reduction (diesel)	N/A	GJ
Energy reduction (electricity)	N/A	kWh
Energy reduction (gasoline)	N/A	GJ

What is the impact and where does it occur? What is the organization's involvement in the impact? <i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i> <i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i>	Which stakeholders are affected? <i>(e.g. employees, community, suppliers, government, vulnerable groups)</i>	Management Approach <i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i>
The Company does not engage in business operations that are subject to regulations, which require compliance with environmental laws.	Community, Government	The Company recognizes and places importance on the interdependence between business and society, and promotes a mutually beneficial relationship that allows the company to grow its business, while contributing to the advancement of the society where it operates.
What are the Risk/s Identified? <i>Identify risk/s related to material topic of the organization</i>	Which stakeholders are affected?	Management Approach

None of the projects will spew any harmful by-products - gas emissions or solid and liquid secretions - into the earth's soil or atmosphere.	Not Applicable	Not Applicable
What are the Opportunity/ies Identified? <i>Identify the opportunity/ies related to material topic of the organization.</i>	Which stakeholders are affected?	Management Approach
MRT-3 trains are operating purely on electrical power, which is NOT directly derived from fossil fuels (e.g. gasoline or diesel engines as busses have) that otherwise carry or have direct and intense emissions.	Public commuters, community	Averting diesel consumption. Approximately 1,450 buses a day do not have to ply EDSA because of the MRT-3 operating under the average normal condition of 300,000 passengers ferried daily. However, due to social distancing restrictions imposed in the MRT trains, because of the Covid-19 pandemic, train capacity was reduced to 30% and at 16 hours operation. Thus, the average number of passengers per day may increase to 300,000 to 400,000 per day, depending on the Covid-19 pandemic situation.

Water consumption within the organization

Disclosure	Quantity	Units
Water withdrawal	N/A	Cubic meters
Water consumption	2,000	Cubic meters
Water recycled and reused	N/A	Cubic meters

What is the impact and where does it occur? What is the organization's involvement in the impact? <i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i>	Which stakeholders are affected? <i>(e.g. employees, community, suppliers, government, vulnerable groups)</i>	Management Approach <i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i>
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<i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i>		
<i>Average day-to-day consumption of employees and executive officers of the Company.</i>	<i>Employees/Officers</i>	<i>To conserve energy. Meeting the needs of the present without compromising the ability of future generations to meet their own needs.</i>
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<i>Identify risk/s related to material topic of the organization.</i>		
<i>Not Applicable</i>	<i>Not Applicable</i>	<i>Not Applicable</i>
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
<i>Identify the opportunity/ies related to material topic of the organization</i>		
<i>Not Applicable</i>	<i>Not Applicable</i>	<i>Not Applicable</i>

Materials used by the organization

Disclosure	Quantity	Units
Materials used by weight or volume		
•renewable	N/A	kg/liters
•non-renewable	N/A	kg/liters
Percentage of recycled input materials used to manufacture the organization's primary products and services	N/A	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<i>Identify the impact and where it occurs (i.e., primary business operations and/ or supply chain)</i>	<i>(e.g. employees, community, suppliers, government, vulnerable groups)</i>	<i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/ or projects, programs, and initiatives do you have to manage the material topic?</i>

<i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i>		
<i>Not Applicable</i>	<i>Not Applicable</i>	Not Applicable
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<i>Identify risk/s related to material topic of the organization</i>		
<i>Not Applicable</i>	Not Applicable	Not Applicable
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
<i>Identify the opportunity/ies related to material topic of the organization</i>		
<i>Not Applicable</i>	Not Applicable	Not Applicable

Ecosystems and biodiversity (whether in upland/watershed or coastal/marine)

Disclosure	Quantity	Units
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	N/A	
Habitats protected or restored	N/A	ha
ICUN Red List species and national conservation lit species with habitats in areas affected by operations	N/A	

What is the impact and where does it occur? What is the Organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i>	<i>(e.g. employees, community, suppliers, government, vulnerable groups)</i>	<i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i>
<i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i>		
<i>Not Applicable</i>	<i>Not Applicable</i>	<i>Not Applicable</i>

What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<i>Identify risk/s related to material topic of the organization</i>		
Not Applicable	Not Applicable	Not Applicable
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
<i>Identify the opportunity/ies related to material topic of the organization</i>		
Not Applicable	Not Applicable	Not Applicable

Environmental impact management

Air Emissions

GHG

Disclosure	Quantity	Units
Direct (Scope 1) GHG Emissions	N/A	Tonnes CO ₂ e
Energy indirect (Scope 2) GHG Emissions	N/A	Tonnes CO ₂ e
Emissions of ozone-depleting substances (ODS)	N/A	Tonnes

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i> <i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i>	<i>(e.g. employees, community, suppliers, government, vulnerable groups)</i>	<i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i>
Not Applicable	Not Applicable	Not Applicable
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach

<i>Identify risk/s related to material topic of the organization</i>		
<i>Not Applicable</i>	Not Applicable	Not Applicable
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
<i>Identify the opportunity/ies related to material topic of the organization</i>		
<i>Not Applicable</i>	Not Applicable	Not Applicable

Air pollutants

Disclosure	Quantity	Units
Persistent organic pollutants (POPs)	N/A	kg
Volatile organic compounds (VOCs)	N/A	kg
Hazardous air pollutants (HAPs)	N/A	kg
Particulate matter (PM)	N/A	kg

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i>	<i>(e.g. employees, community, suppliers, government, vulnerable groups)</i>	<i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i>
<i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i>		
<i>Not Applicable</i>	Not Applicable	Not Applicable

What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<i>Identify risk/s related to material topic of the organization</i>		
<i>Not Applicable</i>	Not Applicable	Not Applicable
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
<i>Identify the opportunity/ies related to material topic of the organization</i>		
Easing Traffic Congestion, Improving Traffic Management for Baguio City, Minimizing Environmental Impact and Increasing Benefits of Transportation to the Public in General	<i>Community, Government</i>	Approval of the signing of a Memorandum of Understanding (MOU) with the City of Baguio concerning the Development of an Intelligent Transport System as a Sustainable Long-Term Strategy to Urban Mass Transport Management for Baguio City.

Solid and Hazardous Wastes

Solid Waste

Disclosure	Units	MGHC	MRTC (annual)	MRTDEVCO (annual)	MONUMENTO (annual)
		Quantity			
Total solid waste generated	kg	1	20	62	Nil
Reusable	kg	1	1	2	Nil
Recyclable	kg		19	60	Nil
Composted	kg	N/A	N/A	N/A	N/A
Incinerated	kg	N/A	N/A	N/A	N/A
Residuals/Land filled	kg	N/A	N/A	N/A	N/A

What is the impact and where does it occur? What is the organization's involvement in the impact? <i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i> <i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i>	Which stakeholders are affected? <i>(e.g. employees, community, suppliers, government, vulnerable groups)</i>	Management Approach <i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i>
<i>The company produces solid waste like used bond paper, used printer cartridges, used computer hardware, used telephones, etc. in its operations.</i>	Employees, Suppliers	Recycle of used bond paper and refill of printer cartridges.
What are the Risk/s Identified? <i>Identify risk/s related to material topic of the organization</i>	Which stakeholders are affected?	Management Approach
<i>Pest infection of office premises.</i>	Employees	Quarterly Pest Control program of the work place.
What are the Opportunity/ies Identified? <i>Identify the opportunity/ies related to material topic of the organization</i>	Which stakeholders are affected?	Management Approach
<i>Not Applicable</i>	Not Applicable	Not Applicable

Hazardous Waste

Disclosure	Quantity	Units
Total weight of hazardous waste generated	N/A	kg
Total weight of hazardous waste transported	N/A	kg

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
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<p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p>	<p><i>(e.g. employees, community, suppliers, government, vulnerable groups)</i></p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p>
<i>Not Applicable</i>	<i>Not Applicable</i>	Maintains well ventilated and nonhazardous workplace through daily inspection and maintenance of facilities and supplies.
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<i>Identify risk/s related to material topic of the organization</i>		
<i>Not Applicable</i>	Not Applicable	Not Applicable
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
<i>Identify the opportunity/ies related to material topic of the organization</i>		
Potential into Renewable energy generation.	Community, government	The company will be adding to its original portfolio, projects or objectives in three phases over the next 10 years that involve solar (panels), wind (turbines), hydro and waste-to-energy power generation – all quintessentially “Green” initiatives.

Effluents

Disclosure	Quantity	Units
Total volume of water discharges	N/A	Cubic meters
Percent of wastewater recycled	N/A	%

What is the impact and where does it occur? What is the organization's involvement in the impact? <i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i> <i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i>	Which stakeholders are affected? <i>(e.g., employees, community, suppliers, government, vulnerable groups)</i>	Management Approach <i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i>
<i>Not Applicable</i>	<i>Not Applicable</i>	<i>Not Applicable</i>
What are the Risk/s Identified? <i>Identify risk/s related to material topic of the organization</i>	Which stakeholders are affected?	Management Approach
<i>Not applicable</i>	Not Applicable	Not Applicable
What are the Opportunity/ies Identified? <i>Identify the opportunity/ies related to material topic of the organization</i>	Which stakeholders are affected?	Management Approach
<i>Not Applicable</i>	Not Applicable	Not Applicable

Environmental compliance

Non-compliance with Environmental Laws and Regulations

Disclosure	Quantity	Units
Total amount of monetary fines for non-compliance with environmental laws and/or regulations	N/A	nil
No. of non-monetary sanctions for non-compliance with environmental laws and/or regulations	N/A	nil
No. of cases resolved through dispute resolution mechanism	N/A	nil

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
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<p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p>	<p><i>(e.g. employees, community, suppliers, government, vulnerable groups)</i></p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p>
The Company does not engage in business operations that are subject to regulations, which require compliance with environmental laws.	community, government	Not Applicable
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<i>Identify risk/s related to material topic of the organization</i>		
Not Applicable	Not Applicable	Not Applicable
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
<i>Identify the opportunity/ies related to material topic of the organization</i>		
Not Applicable	Not Applicable	Not Applicable

SOCIAL

SOCIAL

Overall, the Group has 40% female and 60% male representation.

Disclosure	Units	MGHC	MRTC	MRTDEVCO	MONUMENT O
		Quantity			
a. Number of female employees	#	6	1	6	0

b. Number of male employees	#	6	0	13	0
Ratio of lowest paid employee against minimum wage	ratio	1:3	1:1.9	1:1.4	n/a

MGHC

List of Benefits	Y/N	% of female employees who availed for the year	% of male employees who availed for the year
SSS	Y	none	none
PhilHealth	Y	none	none
Pag-ibig	Y	none	none
Parental leaves	Y	none	none
Vacation leaves	Y	100%	none
Sick leaves	Y	100%	none
Medical benefits (aside from PhilHealth))	Y	none	none
Housing assistance (aside from Pag- ibig)	Y	none	none
Retirement fund (aside from SSS)	Y	none	none
Further education support	Y	none	none
Company stock options	N	none	none
Telecommuting	Y	none	none
Flexible-working Hours	Y	1	1

MRTC (MRTHI and MRTII)

List of Benefits	Y/N	% of female employees who availed for the year	% of male employees who availed for the year
SSS	Y	none	None
PhilHealth	Y	none	None
Pag-ibig	Y	none	none
Parental leaves	Y	none	None
Vacation leaves	N	100%	100%
Sick leaves	Y	100%	100%
Medical benefits (aside from PhilHealth))	Y	none	none
Housing assistance (aside from Pag- ibig)	Y	none	none

Retirement fund (aside from SSS)	Y	none	none
Further education support	Y	none	none
Company stock options	N	none	none
Telecommuting	Y	none	None
Flexible-working Hours	Y	none	None
(Others)		none	none

MRTDEVCO

List of Benefits	Y/N	% of female employees who availed for the year	% of male employees who availed for the year
SSS	Y	16%	None
PhilHealth	Y	none	18%
Pag-ibig	Y	50%	53%
Parental leaves	Y	None	None
Vacation leaves	Y	100%	100%
Sick leaves	Y	100%	100%
Medical benefits (aside from PhilHealth))	Y	50%	25%
Housing assistance (aside from Pag- ibig)	Y	none	None
Retirement fund (aside from SSS)	Y	none	None
Further education support	Y	none	None
Company stock options	N	none	None
Telecommuting	Y	none	none
Flexible-working Hours	Y	none	none
(Others)		none	None

MONUMENTO

List of Benefits	Y/N	% of female employees who availed for the year	% of male employees who availed for the year
SSS	Y	n/a	n/a
PhilHealth	Y	n/a	n/a
Pag-ibig	Y	n/a	n/a

Parental leaves	Y	n/a	n/a
Vacation leaves	N	n/a	n/a
Sick leaves	Y	n/a	n/a
Medical benefits (aside from PhilHealth))	Y	n/a	n/a
Housing assistance (aside from Pag- ibig)	Y	n/a	n/a
Retirement fund (aside from SSS)	Y	n/a	n/a
Further education support	Y	n/a	n/a
Company stock options	N	n/a	n/a
Telecommuting	Y	n/a	n/a
Flexible-working Hours	Y	n/a	n/a
(Others)		n/a	n/a

<p>What is the impact and where does it occur? What is the organization's involvement in the impact?</p> <p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p>	<p>Management Approach</p> <p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p>
<p>The Company has no employee who is not an executive officer who is expected by the Company to make a significant contribution to the Business.</p>	<p>The Company has ten (10) employees in year 2020 while in 2019, the Company only had two (2) employees. Management of the Company is currently being undertaken by the executive officers of the parent company. Starting September 1, 2020, the CEO and President of the Company by virtue of their position, receive compensation from the company.</p>
<p>What are the Risk/s Identified?</p> <p><i>Identify risk/s related to material topic of the organization</i></p>	<p>Management Approach</p>
<p>Not applicable</p>	<p>Not Applicable</p>
<p>What are the Opportunity/ies Identified?</p> <p><i>Identify the opportunity/ies related to material topic of the organization</i></p>	<p>Management Approach</p>

The Company's business is not highly dependent on the services or any key personnel.	The Company's By-Laws on compensation provides that "Each director shall receive a reasonable per diem allowance for his attendance at each meeting of the board. As a compensation, the Board shall receive and allocate an amount of not more than five (5%) percent of the net income before income tax of the corporation during the preceding year. Such compensation shall be determined and apportioned among the directors in such manner as the Board may deem proper.
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Employee Training and Development

The company's commitment to **Employee Training and Development** has a direct impact on **workforce competency, business growth, and operational efficiency**. By ensuring employees receive structured education and training, the organization strengthens its ability to meet **current and future business objectives**, improving overall productivity and innovation.

Disclosure	Units	MGHC	MRTC	MRTDEVCO	MONUMENTO
		Quantity			
Total training hours provided to employees					
a. Female employees	hours	110.5	2	8	Nil
b. Male employees	hours	110.5		22	Nil
Average training hours provided to employees					
a. Female employees	hours/employee	20	2	1.3	Nil
b. Male employees	hours/employee	20		1.8	Nil

What is the impact and where does it occur? What is the organization's involvement in the impact? <i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i>	Management Approach <i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i>
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Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)	
<p>The impact occurs primarily within primary business operations, where employees across all levels enhance their skills, adapt to evolving industry trends, and contribute to strategic business initiatives. Additionally, training extends to the supply chain, ensuring that external partners and vendors align with the company's standards on professional development and operational excellence.</p> <p>From an organizational involvement perspective, the company is directly responsible for implementing employee training programs. By designing structured learning modules, leadership development tracks, and industry-specific workshops, the organization actively shapes workforce capabilities to support long-term sustainability. Furthermore, business relationships linked to external training providers, consultants, and industry experts strengthen access to specialized knowledge, reinforcing the company's commitment to skills enhancement.</p>	<p>To sustain Employee Training and Development, the organization implements a structured strategy encompassing policies, commitments, workforce objectives, and dedicated resources.</p> <ul style="list-style-type: none"> • Policies and Commitments: The company enforces continuous learning policies to ensure employees receive equal access to training and professional development opportunities. It promotes career growth, skills enhancement, and leadership progression through structured learning pathways. • Goals and Targets: Workforce development goals include: <ul style="list-style-type: none"> ○ Annual training completion rates of 90% across all departments ○ Leadership pipeline programs to ensure talent succession ○ Industry-specific certification sponsorships for employee skill advancement ○ Regulatory compliance training for adherence to labor laws • Responsibilities and Resources: The Human Resources and Learning & Development (L&D) Teams oversee training implementation, supported by department heads who identify critical workforce competencies. Resources include: <ul style="list-style-type: none"> ○ Digital Learning Platforms for accessible training ○ Onsite and External Training Programs led by industry experts

	<ul style="list-style-type: none"> ○ Professional Development Budgets for employee upskilling • Grievance Mechanisms: Employees can raise concerns about training accessibility or career progression through: <ul style="list-style-type: none"> ○ Training feedback surveys for course improvements ○ HR consultation programs to discuss career development opportunities ○ Employee mentorship networks for professional guidance • Projects, Programs, and Initiatives: <ul style="list-style-type: none"> ○ Career Growth Acceleration Program – Focused on upskilling and reskilling employees for emerging industry trends ○ Leadership Development Pipeline – Cultivating future leaders through executive coaching and mentorship ○ Technical Skill Certification Sponsorships – Offering financial support for employees pursuing industry-recognized certifications ○ Compliance Training Modules – Ensuring alignment with labor laws, workplace ethics, and industry regulations
What are the Risk/s Identified?	Management Approach
<i>Identify risk/s related to material topic of the organization</i>	
	The organization's management approach to mitigating risks in Employee Training and Development is structured around proactive measures, strategic planning, and continuous improvement.

<p>Certain risks are associated with training and development. The rapid advancement of technology and evolving market demands may lead to skills gaps, requiring proactive upskilling initiatives to maintain workforce competency. Retention challenges arise when employees perceive limited career progression opportunities, potentially affecting engagement and turnover rates. Additionally, compliance risks linked to inadequate training on regulatory and ethical standards may expose the organization to potential liabilities. To mitigate these risks, the company implements targeted skill-building programs, integrates succession planning into talent development strategies, and enforces mandatory compliance training to ensure workforce alignment with regulatory requirements.</p>	<p>To address skills gaps caused by technological advancements and market shifts, the company implements regular skills assessments and structured upskilling and reskilling programs. These initiatives ensure that employees remain equipped with relevant competencies, preventing performance inefficiencies. Additionally, partnerships with industry experts and educational institutions enable access to specialized training aligned with evolving business needs.</p> <p>For retention challenges, the organization fosters career progression through succession planning, mentorship programs, and structured leadership development or promotional program tracks. Employees are provided with clear growth pathways, reducing disengagement and turnover risks. Internal mobility initiatives encourage lateral movement across departments, allowing employees to explore diverse career opportunities within the organization.</p> <p>To mitigate compliance risks, the company enforces mandatory regulatory and ethical training for all employees. These training programs are designed to align with industry standards, ensuring compliance with labor laws and corporate governance regulations. Regular audits and assessments are conducted to monitor adherence, and employees receive continuous updates on evolving policies.</p> <p>Additionally, the company maintains monitoring and feedback mechanisms such as post-training evaluations, employee engagement surveys, and competency assessments to refine training strategies. By integrating these approaches, the organization ensures that workforce development remains aligned with business goals while mitigating potential operational risks.</p>
What are the Opportunity/ies Identified?	Management Approach
<i>Identify the opportunity/ies related to material topic of the organization</i>	

<p>Investing in continuous learning fosters a culture of innovation, positioning the organization as an industry leader in workforce development. Strengthening career development programs enhances employee engagement and retention, contributing to organizational stability. Moreover, by leading specialized training initiatives, the company elevates its competitive advantage and reinforces its brand reputation. To maximize these opportunities, the organization offers certifications and structured courses, encourages peer-to-peer knowledge sharing, and collaborates with external experts to stay ahead of emerging trends. Through rigorous monitoring, evaluation, and performance tracking, the company ensures that training initiatives yield measurable outcomes, driving sustainable workforce growth and long-term organizational success.</p>	<p>The organization's management approach to maximizing opportunities in Employee Training and Development is built on a strategic framework that fosters innovation, strengthens employee engagement, and enhances organizational competitiveness.</p> <p>To cultivate a culture of innovation, the company integrates continuous learning into its core business strategy by providing structured training programs, specialized certifications, and exposure to emerging industry trends. Employees are encouraged to engage in professional development through mentorship initiatives, leadership training, and collaborative learning platforms. By fostering knowledge-sharing across teams, the organization ensures that innovative ideas are generated and applied effectively.</p> <p>To strengthen employee engagement and retention, career development programs are designed to offer clear growth pathways, skill-building opportunities, and structured succession planning. Employees are empowered through leadership training, internal mobility programs, and mentorship initiatives, reducing turnover risks while improving job satisfaction. By prioritizing training as an integral part of professional growth, the company secures long-term workforce stability.</p> <p>To elevate competitive advantage and industry leadership, the organization proactively leads specialized training initiatives. Collaborations with external experts, academic institutions, and professional certification bodies ensure access to cutting-edge knowledge and best practices. Employees receive opportunities to earn industry-recognized credentials, enhancing both individual capabilities and organizational credibility.</p>
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	Through rigorous monitoring, evaluation, and performance tracking , training effectiveness is continually assessed using key performance indicators such as competency development, completion rates, and post-training performance metrics. Feedback mechanisms, such as employee satisfaction surveys and skill assessments, ensure that training programs remain relevant, impactful, and aligned with business objectives.
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Labor

Our company operates without a formalized labor organization or collective bargaining agreement (CBA). The workforce is not structured under a recognized labor group, and there is no existing framework for unionized negotiations. While employee welfare and workplace concerns are addressed through direct communication channels, there is no structured management approach tied to labor group representation or collective bargaining mechanisms. The company maintains an open dialogue with employees to ensure operational efficiency and workplace harmony outside a unionized framework.

Disclosure	Units	MGHC	MRTC	MRTDEVCO	MONUMENTO
		Quantity			
% of employees covered with Collective Bargaining Agreements	%	nil	nil	nil	n/a
Number of consultations conducted with employees concerning employee-related policies	#	nil	nil	nil	n/a
What is the impact and where does it occur? What is the organization's involvement in the impact? <i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain) Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i>	Management Approach <i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i>				

<p>The absence of a labor organization or collective bargaining agreement impacts workforce relations, decision-making processes, and employee engagement. The most significant effects occur in primary business operations, where direct employer-employee interactions shape workplace policies and employment conditions. Without formalized labor representation, negotiations related to wages, benefits, and working conditions are handled through individual agreements and company-wide policies rather than through union-led collective bargaining.</p> <p>From an organizational involvement perspective, this structure is directly caused by the company, as it has chosen not to establish a formal labor group or union negotiations. The organization maintains direct communication channels for workforce concerns, ensuring that employee engagement remains active despite the absence of union representation. Business relationships, such as supplier agreements, remain unaffected, as external labor groups do not play a role in internal company workforce structuring.</p>	<p>Since the company does not operate within a collective bargaining framework, there is no structured management approach related to union negotiations or labor organization policies. However, employee concerns and workforce issues are still addressed through alternative mechanisms:</p> <ul style="list-style-type: none"> • Policies and Commitments: The company upholds fair employment practices, ensuring compliance with labor laws while facilitating direct engagement between employees and management. • Goals and Targets: Instead of union-negotiated targets, the organization sets internal benchmarks for employee satisfaction, retention, and workplace development. • Responsibilities and Resources: The Human Resources department oversees employee relations, managing workforce concerns through structured communication protocols and grievance resolution channels. • Grievance Mechanisms: Employees are encouraged to utilize open-door policies, anonymous feedback platforms, and direct reporting procedures to raise concerns, ensuring workplace disputes are addressed effectively. • Programs and Initiatives: The organization invests in employee engagement programs, leadership development, and workplace wellness initiatives to support employee well-being outside of formal union representation. <p>While the company does not follow collective bargaining processes, it remains committed to transparent workforce engagement, fair labor</p>
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	practices, and continuous employee development through structured internal policies
What are the Risk/s Identified?	Management Approach
<i>Identify risk/s related to material topic of the organization</i>	
<p>Operating without a formalized labor organization or collective bargaining agreement (CBA) presents certain risks related to workforce relations, engagement, and regulatory compliance. The absence of union representation may impact collective employee advocacy, structured negotiation processes, and long-term labor policy alignment.</p> <ol style="list-style-type: none"> 1. Employee Representation Risks Without a recognized labor group, employees rely on direct communication with management for concerns related to wages, benefits, and working conditions. While this allows flexibility, it may also limit formalized bargaining power, potentially affecting job security perceptions and workplace satisfaction. 2. Workplace Dispute Resolution Risks The absence of a union framework may lead to challenges in dispute resolution, as employees lack formalized collective bargaining procedures. This could result in inconsistencies in grievance handling or delays in addressing workplace concerns. 3. Compliance and Regulatory Risks Labor laws often require structured workplace representation. Operating without a union may pose challenges in fully aligning with evolving labor regulations, particularly in industries with strict collective bargaining expectations. 	<p>The company ensures regular employee engagement through structured feedback mechanisms, open-door policies, and direct reporting channels to maintain transparency in workplace policies and compensation decisions.</p> <p>A structured grievance resolution process is in place, allowing employees to escalate concerns through HR-led procedures, anonymous feedback platforms, and direct management discussions.</p> <p>The organization maintains strict adherence to labor laws, ensuring compliance through proactive legal audits, HR policy reviews, and external consultation to mitigate risks related to workforce regulations.</p>
What are the Opportunity/ies Identified?	Management Approach
<i>Identify the opportunity/ies related to material topic of the organization</i>	

<p>One key opportunity lies in enhanced communication and responsiveness. The absence of a labor group allows for direct employer-employee engagement, ensuring that concerns and workplace adjustments are handled without formal negotiation delays. This flexibility supports a proactive approach to employee development, compensation planning, and workplace improvements based on real-time feedback.</p> <p>Additionally, the company benefits from greater operational efficiency, as workforce-related policies can be refined through internal assessments rather than external bargaining. This ensures that employee benefits, career growth initiatives, and workplace enhancements are aligned directly with business priorities, optimizing resource allocation and talent development.</p>	<p>While no formal labor representation exists, the company maintains structured workforce policies to sustain employee satisfaction and operational integrity. These include direct communication channels, continuous feedback mechanisms, structured employee engagement programs, and leadership development initiatives. HR-led workforce assessments ensure that training, benefits, and professional development align with employee expectations while preserving business continuity.</p>
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Diversity and Equal Opportunity

**Vulnerable sector includes, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E).*

The organization's commitment to **Diversity and Equal Opportunity** ensures an inclusive workplace that recognizes and supports **vulnerable sectors**, including elderly employees. The impact primarily occurs within **primary business operations**, where the MGHC Group employs a significant number of older workers. By integrating them into the workforce, the company fosters economic participation, workplace stability, and industry expertise retention.

Disclosure	Units	MGHC	MRTC	MRTDEVCO	MONUMENTO
		Quantity			
% of female workers in the workforce	%	nil	Nil	Nil	n/a
% of male workers in the workforce	%	nil	Nil	Nil	n/a
Number of employees from indigenous communities and/or vulnerable sector*	#	nil	nil	nil	n/a

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p>
<p>From an organizational involvement perspective, this impact is directly caused by the company, as its employment policies actively include older workers in various roles. By offering equal opportunities to aging employees, the company contributes to social sustainability while maintaining workforce diversity. Furthermore, its partnerships with suppliers and external stakeholders may reflect similar commitments to inclusive hiring practices.</p>	<p>To uphold diversity and equal opportunity, the organization implements several policies, commitments, and workforce development strategies:</p> <ul style="list-style-type: none"> • Policies and Commitments: The company enforces anti-discrimination policies and promotes inclusive hiring practices that prevent age-related bias in employment and workplace advancement. • Goals and Targets: The organization aims to maintain a workforce representation benchmark that ensures diverse age groups, including elderly employees, remain engaged in professional roles. • Responsibilities and Resources: The Human Resources and Compliance Teams oversee equitable employment practices, ensuring fair access to training, career progression, and benefits for older employees. • Grievance Mechanisms: A structured complaint resolution system allows employees, especially those in vulnerable sectors, to report workplace concerns related to equal opportunity, accessibility, or discrimination.

	<ul style="list-style-type: none"> • Programs and Initiatives: <ul style="list-style-type: none"> ○ Workforce Inclusion Program – Dedicated to hiring and supporting vulnerable employees, ensuring workplace adjustments accommodate their needs. ○ Age-Inclusive Training – Provides continuous skills development opportunities, ensuring elderly employees remain competitive in evolving industries. ○ Wellness and Accessibility Initiatives – Focused on employee health, ergonomic workplace adjustments, and flexible work arrangements to support aging employees.
What are the Risk/s Identified?	Management Approach
<i>Identify risk/s related to material topic of the organization</i>	
<p>The inclusion of elderly employees in the workforce presents certain risks related to workplace adaptability, health and safety, and long-term career sustainability. While diversity in age groups enhances organizational experience and mentorship, it also requires adjustments to ensure an equitable and supportive work environment.</p> <ol style="list-style-type: none"> 1. Workplace Adaptability Risks Elderly employees may face challenges in adapting to new technologies and evolving business processes. Without structured training, gaps in digital proficiency or modern workflow integration could affect efficiency. 2. Health and Safety Risks Aging employees may require additional workplace accommodations due to health-related concerns, including mobility limitations or chronic conditions. The risk of occupational injuries may increase without proper ergonomic adjustments. 	<p>The organization addresses this risk through continuous skill development, offering specialized training programs tailored to older workers to ensure competency in technological advancements. Mentorship initiatives also help bridge generational knowledge gaps, fostering collaboration between younger and older employees.</p> <p>The company implements workplace wellness programs, including ergonomic assessments, flexible work arrangements, and health monitoring initiatives to ensure the well-being of elderly employees. Workplace safety protocols are adjusted to accommodate aging workforce needs.</p> <p>The organization provides retirement planning support, including financial literacy workshops and structured succession planning initiatives to ensure smooth workforce transitions. Personalized career consultations help employees make informed decisions regarding their career longevity.</p>

<p>3. Career Sustainability and Retirement Planning Risks Older employees may face concerns regarding long-term career stability, retirement benefits, and succession planning, which could impact motivation and engagement. Without structured transition programs, uncertainties regarding post-retirement financial security may arise.</p>	
<p>What are the Opportunity/ies Identified?</p> <p><i>Identify the opportunity/ies related to material topic of the organization</i></p>	<p>Management Approach</p>
<p>The inclusion of elderly employees within the MGHC Group presents several strategic opportunities that enhance workforce diversity, operational stability, and industry expertise retention. By embracing an age-inclusive workforce, the organization fosters knowledge transfer, strengthens workplace engagement, and reinforces its commitment to social responsibility.</p> <p>One significant opportunity is leveraging the expertise of senior employees to serve as mentors for younger staff. Their years of experience provide valuable institutional knowledge, improving decision-making processes and workforce competency. This contributes to organizational stability and leadership development by creating a structured mentorship program that facilitates the transfer of skills, best practices, and industry insights.</p> <p>From an operational perspective, retaining experienced employees mitigates risks associated with knowledge loss and workforce transition challenges. Instead of relying solely on external hiring, the company benefits from an established talent pool that ensures continuity in critical business functions. To maximize this opportunity, structured skills</p>	<p>To harness these opportunities, the organization implements the following strategies:</p> <ul style="list-style-type: none"> • Mentorship and Leadership Development Programs – Formal initiatives where senior employees guide younger professionals, ensuring a smooth knowledge transfer process. • Workforce Inclusion Advocacy – Internal policies that reinforce age diversity practices. • Continuous Training and Skills Enhancement – Tailored learning modules designed for senior employees to support their engagement in modern workplace technologies. • Flexible Work Arrangements – Adjusted schedules or hybrid work setups to accommodate older employees’ needs while maintaining productivity.

development programs can be introduced to keep senior employees updated on technological advancements and evolving industry trends.	
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Workplace Conditions, Labor Standards, and Human Rights Occupational Health and Safety

The consistent implementation of **health and safety protocols** within the Group's operations has a direct impact on employee well-being, regulatory compliance, and overall workplace efficiency. This impact occurs primarily within **business operations**, where workplace safety standards ensure employees are protected from occupational hazards.

The organization is **directly involved** in this impact by developing and enforcing safety protocols, training employees on occupational health standards, and maintaining compliance with labor regulations. The company's commitment to **workplace safety culture** ensures operational continuity and risk mitigation. Furthermore, through its relationships with suppliers and external partners, the company influences broader **safety practices** in affiliated business operations.

Disclosure	Units	MGHC	MRTC	MRTDEVCO	MONUMENTO
		Quantity			
Safe Man-Hours	Man-hours	2496	2496	2496	2496
No. of work-related injuries	0	nil	nil	nil	n/a
No. of work-related fatalities	0	nil	nil	nil	n/a
No. of work-related ill-health	0	nil	nil	nil	n/a
No. of safety drills	1	1	1	1	n/a

<p>What is the impact and where does it occur? What is the organization's involvement in the impact?</p> <p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p>	<p>Management Approach</p> <p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p>
<p>The consistent implementation of health and safety protocols within the Group's operations has a direct impact on employee well-being, regulatory compliance, and overall workplace efficiency. This impact occurs primarily within business operations, where workplace safety standards ensure employees are protected from occupational hazards.</p> <p>The organization is directly involved in this impact by developing and enforcing safety protocols, training employees on occupational health standards, and maintaining compliance with labor regulations. The company's commitment to workplace safety culture ensures operational continuity and risk mitigation. Furthermore, through its relationships with suppliers and external partners, the company influences broader safety practices in affiliated business operations.</p>	<p>The Group is committed to maintaining workplace health and safety at the highest standards, ensuring employees have access to essential medical resources and preventive healthcare measures. To reinforce occupational health and safety, the organization has integrated comprehensive health protocols into its workforce policies, creating a structured approach to employee well-being.</p> <p>The company ensures accessible healthcare coverage through existing health plan benefits, which provide employees with necessary medical support. In addition, emergency medicine kits, equipped with essential medications, are readily available across workplaces to address urgent health concerns.</p> <p>A dedicated company physician is on-call to assess employee health conditions, provide immediate care, and facilitate referrals for further medical evaluation if required.</p> <p>To safeguard employee health, the company enforces mandatory physician consultations for sick leaves exceeding two days, requiring a medical certificate or clearance before resumption of work to ensure fitness for duty. This policy helps prevent workplace health risks while ensuring employees receive proper medical attention when needed.</p> <p>For preventive health measures, all newly hired employees undergo pre-employment physical examinations, ensuring workplace readiness and overall wellness upon onboarding. Additionally, annual physical</p>

	<p>examinations are conducted for all regular employees, allowing for early detection of health concerns and promoting long-term well-being.</p> <p>By implementing these strategies, the organization fosters a safe, healthy, and productive work environment where employees can perform optimally while receiving the necessary medical support.</p>
<p>What are the Risk/s Identified?</p> <p><i>Identify risk/s related to material topic of the organization</i></p>	<p>Management Approach</p>
<p>The Group's commitment to workplace conditions, labor standards, and occupational health and safety ensures employee well-being and regulatory compliance. However, certain risks are associated with maintaining these standards, requiring proactive management to mitigate potential challenges.</p> <ol style="list-style-type: none"> 1. Workplace Hazard Risks Despite strong safety protocols, employees may still face occupational hazards such as exposure to hazardous materials, ergonomic risks, or workplace accidents. 2. Employee Health and Wellness Risks Failure to proactively address employee health needs may lead to workforce absenteeism, reduced productivity, and long-term health complications. 3. Compliance and Legal Risks Non-compliance with occupational health and labor standards could result in legal penalties, reputational damage, and operational disruptions. 	<p>The organization enforces strict safety training, routine hazard assessments, and emergency response protocols to ensure risk prevention and incident preparedness.</p> <p>The Group maintains comprehensive health plans, accessible company nurses, and emergency medical kits to ensure immediate healthcare support. Mandatory medical consultations for extended sick leave and annual physical examinations help monitor employee health conditions.</p> <p>The company ensures full compliance with labor laws and regulatory requirements through regular policy reviews, legal audits, and employee training programs focused on workplace health and human rights.</p>
<p>What are the Opportunity/ies Identified?</p> <p><i>Identify the opportunity/ies related to material topic of the organization</i></p>	<p>Management Approach</p>

<p>The consistent implementation of health and safety protocols within the Group's operations presents significant opportunities for workforce well-being, and operational efficiency. By prioritizing occupational health and safety, the organization strengthens employee retention, enhances productivity, and reinforces its reputation as a responsible employer.</p> <p>One key opportunity is the improvement of employee engagement and morale. A workplace that actively promotes health and safety fosters a culture of trust, where employees feel valued and protected. This leads to increased job satisfaction and overall workforce stability. To maximize this opportunity, the organization integrates wellness initiatives into its occupational health programs, ensuring employees have access to preventive care and health screenings.</p> <p>Additionally, a strong safety culture enhances operational efficiency by reducing workplace accidents and minimizing disruptions due to health-related absences. By maintaining rigorous safety protocols and continuously improving health policies, the organization ensures uninterrupted business operations and cost savings associated with reduced compensation claims or medical expenses.</p>	<p>To further enhance workplace health and safety, the organization implements the following strategic initiatives:</p> <ol style="list-style-type: none"> 1. Workplace Wellness Programs – Prioritizing employee well-being through preventive healthcare, ergonomic assessments, and fitness initiatives. 2. Safety Awareness Training – Conducting regular educational sessions to promote hazard prevention and safe workplace conduct. 3. Occupational Health Compliance Reviews – Implementing continuous audits and assessments to maintain compliance with industry safety standards. 4. Employee Assistance and Medical Support – Strengthening healthcare access through company-provided medical consultations, emergency response kits, and structured wellness programs. 5. Industry Collaboration and Certifications – Aligning with regulatory bodies and participating in safety accreditation programs to reinforce the organization's reputation for workplace health leadership.
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Labor Laws and Human Rights

The organization maintains strict policies that explicitly **prohibit violations of labor laws and human rights**, including **harassment, bullying, discrimination, and unfair labor practices**. These policies ensure a **safe, inclusive, and legally compliant work environment**, reinforcing ethical workplace standards.

Disclosure	Units	MGHC	MRTC	MRTDEVCO	MONUMENTO
		Quantity			

No. of legal actions or employee grievances involving forced or child labor	n.a	none	none	None	none
Topic	Y/N		If yes, cite reference in the company policy		
Forced labor	N				
Child labor	N				
Human Rights	N				
What is the impact and where does it occur? What is the organization's involvement in the impact? <i>Identify the impact and where it occurs (i.e., primary business operations and/ or supply chain)</i> <i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i>		Management Approach <i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/ or projects, programs, and initiatives do you have to manage the material topic?</i>			
The organization is directly responsible for enforcing labor laws and human rights policies, actively shaping workplace culture and regulatory adherence. The company prevents violations through strict policy implementation, employee training, and structured grievance resolution mechanisms , ensuring ethical conduct across all levels of the organization.		To uphold labor laws and human rights, the organization implements the following strategies: <ul style="list-style-type: none">• Policies and Commitments: The company enforces anti-discrimination, anti-harassment, and fair labor policies, ensuring compliance with labor laws.• Goals and Targets: The organization aims to achieve zero workplace harassment incidents, 100% legal compliance, and continuous workforce education on ethical conduct.• Responsibilities and Resources: The Human Resources and Compliance Teams oversee workplace integrity, ensuring the implementation of fair labor policies and employee protection programs.• Grievance Mechanisms: Employees have access to confidential complaint channels, structured investigation processes, and resolution mechanisms to address violations of labor laws and human rights.• Projects, Programs, and Initiatives:<ul style="list-style-type: none">◦ Mandatory Workplace Ethics and Compliance Training – Educating employees on labor rights, fair treatment, and ethical behavior.			

	<ul style="list-style-type: none"> ○ Anti-Harassment and Discrimination Policy Enforcement – Strict monitoring of workplace conduct and immediate corrective action on reported violations. ○ Employee Welfare and Support Programs – Providing psychological, legal, and career assistance to employees affected by workplace concerns.
What are the Risk/s Identified?	Management Approach
<i>Identify risk/s related to material topic of the organization</i>	
<p>Ensuring compliance with labor laws and human rights is critical for maintaining workplace integrity and operational stability. However, several risks could arise without proper enforcement and monitoring.</p> <ol style="list-style-type: none"> 1. Workplace Harassment and Discrimination Risks Failure to uphold strict policies against harassment, bullying, and discrimination may lead to employee dissatisfaction, reputational damage, and potential legal consequences. Without proactive intervention, workplace culture may suffer, affecting productivity and morale. 2. Non-Compliance Risks with Labor Laws Lapses in labor law adherence could result in legal liabilities, penalties, and regulatory scrutiny. Inconsistent enforcement of fair employment practices may impact workforce satisfaction and external perceptions. 3. Employee Grievance and Conflict Resolution Risks Without a structured grievance mechanism, employees may struggle to report concerns, leading to unresolved workplace disputes that could affect engagement and turnover. 	<p>The organization implements strict anti-harassment and anti-discrimination policies, reinforced through mandatory workplace ethics training and confidential grievance mechanisms. Immediate corrective actions are taken upon identifying violations to ensure a safe and inclusive work environment.</p> <p>The company ensures full compliance with labor regulations through regular audits, policy reviews, and workforce education programs. A dedicated compliance team oversees adherence, ensuring business practices align with ethical labor standards.</p> <p>The organization provides accessible and anonymous reporting channels for employees to raise concerns. A formal investigation and resolution framework ensures timely responses to grievances, maintaining trust and transparency across the workforce.</p>
What are the Opportunity/ies Identified?	Management Approach

Identify the opportunity/ies related to material topic of the organization	
<p>One key opportunity is the enhancement of workplace culture, where employees feel secure, valued, and protected from discrimination or misconduct. A strong ethical framework fosters higher employee retention, improved morale, and increased productivity. To harness this, the organization invests in workplace ethics training and structured engagement programs that reinforce fair labor practices.</p> <p>Additionally, maintaining legal compliance and human rights safeguards ensures regulatory stability and risk mitigation, preventing financial penalties or reputational damage. Proactive labor law enforcement strengthens industry reputation, positioning the organization as a responsible employer that upholds ethical workforce management.</p>	<p>To maximize these opportunities, the organization implements the following initiatives:</p> <ul style="list-style-type: none"> • Workplace Ethics and Labor Compliance Programs – Structured training to reinforce fair labor practices and legal adherence. • Employee Engagement and Inclusion Initiatives – Encouraging diversity, equal opportunity, and transparent workforce communication. • Regulatory Audit and Policy Reviews – Ensuring continuous improvement in labor compliance and workplace standards. • Confidential Grievance and Conflict Resolution Mechanisms – Allowing employees to report concerns safely and ensuring fair resolution practices.

Supply Chain Management

Do you have a supplier accreditation policy? If yes, please attach the policy or link to the policy:

Not being engaged in the manufacturing of any product, the Company does not require any raw materials, energy or other items from suppliers in the conducting its business.

MRTC, MRTDC and Monumento have no accreditation policy for its suppliers. The three (3) bid rule is being implemented for company purchases.

Do you consider the following sustainability topics when accrediting suppliers?

On acquisition of supplies for operations like office supplies, computers airconditioners, etc., herewith is the Group's code of ethics and anti-bribery and anti-corruption policy). **Link:** [*Company Policies*](#)

Topic	Y/N	If yes, cite reference in the company policy
Environmental performance	N	
Forced labor	N	

Child labor	N	
Human rights	N	
Bribery and corruption	Y	MGHC strictly prohibits any form of bribery and corruption within the company, as well as in dealing with suppliers, contractors, and potential suppliers and contractors.
What is the impact and where does it occur? What is the organization's involvement in the impact? <i>Identify the impact and where it occurs (i.e., primary business operations and/ or supply chain)</i> <i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i>		Management Approach <i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/ or projects, programs, and initiatives do you have to manage the material topic?</i>
There are no expected purchases or selling of plant and significant equipment within the next 12 months as the Company is not engaged in any manufacturing business.		The Company discloses its policies and practices—specifically those that address the selection procedures with regards to suppliers and contractors thru its Code of Business Conduct and Ethics.
What are the Risk/s Identified? <i>Identify risk/ s related to material topic of the organization</i>		Management Approach
<i>Not Applicable</i>		Not Applicable
What are the Opportunity/ies Identified? <i>Identify the opportunity/ ies related to material topic of the organization</i>		Management Approach
The Parent Company has a 28.47% equity interest in Monumento Rail Transit Corporation (Monumento Rail), which, as a result, allows participation in the train system extension (e.g., the Makati Loop and Airport Link) and additional train/vehicle procurements in the event the Philippine government awards the project to MRTC.		The Company continues, through its holdings in Monumento Rail, to actively pursue its participation in the train system extensions.

Relationship with Community

MGHC's Corporate Social Responsibility (CSR) initiatives encompass Green Outreach Programs trained on Environmental, Health and Educational prerogatives. These three aspects are core to life in our 21 st century and are thus germane to MGHC's historical corporate philosophy of keeping up with the times – particular when it comes to fulfilling MGHC's CSR mandate. What's more, MGHC has applied these initiatives geographically not merely within its immediate communities but even on a nationwide basis.

Significant Impacts on Local Communities

In fulfilling MGHC's mandate to/for Corporate Social Responsibility (CSR) in the year 2024, here are three major sponsorships undertaken by MGHC this 2024.

1. P50k was donated to the Fashion Arts Autism Benefit, a project of Autism Hearts Foundation, which specifically assists challenged Autistic individuals who are financially disadvantaged, to cultivate their innate talents and become productive citizens to in order to earn a livelihood and support their respective families via paintings with commercial value. The benefit is a serious initiative that has thrice sent its best performers to New York to showcase their artwork.
2. P100k was likewise donated to the War Veterans Foundation (FILVETS), Inc., in support of spawning more medical outreach missions and nationwide livelihood skills training in close coordination with TESDA. This helps former military veterans to ease and adjust into civilian life with skills acquired via the foundation. Otherwise, they could be hard pressed to find decent employment upon leaving behind their fulfilled military duties.
3. P50K given to U.P. Vanguard, Inc., for the enhancement of the U.P. ROTC Program, a program which is intrinsically valuable in attracting cadets that presumably entices voluntary enlistment in the military. In the absence of a compulsory military draft, The ROTC program is needed to support possible recruitment into the military that otherwise might be lackluster in enthusiasm to do so.

With the three preceding initiatives then, it goes without saying that MGHC goes beyond the proverbial "call of duty" in its widespread reach to fulfill its Corporate Social Responsibility (CSR) mandate and initiatives.

Operations with significant (positive or negative) impacts on local communities (exclude CSR projects; this has to be business operations)	Location	Vulnerable groups (if applicable)*	Does the particular operation have impacts on indigenous people (Y/N)?	Collective or individual rights that have been identified that or particular concern for the community	Mitigating measures (if negative) or enhancement measures (if positive)
<i>The MRT system provides a low fare and convenient mode of transport to 350,000 commuters a day. There are elevators provided for the elderly and persons with disabilities</i>	13 stations from North Triangle to Taft Avenue	Public	Yes	Government	The Government, through Department of Transportation is responsible for the collection of fares and for the day-to-day operations of the system.

**Vulnerable sector includes children and youth, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E)*

For operations that are affecting Indigenous Peoples (IPs), indicate the total number of Free and Prior Informed Consent (FPIC) undergoing consultations and Certification Preconditions (CPs) secured and still operational and provide a copy or link to the certificates if available:

Certificates	Quantity	Units
FPIC process is still undergoing	N/A	#
CP secured	N/A	#

What are the Risk/s Identified	Management Approach
<p><i>Identify risk/s related to material topic of the organization</i></p> <p>The depletion or destruction of natural resources is altogether a non-issue.</p> <p>None of the projects will require compensatory or remedial measures to restore natural resources and will spew any harmful by-products – gas emissions or solid and liquid secretions – into the earth’s soil or atmosphere (such as would be the case in energy being generated from coal, for example).</p>	<p>MGCH will function sustainably to provide power to our country.</p>
What are the Opportunity/ies Identified?	Management Approach
<p><i>Identify the opportunity/ies related to material topic of the organization</i></p> <p>Future objectives in various parts of the country such as Baguio in Benguet province, the NCR, Pililla in Rizal province and Iloilo in the Visayas will not be depleting the planet’s natural resources during the company’s operations, thus capturing the very definition of Sustainable Development, or “meeting the needs of the present without compromising the ability of future generations to meet their own needs” In the case of waste-to-energy initiatives in Baguio and in Manila, there will be the additional benefit of a significant reduction in extremely detrimental manmade waste, as large quantities of rubbish is converted to genuinely usable power</p>	<p>MGHC gained control over Metro Solar Power Solutions, Inc. (Metro Solar) effective August 23, 2023.</p> <p>The company previously acquired two subsidiaries: Metro Power Solutions, Inc. and Metro Renewable Transport Solutions, Inc.. The company will be adding to its original portfolio (real estate development and management, IT and infrastructure, among others), projects or objectives in three phases over the next 10 years that involve solar (panels), wind (turbines), hydro and waste-to-energy power generation – all quintessentially “Green” initiatives.</p>

Customer Management

The Company is a holding company and has no business operations that entail direct interaction with customers.

Business Operations of Affiliates

Monumento Rail

Monumento Rail currently has no project and is not in operation hence it has no direct interaction with customers.

MRTC

The operations and maintenance of MRT3 System is being handled by DOTR hence MRTC has no business operation that entails direct interaction with customers;

MRTDC

MRT Development Corporation (MRTDC) has exclusive rights to all commercial developments along the MRT-3 System, including in and above the 13 Stations, commercial leasing rights in the 13 Stations, advertising rights, development of the air space above all the 13 stations, and all other commercial activities with the entire MRT-3 Sytem.

Its main line of business is the leasing out of about 160 commercial retail spaces and about 1,200 outdoor and 1,000 indoor advertising assets located in all 13 MRT-3 stations and guide way structures along the stretch of EDSA from North Avenue in Quezon City to Taft Avenue in Pasay City, constantly uphold the highest standards in servicing its tenants and advertisers with quality care and assistance under terms and conditions that are fair and satisfactory. Through the hard work and dedication of its management and employees, MRTDC will continue to sustain its quality service delivery to its tenants and advertisers, whose growth and success are also the company's.

Customer Satisfaction

Disclosure	Score	Did a third party conduct the customer satisfaction study (Y/N)?
Customer satisfaction	N/A	No.

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i> <i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i>	<i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i>
The Company is a holding company and has no direct business operations that entail direct interaction with customers.	Not Applicable

What are the Risk/s Identified?	Management Approach
<i>Identify risk/ s related to material topic of the organization</i>	
<i>Not Applicable</i>	Not Applicable
What are the Opportunity/ies Identified?	Management Approach
<i>Identify the opportunity/ ies related to material topic of the organization</i>	
<i>Not Applicable</i>	Not Applicable

Health and Safety

**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.*

For MRTC and MRTDC, there were no reported or filed cases of any violation relating to Health and Safety Standards. For the operation and maintenance of the MRT-3 train system, DOTR is responsible for any operational related cases.

Disclosure	Quantity	Units
No. of substantiated complaints on product or service health and safety*	N/A	#
No. of complaints addressed	N/A	#
What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach	
<i>Identify the impact and where it occurs (i.e., primary business operations and/ or supply chain)</i>	<i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/ or projects, programs, and initiatives do you have to manage the material topic?</i>	
<i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i>		
<i>Not Applicable</i>	<i>Not Applicable</i>	
What are the Risk/s Identified?	Management Approach	
<i>Identify risk/ s related to material topic of the organization</i>		
<i>Not Applicable</i>	Not Applicable	
What are the Opportunity/ies Identified?	Management Approach	
<i>Identify the opportunity/ ies related to material topic of the organization</i>		

Not Applicable	Not Applicable
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Marketing and labeling

**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.*

Disclosure	Quantity	Units
No. of substantiated complaints on marketing and labeling*	N/A	#
No. of complaints addressed	N/A	#

What is the impact and where does it occur? What is the organization's involvement in the impact? <i>Identify the impact and where it occurs (i.e., primary business operations and/ or supply chain)</i> <i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i>	Management Approach <i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/ or projects, programs, and initiatives do you have to manage the material topic?</i>
Not Applicable	Not Applicable
What are the Risk/s Identified? <i>Identify risk/ s related to material topic of the organization</i>	Management Approach
Not Applicable	Not Applicable
What are the Opportunity/ies Identified? <i>Identify the opportunity/ ies related to material topic of the organization</i>	Management Approach
Not Applicable	Not Applicable

Customer privacy

**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.*

MRT Development Corporation (MRTDC) strictly adheres to its responsibility towards confidential information provided by its tenants and advertisers. Unless in cases authorized by law, the company is accountable and compelled to protect all information provided by its tenants and advertisers. The company's leasing and advertising operations group, through the guidance of its corporate lawyers, is in-charge of handling tenants and advertisers' data privacy, reviewing guidelines and policies, executing strategies, establishing internal controls to protect these data and ensuring that these data are not compromised. MRTDC's policy on data privacy is in accordance with the Data Privacy Act. The company continues to educate its employees on the significance and confidentiality of tenants and advertisers' information.

Disclosure	Quantity	Units
No. of substantiated complaints on customer privacy*	N/A	#
No. of complaints addressed	N/A	#
No. of customers, users and account holders whose information is used for secondary purposes	N/A	#
What is the impact and where does it occur? What is the organization's involvement in the impact? <i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i> <i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i>	Management Approach <i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i>	
<i>Not Applicable</i>	<i>Not Applicable</i>	
What are the Risk/s Identified? <i>Identify risk/s related to material topic of the organization</i>	Management Approach	
<i>Not Applicable</i>	Not Applicable	
What are the Opportunity/ies Identified? <i>Identify the opportunity/ies related to material topic of the organization</i>	Management Approach	
<i>Not Applicable</i>	Not Applicable	

Data Security

Disclosure	Quantity	Units
No. of data breaches, including leaks, thefts and losses of data	N/A	#
What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach	

<i>Identify the impact and where it occurs (i.e., primary business operations and/ or supply chain) Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i>	<i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/ or projects, programs, and initiatives do you have to manage the material topic?</i>
Since 2007, the Company's securities are not traded due to voluntary suspension to allow the Company to re-align its business and explore new strategic directions.	Shareholders records are maintained by BDO Stock Transfer Agent.
What are the Risk/s Identified?	Management Approach
<i>Identify risk/ s related to material topic of the organization</i>	
<i>Not Applicable</i>	Not Applicable
What are the Opportunity/ies Identified?	Management Approach
<i>Identify the opportunity/ ies related to material topic of the organization</i>	
<i>Not Applicable</i>	Not Applicable

UN SUSTAINABLE DEVELOPMENT GOALS

Product or Service Contribution to United Nations SDGs

Key products and services and its contribution to sustainable development.

Key Products and Services	Societal Value / Contribution to UN SDGs	Potential Negative Impact of Contribution	Management Approach to Negative Impact
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<p>The completely electrically-powered Metro Rail Transit Line 3 (MRT-3) along its 13-station route from North Triangle to Taft Avenue along EDSA achieved a remarkable milestone in 2024, serving 135,885,336 passengers—a 5.3% increase from the previous year's 129,030,158.</p> <p>This accomplishment underscores MRT-3's dedication to providing efficient and reliable transportation for Metro Manila.</p>	<p>MGHC's environmental sustainability practices was exercised at the level of MRTC by the operations of MRT-3 System along EDSA on a daily basis all year long since year 2000 (and through the year 2024.</p> <p>The effectiveness of the line's maintenance program ensures consistent travel time of 30 minutes from North Avenue Station to Taft Avenue Station. The headway, or interval between trains, was also successfully maintained at 3.5 to 4 minutes during peak hours with 18 trains in operation.</p> <p>MRT-3 also proudly provided free rides to 938,412 passengers through various programs, including the Libreng Sakay program offered by the Office of the President on December 20. This day also recorded the highest single-day ridership, with 469,930 passengers</p> <p>Approximately 1,450 buses a day as a result did not have to ply EDSA. The scenario wherein vehicular diesel engines emitted nitrogen compounds and particulate matter (hydrocarbons and carbon dioxide) as they burnt diesel fuel was significantly diminished because the line remained a trusted choice for passengers in Metro Manila.</p>	<p>While the MRT 3 is electrically powered and is a welcome substitute to the buses operating along EDSA that are run on diesel, there may still be a negative impact, albeit indirectly, on the environment by the mass rail system. This is because electricity in the Philippines is produced largely in coal-fired plants (that are less costly to operate but produce carbon emissions into the atmosphere</p>	<p>The increase in ridership in 2024 was attributed to the continuous maintenance and operational improvements following the MRT-3 massive rehabilitation of the rail line which significantly improved its operations.</p> <p>The Company's response to this negative impact is for MRT-3 to try to generate its own power through renewable energy, if feasible. If this is not feasible, the Company can more than offset the negative impact by developing renewable energy sources such as solar and wind farms, hydroelectric and waste to energy plants.</p>
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** None/Not Applicable is not an acceptable answer. For holding companies, the services and products of its subsidiaries may be disclosed.*