



METRO GLOBAL HOLDINGS CORP.

BUILDING A SUSTAINABLE FUTURE



METRO GLOBAL HOLDINGS CORP.

2025 SUSTAINABILITY REPORT

This Sustainability Report is in adherence to the standards set forth by the Securities and Exchange Commission (SEC) Memorandum Circular No. 4, Series of 2019 titled, "Sustainability Reporting Guidelines for Publicly-listed Companies."

CONTEXTUAL INFORMATION

Company Details	
Name of Organization	Metro Global Holdings Corporation (MGHC)
Principal Office Address	Mezzanine Floor, Renaissance Tower, Meralco Avenue, Pasig City
Business Operations	<p>MGHC is a holding company with investments in Metro Rail Transit Holdings I (MRTH I) and Metro Rail Transit Holdings II (MRTH 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 (Monumento Rail) and 15.79% direct equity in MRT Development Corporation. MGHC's immediate and ultimate parent company is Fil-Estate Management, Inc. (FEMI).</p> <p>The business activities of Metro Global Holdings Corporation (the Parent Company) arise from its investments in the equity of 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 have 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.</p>
Subsidiaries	<ol style="list-style-type: none"> 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.

	<p>2. Metro Renewable Transport Solutions, Inc. (MRTSI) (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.</p> <p>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 a fair value of P352Million at the acquisition date.</p>
Reporting Period	January 1, 2025 to December 31, 2025
Highest Ranking Person responsible for this Report	Ms. Solita S. Alcantara Chief Audit Executive

MATERIALITY PROCESS

1. Material Topic Identification

The Company recognizes the importance of identifying and addressing sustainability topics that significantly influence its long-term business success and stakeholder value creation. As part of its sustainability reporting process, the Company conducted a materiality assessment to determine the environmental, social, and governance (ESG) issues that are most relevant to its operations, stakeholders, and overall business strategy.

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, social and governance matter relevant to the Company's operations.

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 through the Build, Lease and Transfer (BLT) Agreement dated August 8, 1997, for the operation and maintenance of the train system for 25 years commencing in 2000. In 2025, MRT-3 ridership increased with a total of 141,626,536 passengers that is higher than the 135,88,336 record in 2024, reflecting a roughly 4.2% to 5.3% year-on-year growth. The line continued its upward trend, hitting new peak daily passengers' record such as the 504,486 riders on November 12, 2025, surpassing the record in 2024. This growth is driven by the 2021 rehabilitation, consistent maintenance, and the "Libreng Sakay" (Free Ride) Program, which benefited 3.32 million passengers in 2025.

MGHC, the Parent Company, continues to be a stakeholder of the Metro Rail Transit Project through its holding companies, MRTH I and MRTH II and its associate, Monumento Rail Transit Corporation (Monumento Rail).

The Parent Company's key investment is in the form of equity interest in MRTH I and MRTHII. The combined investment in these holding companies represents approximately twenty-nine percent (29%) interest in the Metro Rail Transit systems (EDSA MRT systems). The Phase I of the MRT Project began full operations on July 15, 2000, and erected thirteen (13) train stations from the North Triangle in Quezon City to Taft Avenue in Pasay City.

The Parent Company has a 28.47% equity interest in 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.

2. Materiality Analysis

The key findings of the materiality analysis are as follows:

- Climate Change and Greenhouse Gas Emissions
- Energy Efficiency
- Occupational Health and Safety
- Regulatory Compliance
- Corporate Governance and Business Ethics
- Passenger Safety
- Sustainable Infrastructure Development
- Community Engagement
- Employee Welfare and Development and
- Risk Management and Business Continuity

These material topics guide the Company in developing sustainability strategies, setting performance targets, managing risks, and enhancing stakeholder value.

Upon the adoption of PFRS 9, the Group has assessed that the cost of investments in MRTH I and MRTH II amounting to P3,058,238,916.00 as of December 31, 2025 (unaudited) and

P3,058,238,916.00 as at December 31, 2024 represents the best estimate of fair value of those investments.

The Company and its subsidiaries, MGHC Royal, MRTSI and MSPSI which are engaged in solar, wind and other renewable energy-generation facilities, are subject to energy regulatory boards which require compliance with pertinent environmental laws.

The Company has thirteen (13) employees as of December 31, 2025 (2024 - 12).

Its subsidiaries, MGHC Royal and MRTSI, are both not yet in commercial operation and have no employees as of December 31, 2025. 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.

MGHC expanded its primary purpose to include investment in businesses engaged in solar, wind, and other renewable energy generation facilities as approved by the Securities and Exchange Commission on February 1, 2024.

The Parent Company has gained control over MSPSI effective August 23, 2023. The main project of MSPSI is the development of the 913,093 sq.m. property into a 64.992 MWp/ 52.500 MWac solar power farm located in Brgy. Halayhayin, Municipality of Pililia, Province of Rizal. Based on the valuation report prepared by Santos Knight Frank, Inc. dated March 31, 2023, the value of the leasehold property is P341 million.

The Parent Company is expected to receive its 28.47% share of the 5% 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 revised strategy will deliver the reference values for sustainability related action beyond 2025.

3. 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.

4. Stakeholders Inclusiveness

The stakeholders' inclusiveness is ensured by considering feedback from stakeholder engagement.

Stakeholder Engagement Approach

The Company recognizes that long-term value creation depends on maintaining transparent, responsive, and collaborative relationships with its stakeholders. As a real estate holding corporation, the Company regularly engages with shareholders, investors, employees, regulators, local communities, service providers, and business partners to better understand their concerns, expectations, and priorities.

Stakeholder engagement forms part of the Company's sustainability governance framework and supports informed decision-making, risk management, operational efficiency, and responsible business practices across its property investments and development activities.

Stakeholder Engagement Process

The Company adopts a structured stakeholder engagement process consisting of the following stages:

1. Stakeholders are identified based on their influence on the Company's operations and the extent to which they are affected by the Company's activities. The Company periodically reviews and updates its stakeholder mapping to ensure inclusiveness and relevance.
2. The Company uses various communication channels and consultation mechanisms to facilitate meaningful engagement and encourage participation from stakeholders.
3. Feedback, concerns, and recommendations gathered during engagements are evaluated by Management and relevant departments. Material sustainability issues are assessed according to their operational, financial, environmental, and social impact.
4. Relevant concerns and recommendations are incorporated into operational improvements, policies, sustainability initiatives, and strategic planning, where appropriate.

Methods of Stakeholder Engagement

Stakeholder Group	Methods of Engagement	Frequency	Key Areas of Discussion
Shareholders and Investors	Annual stockholders' meetings, investor briefings, disclosures, reports, email correspondence	Annual / Quarterly	Financial performance, governance, sustainability strategy, risk management
Employees	Townhall meetings, employee surveys, performance reviews, trainings, grievance mechanisms	Regular / Annual	Employee welfare, workplace safety, career development, compensation
Clients	Client meetings, customer satisfaction surveys, helpdesk support, digital communication channels	Regular	Property management, safety, service quality, sustainability initiatives
Local Communities	Community consultations, outreach programs, meetings with local leaders and homeowners' associations	As needed / Periodic	Community impact, environmental concerns, traffic, security, social programs
Government and Regulators	Compliance meetings, regulatory submissions, consultations	Regular	Legal compliance, permits, environmental regulations, taxation
Suppliers and Contractors	Accreditation process, coordination meetings, performance evaluations	Regular	Service quality, ethical standards, safety compliance, procurement practices
Financial Institutions	Meetings, project financing discussions, sustainability disclosures	Periodic	Financial stability, project viability, ESG performance

The Company evaluates stakeholder concerns using both qualitative and quantitative assessment methods, including:

- Stakeholder satisfaction surveys;
- Customer feedback monitoring;
- Employee engagement assessments;
- Risk and materiality assessments;
- Regulatory compliance reviews;
- Incident and grievance reporting mechanisms; and
- Community consultations and dialogue sessions.

The Company prioritizes issues based on:

- significance of impact on stakeholders;
- potential operational and financial implications;
- regulatory requirements;
- alignment with sustainability objectives; and
- long-term business relevance.

Exchange of Views and Concerns

The Company promotes open and transparent communication to encourage constructive dialogue with stakeholders. Feedback obtained through consultations, meetings, surveys, and communication channels is consolidated and reviewed by Management and relevant committees.

Key concerns commonly raised by stakeholders include:

- environmental sustainability and energy efficiency;
- property safety and security;
- transparency and corporate governance;
- timely project completion;
- customer satisfaction and service quality;
- employee welfare and professional development; and
- community impact and responsible development practices.

Management addresses these concerns through policy enhancements, operational improvements, sustainability programs, and regular reporting of progress and commitments.

The Company remains committed to strengthening stakeholder inclusiveness by:

- expanding engagement platforms and communication channels;
- improving responsiveness to stakeholder feedback;
- integrating sustainability considerations into business decisions; and
- fostering long-term partnerships built on trust, accountability, and shared value creation.

Through active stakeholder engagement, the Company aims to support sustainable growth while contributing positively to the communities and sectors in which it operates.

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).

As of December 31, 2025 (unaudited), 2024 and 2023, the Parent Company recognized its share in lease rental income from Trinoma Mall, classified as depot royalty income in the financial statements, of ₱31,681,991.00, ₱33,062,546.00 and, ₱44,664,516.00, respectively. This represents 28.47% of 5% of Trinoma Mall's lease rental income for those years, which was collected in subsequent periods.

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

Disclosure	Units	Amount (2025)	Amount (2024)
Direct economic value generated (revenue)	PhP	31,681,991.00	33,062,546.00
Direct economic value distributed:			
a. General and Administrative Expenses	PhP	24,648,566.77	38,096,747.00
b. Employee wages and benefits	PhP	25,125,761.08	23,102,525.00
c. Payments to suppliers, other operating costs	PhP	6,865,545.05	1,104,985.00
d. Taxes given to government	PhP	1,552,605.00	1,415,758.00
e. Investments to community (e.g. donations, CSR)	PhP	37,503.00	50,000.00
Total General and Administrative expenses	PhP	58,029,981.00	63,770,015.00

Other operating costs include advertising and promotions, training registration fees, bank charges, office supplies, food expenses, insurance and utilities.

The Group posted a total comprehensive income of P6.613 million in 2025 as compared to a total comprehensive loss of P7.697 million in 2024. The Group's Retained earnings increase from P45.231 million to P52.833 million in view of the P7.601 million net income recognized by the Group in 2025. The Group recognizes the Stockholders' Equity balance of P3.491 billion in 2025.

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>
<p>On November 20, 2018 the Board approved to earmark/allocate to FEMI its Depot Royalties from the rental income derived from Trinoma Mall for a period of fifteen (15) years commencing January 30, 2020 and ending January 30, 2034 to enable the Parent Company to partially repay the Advances to FEMI to the extent of Three Hundred Million Pesos (₱300,000,000.00).</p>	<p>Stockholder: Fil-Estate Management, Inc. (FEMI), the parent company of MGHC</p>	<p>On April 11, 2019, the Board of Directors of the Parent Company passed a Resolution approving the Parent Company's agreement with FEMI that in consideration of FEMI not charging interest on the outstanding obligations of the Parent Company, the Parent Company agreed to partially repay the Advances from FEMI by way of allocating to FEMI dividends and other income from affiliates of the Parent Company in addition to the assignment of Depot Royalties from the rental income derived in Trinoma Mall for a period of fifteen (15) years commencing on January 30, 2020 and ending on January 30, 2034.</p>
What are the Risk/s Identified? <i>Identify risk/s related to material topic of the organization</i>	Which stakeholders are affected?	Management Approach
<p>The Group's activities expose it to a variety of risks, and these activities involve the analysis, evaluation and management of some degree of risk or combination of risks.</p>	<p>Parent Company</p>	<p>The Board generally provides oversight on the assessment of the impact of risks on the strategic and long-term goals of the Company. The department heads are responsible for managing operational risks through the implementation of</p>

<p>The Group's overall risk management program focuses on the unpredictability of financial markets, aims to achieve an appropriate balance between risk and return, and seeks to minimize potential adverse effects on the Group's financial performance. The most important types of financial risks the Group manages are liquidity risk, credit risk, foreign currency exchange risk, and equity price risk.</p>		<p>internal controls within their respective units.</p>
<p>1. Cash Flow/Liquidity Risk arises from the possibility that the group may encounter difficulties in raising funds to meet or settle its obligations and to support the group's operations and activities.</p>	<p>FEMI Shareholders</p>	<p>The group coordinates and negotiates closely with each principal stockholder to manage cash flow risks by jointly identifying new sources of cash flow infusions into the group over the next five years. 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 obligations and sets up required cash reserves and reserves 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>2. Credit Risk. The group's exposure to credit risk arises primarily from its deposits with banks of good credit ratings. The maximum exposure to credit risk is equivalent to the carrying amount of cash in banks.</p>	<p>Banks</p>	<p>The Group has a significant concentration of credit risk on its transactions with NTDC, 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. In addition, credit risk is minimized by monitoring receivables regularly.</p>

<p>3. Foreign Currency Exchange Risk arises when future commercial transactions or recognized assets or liabilities are denominated in a currency that is not the Group's functional currency.</p>	<p>MRTH I MRTH II</p>	<p>The Group has transactional currency exposure but is not material as this arises mainly from immaterial cash balances denominated in US Dollar.</p>
<p>4. Equity Price Risk. Quoted equity securities are acquired at a certain price in the market. Such investment securities are subject to price risk due to changes in market values of instruments arising either from factors specific to individual instruments or their issuers or factors affecting all instruments traded in the market.</p>	<p>MRTH I MRTH II</p>	<p>The Group's market risk policy requires it to manage such risks by setting and monitoring objectives and constraints on investments, diversification plans and limits on investments sectors and markets.</p> <p>The group continuously conducts an internal review of its financial risks management objectives and policies.</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>Which stakeholders are affected?</p>	<p>Management Approach</p>
<p>As of December 31, 2025, the Parent Company's primary asset continues to be its investment in the MRT companies. The Parent Company is the recorded and beneficial owner of the shares of stock representing its investments in the said corporations.</p> <p>The Parent Company holds 4,278,744 shares or 18.6% interest in MRTH I and 24,090,000 shares or 12.68% interest in MRTH II. MRTH I has 84.9% interest in MRTH II, which wholly owns MRTC. MRTH I, MRTH II and MRTC, are collectively referred to as the MRT companies. The earnings of the MRT companies are derived from lease financing income relating to equity rentals received from the DOTC as defined in the BLT Agreement.</p> <p>Notwithstanding the sale of future share distributions, the Parent Company continues to hold on to the legal rights over</p>	<p>Investors and Shareholders</p>	<p>The Parent Company, through its direct and indirect investments in MRTH I and MRTH II, is the beneficial owner of 28.47% equity interest in Monumento Rail. The Parent Company's interest in Monumento Rail expectedly allows the Company's participation in the train system extension and additional train/vehicle procurement, in the event the Government awards the projects to MRTC, which it will continue to pursue. As of December 31, 2025, 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.</p>

the shares of stock in MRTHI and MRTHII.		
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CLIMATE-RELATED RISKS AND OPPORTUNITIES

Governance	Strategy	Risk Management	Metrics and Targets
<i>Disclose the organization's governance around climate-related risks and opportunities</i>	<i>Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's business, strategy, and financial planning where such information is material.</i>	<i>Disclose how the organization identifies, assesses, and manages climate related risks</i>	<i>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material</i>
Recommended Disclosures			
<i>a) Describe the board's oversight of climate-related risks and opportunities</i>	<i>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.</i>	<i>a) Describe the organization's processes for identifying and assessing climate-related risks</i>	<i>a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</i>
The Parent Company foresees a potential need for substantial funding within the next twelve (12) months, due to the finalization and completion of the transactions related to the acquisition of FEMI's equity interest of in Metro Solar. Metro Solar's primary project is the development of the 65-megawatt solar farm project in Pililia, Rizal, with construction expected to begin within the same timeframe.	To finance this project, the Parent Company intends to secure the necessary funds through private placements and the eventual resumption of trading of its shares on the PSE.	The company uses project feasibility studies, cashflow projections, sensibility studies, and other processes in identifying and assessing climate-related risks.	Key Performance Indicators used are liquidity ratios, leverage or long-range solvency, and profitability ratios.
<i>b) Describe management's role in assessing and managing climate-</i>	<i>b) Describe the impact of climate-related risks and opportunities on the organization's</i>	<i>b) Describe the organization's processes for managing climate-related risks</i>	<i>b) Describe the targets used by the organization to manage climate-related risks and</i>

<i>related risks and opportunities</i>	<i>businesses, strategy and financial planning</i>		<i>opportunities and performance against targets</i>
As per agreement with FEMI, the consideration for MSPSI's shares was to be determined based on an appraisal report by a third-party and mutually agreed by FEMI and the Parent Company.	The Parent Company and its subsidiaries do not engage in business operations that are subject to regulations which require compliance with environmental laws	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.
	<i>c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios including a 2C or lower scenario</i>	<i>b) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management</i>	
	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.	

The Company has adapted 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.

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	%
<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). Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p>	<p>Which stakeholders are affected?</p> <p><i>(e.g., employees, community, suppliers, government, vulnerable groups)</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>
There are no expected purchases or sale of major plant and equipment within the next 12 months as the Parent Company is not engaged in any manufacturing activities.	Not Applicable	The business of the Parent Company is to hold its investments in the securities of other corporations. Hence, its income is derived from dividends from other corporations. Existing government regulations do not impose any tax on dividends received by a domestic corporation from other domestic corporations. Any law or policy changes to the existing regulations on dividends may have an effect on the income of the Parent Company. However, to date, the Parent Company is not aware of any pending legislation that may affect the Company's source of income.
<p>What are the Risk/s Identified?</p> <p><i>Identify risk/s related to material topic of the organization.</i></p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
Not Applicable	Not Applicable	Not Applicable
<p>What are the Opportunity/ies Identified?</p> <p><i>Identify the opportunity/ies related to material topic of the organization.</i></p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
The Parent Company, through its holdings in Monumento Rail,	Government	As at December 31, 2025, Monumento Rail has no commercial

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.		activity and is in the process of negotiating with the Government towards the submission of a proposal for the said projects.
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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> <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>
No incidents of violations of the company policy found and reported.	Employees, Directors	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. The Company requires continuous management attention at all corporate levels to assure compliance with the spirit and letter of this 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
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 the material topic of the organization.</i>		
Not applicable	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?	Which stakeholders are affected?	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>(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>		
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

ENVIRONMENT

Resource Management

Environmental Impact: Renewable Energy



52.5 MW

Pillilia Solar Farm

₱341 Milion Investment

Acquired in 2023

Renewable Energy Expansion
Solar, Wind, Waste-to-Energy

Energy Consumption Within the Organization:

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

Reduction of Energy Consumption:

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?	Which stakeholders are affected? <i>(e.g. employees, community, suppliers,</i>	Management Approach <i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects,</i>

<p>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</p> <p>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</p>	<p>government, vulnerable groups)</p>	<p>programs, and initiatives do you have to manage the material topic?</p>
<p>The Company does not engage in business operations that are subject to regulations, which require compliance with environmental laws.</p>	<p>Community, Government</p>	<p>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.</p>
<p>What are the Risk/s Identified?</p> <p>Identify risk/s related to material topic of the organization</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
<p>None of the projects will spew any harmful by-products - gas emissions or solid and liquid secretions - into the earth's soil or atmosphere.</p>	<p>Not Applicable</p>	<p>Not Applicable</p>
<p>What are the Opportunity/ies Identified?</p> <p>Identify the opportunity/ies related to material topic of the organization.</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
<p>MSPSI is a stock corporation registered with the SEC primarily to construct, erect, assemble, commission, and maintain power-generating plants and related facilities for the conversion of renewable energy into usable form for electricity generation and distribution.</p>	<p>Public community</p>	<p>In line with the new business directions, the Parent Company purchased the 250,000 shares of common stock of MSPSI held by FEMI.</p>

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

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	%

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

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

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
Not Applicable	Not Applicable	Not Applicable

Environmental Impact Management



GREEN PROJECT

The Company Goes Green Project promoted environmental initiatives. Employees engaged in activities aimed at reducing waste. The project encouraged sustainable practices at work. It highlighted the company's commitment to eco-responsibility. Green efforts became part of everyday operations.

EARTH HOUR

Earth Hour promoted environmental awareness. Employees joined the global movement by conserving energy. The activity highlighted sustainability as a shared responsibility. It encouraged eco-friendly practices within the workplace. Participation demonstrated commitment to protecting the planet.



Air Emissions (GHG)

Disclosure	Quantity	Units
Direct (Scope 1) GHG Emissions	N/A	Tonnes CO2e
Energy indirect (Scope 2) GHG Emissions	N/A	Tonnes CO2e
Emissions of ozone-depleting substances (ODS)	N/A	Tonnes

<p>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></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>Which stakeholders are affected? <i>(e.g. employees, community, suppliers, government, vulnerable groups)</i></p>	<p>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>
Not Applicable	Not Applicable	Not Applicable
<p>What are the Risk/s Identified? <i>Identify risk/s related to material topic of the organization</i></p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
Not Applicable	Not Applicable	Not Applicable
<p>What are the Opportunity/ies Identified? <i>Identify the opportunity/ies related to material topic of the organization</i></p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
Not Applicable	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

<p>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></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>Which stakeholders are affected? <i>(e.g. employees, community, suppliers, government, vulnerable groups)</i></p>	<p>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>
Not Applicable	Not Applicable	Not Applicable

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
Easing Traffic Congestion, Improving Traffic Management for Baguio City, Minimizing Environmental Impact and Increasing Benefits of Transportation to the Public in General	Community, Government	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, government, suppliers, 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 produces solid waste like used bond paper, used printer cartridges, used computer		Employees, Suppliers	Recycle of used bond paper and refill of printer cartridges.		

hardware, used telephones, etc. in its operations.		
What are the Risk/s Identified? <i>Identify risk/s related to material topic of the organization</i>	Which stakeholders are affected?	Management Approach
Pest infection of office premises.	Employees	Quarterly Pest Control program in the workplace.
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
Not Applicable	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? <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>
Not Applicable	Not Applicable	Maintains a well-ventilated and nonhazardous workplace through daily inspection and maintenance of facilities and supplies.
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?	Which stakeholders are affected?	Management Approach

Identify the opportunity/ies related to material topic of the organization		
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>
Not Applicable	Not Applicable	Not Applicable
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
Not Applicable	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? <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>	
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? <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	
Not Applicable	Not Applicable	Not Applicable	

SOCIAL

Under the banner of Advancing Together: A Journey of Wellness and Excellence, the Company has successfully rolled out a series of wellness initiatives that nurtured the holistic well-being of its employees. These programs were thoughtfully designed to balance physical health, mental resilience, spiritual enrichment, and social responsibility, ensuring that wellness was not just an activity but a shared experience. From health-focused efforts such as the Annual Physical Examination and Flu Vaccine Program, to engaging activities like "Coffee Connect", Vision Board workshops, and Summer Outing, each initiative contributed to a vibrant and supportive workplace culture. Community-oriented projects such as "Earth Hour", "FEMI Goes Green", and CSR donations further extended MGHC's commitment beyond the office, reinforcing its role as a socially responsible organization. Collectively, these programs reflect the Company's education to advancing wellness and excellence

together, creating meaningful experiences that strengthen both individuals and the organization as a whole.

SOCIAL

Overall, the Group has 32% female and 67% male representation.

Disclosure	Units	MGHC	MRTC	MRTDEVCO	MONUMENTO
		Quantity			
a. Number of female employees	#	6	0	8	0
b. Number of male employees	#	7	0	14	0
Ratio of lowest paid employee against minimum wage	ratio	1:3	1:1.9	1:1.32	n/a

MGHC

List of Benefits	Y/N	% of employees who availed for the year	% of female employees who availed for the year	% of male employees who availed for the year
SSS	Y	none	none	none
PhilHealth	Y	none	none	none
Pag-IBIG	Y	none	none	none
Parental leaves	Y	none	none	none
Vacation leaves	Y	100%	none	none
Sick leaves	Y	100%	none	none
Medical benefits (aside from PhilHealth))	Y	none	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 (MRTH I and MRTH II)

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	None	None
Sick leaves	Y	None	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	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	None	None
PhilHealth	Y	None	14%
Pag-IBIG	Y	37.5%	43%
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>The Parent Company has twelve (12) employees as of December 31, 2025.</p> <p>Its subsidiaries, MGHC Royal, MRTSI and MSPSI, have not yet commenced commercial operations as of December</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 management of all three subsidiary companies is currently handled by the executive officers of the Parent Company.</p>		

31, 2025. MSPSI has four (4) employees as of the same date.	
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
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 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 a manner as the Board may deem proper."

Employee Training and Development

The Company is committed to having a workplace prepared to meet current and future business objectives by providing its employees, at all levels, with appropriate education and training. In 2025, the Group dedicated 244 hours to training employees.

Aligned with the vision of Advancing Together: A Journey of Wellness and Excellence, a series of training programs were conducted to strengthen employee capabilities and support organizational growth. These initiatives addressed essential areas such as audit practices, fraud detection, management development, and workplace conflict resolution, while also introducing modern approaches like AI powered HR and strategies for mental wellbeing. By combining technical expertise with values-driven learning, the programs ensured that employees gained practical skills while cultivating resilience, integrity, and professional excellence. Each session was carefully designed to meet evolving organizational needs, from safety compliance and presentation mastery to fostering teamwork and inclusivity. Collectively, these training programs highlight our commitment to empowering employees with the tools, knowledge, and mindset necessary to advance together toward sustained success.

“FRAUD DETECTION FOR BUSINESS”

This training focused on fraud detection techniques. Audit and Accounting staff learned practical tools to identify risks and various case studies illustrating real-world applications. The program strengthened vigilance against financial irregularities. It reinforced integrity as a core organizational value.



“COMPETENCY-BASED & BEHAVIORAL INTERVIEWING TECHNIQUES”

The training enhanced recruitment practices. Participants learned structured methods for evaluating candidates. Behavioral techniques ensured fair and effective interviews. The program emphasized aligning skills with organizational needs. It improved hiring decisions and talent acquisition.



“BASIC MANAGEMENT DEVELOPMENT PROGRAM”

The program built foundational management skills. Topics included leadership, communication, and decision-making. Participants engaged in interactive workshops. The training prepared employees for supervisory roles. It strengthened the pipeline of future leaders. Leadership, Management and HR Development



“MANAGING DIFFICULT EMPLOYEES & WORKPLACE CONFLICT”

Managers learned strategies for conflict resolution. The training emphasized constructive communication. Techniques for performance improvement were shared. Case studies illustrating practical applications were also presented. The program enhanced leadership effectiveness.

“AI-POWERED HR: ENHANCING RECRUITMENT, RETENTION & WORKFORCE PLANNING”

The training introduced AI tools for HR. Employees explored recruitment and retention innovations. Workforce planning was enhanced through data insights. The program emphasized technology's role in HR. It prepared staff for future ready practices.

Personal and Professional Growth

“PROCRASTINATION MODULE: BUILDING A TEAM THAT MOVES AS ONE”

This module addressed the issue of procrastination in the workplace. It guided employees toward collective action and productivity. Sessions emphasized teamwork as a solution to delays. Practical strategies were shared to overcome an inaction. The training fostered a culture of momentum and collaboration.



“BUILDING A WINNING WORK ATTITUDE”

The Master Class focused on ethics and values. Employees learned strategies for professional excellence, emphasizing the significance of integrity and accountability. The training encouraged positive workplace attitudes. It reinforced a culture of high standards.

“MENTAL WELL-BEING AT WORK: STRESS MANAGEMENT & PRODUCTIVITY”

This session addresses workplace stress. Employees learned practical techniques for resilience. Activities promoted mindfulness and balance. The training linked wellbeing to productivity. It also reinforced the importance of mental health support.

“HIGH IMPACT PRESENTATION STRATEGIES”

This training improved public speaking skills. Employees learned techniques for engaging audiences. Sessions focused on clarity and confidence. Practical exercises enhance delivery and persuasion. The program boosted professional communication.

“COACHING IN A POLYCRISIS WORLD”

Employees accessed a podcast on coaching during crises. The session explored leadership in complex environments. Practical advice was shared for resilience and adaptability. It encouraged managers to support teams effectively. The resource promoted continuous learning in dynamic times, specialized learning, and external insights.

“LIVING THE ABUNDANT LIFE: ASCENDED MASTERS PERSPECTIVE”

This session offered spiritual and motivational insights. Employees explored abundance from a holistic perspective. Discussions encouraged positivity and personal growth. The activity balanced professional and personal development. It inspired participants to embrace fulfillment in life.

“GLOBAL OIL CRISIS & GEOPOLITICAL TENSIONS”

This session tackled global economic challenges. Experts discussed the impact of oil crises. Geopolitical tensions were analyzed for business implications. Employees gained awareness of external risks. The training promoted informed decision-making.

Disclosure	Units	MGHC	MRTC	MRTDEVCO	MONUMENTO
		Quantity			
Total training hours provided to employees					
a. Female employees	hours	100	0	16	Nil
b. Male employees	hours	100		28	Nil
Average training hours provided to employees					
a. Female employees	hours/employee	20	0	2	Nil
b. Male employees	hours/employee	20		2	Nil

<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 management of MGHC is currently being undertaken by the executive officers and employees of the parent company, FEMI, which officers and employees are seconded to MGHC.</p>	<p>The Company provide intensive training and management support for our people and offer personal and financial growth though progressive hiring and promotion practices</p> <p>All employees are oriented in the philosophy, ethics, values, principles and business priorities of the company, such as induction into their group/department, through its Management Development Program.</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>Gap in Knowledge, Skills and Attitude of employees</p>	<p>Attendance to in-house trainings, public seminars and workshops are required to address gaps per Knowledge Skills Analysis (KSA).</p>

What are the Opportunity/ies Identified? <i>Identify the opportunity/ies related to material topic of the organization</i>	Management Approach
Officers with position of Manager and above are also encouraged to attend seminars to update their knowledge and skills.	In-house training is provided and is customized for the job as well as personal needs. All first-time managers shall successfully complete specified supervisory training within a specified period of appointment. -Promotional Program, Management Development Program

LABOR

Management Relations

Metro Global Holdings Corporation's sees to it that our relationship with our employees is always healthy and fruitful.

Our Company has code of Business Conduct and Ethics which all employees must understand and follow. Applicable labor laws and regulations where we do business are also being complied with. Moreover, we are responsible for preventing violations of laws and for speaking up if we see possible violations.

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>				
MGHC has thirteen (13) employees.	Executive officers seconded by MGHC from FEMI received salaries and wages starting September and October 2021.				
What are the Risk/s Identified? <i>Identify risk/s related to material topic of the organization</i>	Management Approach				
<i>In case unsure if action is not permitted by law or MGHC policy.</i>	We seek the advice of resource experts/consultants.				
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				

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).

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

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

Workplace Conditions, Labor Standards, and Human Rights Occupational Health and Safety

The Company enforces strict measures to protect its workers and uphold Occupational Health and Safety (OHS) standards. This supports productivity, boosts employee morale, and ensures overall well-being.



Safety and Compliance Certification. The program certified an employee as Safety Officer 2. Sessions covered occupational health and risk management. The training ensured compliance with safety standards. It strengthened workplace protection measures.

Disclosure	Units	MGHC	MRTC	MRTDEVCO	MONUMENTO
		Quantity			
Safe Man-Hours	Man-hours				
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 management of MGHC is currently being undertaken by the executive officers and employees of the parent company, FEMI, which officers and employees are seconded by MGHC.</p> <p>MGHC and FEMI group joined and complied with emergency drills conducted in Renaissance Office.</p>	<p>The health of every employee shall be maintained at the highest levels:</p> <ol style="list-style-type: none"> 1. With existing health plan coverage, 2. With emergency medicine kit complete with emergency medicines, 3. With company nurse and part-time doctor to address employees' health needs; assessment and, or referral of employee/s health condition in the workplace. 4. Employees required to consult a Physician if sick leave is more than two days and a medical certificate/ clearance is required before resumption of work. 5. Pre-employment physical examination of newly hired employees. 6. Annual Physical examinations for all regular employees.
<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>Presence of any symptoms of a suspected viral illness.</p>	<p>Employee advised to go home and immediately consult a Physician.</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>

Data relating to health, safety and welfare of its employees.

1. Annual vaccination program with Influenza virus is maintained
2. Monthly purchase of first aid supplies.
3. Maintenance of well-ventilated and nonhazardous workplace through daily inspection and maintenance of facilities/supplies.
4. Quarterly Pest Control program in the workplace.



The Annual Physical Examination ensured that employees received preventive health care. It allowed early detection of potential health concerns through routine check-ups. The activity emphasized the importance of wellness as a foundation for productivity. Employees appreciated the company's commitment to their long-term health. This initiative highlighted that caring for staff well-being is a top organizational priority.



The flu vaccine program safeguarded employee health. Preventive immunization reduced risks of illness. The activity demonstrated proactive care by the company. Employees appreciated the protection offered. It reinforced wellness as a priority in the workplace.

Labor Laws and Human Rights

Do you have policies that explicitly disallow violations of labor laws and human rights (e.g. harassment, bullying) in the workplace?

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

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 conduct of 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, air conditioners, 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 through 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	
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	
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

As part of MGHC’s commitment to Corporate Social Responsibility, the Group implemented this 2025 a structured community support initiative aimed at providing essential food assistance to individuals experiencing homelessness in the areas surrounding the head office. This Outreach Program/Donation Drive reflects our continuing dedication to addressing immediate community needs while strengthening employee engagement in socially responsive activities.

CSR activities extended wellness beyond the workplace. Employees donated school supplies to support communities. The initiative fostered compassion and social responsibility. It strengthened the company’s role as a caring organization. Giving back became part of the wellness culture.





Significant Impacts on Local Communities

In fulfilling MGHC's mandate to/for Corporate Social Responsibility (CSR) in the year 2025, employees from various subsidiaries participated in a coordinated donation drive, contributing rice, canned goods, and other basic food staples. The strong participation demonstrated the collective commitment of our workforce to uphold the organization's values of compassion, solidarity, and responsible citizenship. All donated items were consolidated, repacked, and distributed by employee volunteers to homeless individuals in nearby streets and public areas. The distribution activities were conducted with respect and sensitivity, ensuring that beneficiaries were approached with dignity and care. These direct interactions reinforced the importance of human-centered outreach and strengthened the organization's connection to the communities in which it operates. In alignment with our commitment to prioritize community welfare during times of crisis, the organization also suspended its Annual Year-End Party for Y2025. The allocated resources were redirected to further support donation efforts for our fellow Filipinos who were severely affected by the calamity that struck during the last quarter of 2025. This decision underscores the Group's dedication to responsible stewardship and meaningful social impact, especially in periods of heightened need. Through these initiatives, the organization addressed immediate nutritional needs, promoted employee volunteerism, and demonstrated solidarity with affected communities. Moving forward, the Group remains committed to expanding community focused programs and integrating structured volunteer opportunities into its annual Corporate Social Responsibility agenda, ensuring sustained and inclusive community development.

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)

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	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.
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*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,</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</p>

<p>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>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>
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The combined efforts of our Wellness Activities and Training Programs under the banner of Advancing Together: A Journey of Wellness and Excellence reflect our holistic commitment to employee well-being and professional growth. By nurturing health, resilience, and community engagement alongside skill development, leadership training, and values-driven learning, we have created a balanced environment where employees can thrive personally and professionally. These initiatives not only strengthened teamwork and inclusivity but also reinforced our culture of care, integrity, and excellence. Together, they demonstrate that wellness and capability building are inseparable pillars of sustainable success. Moving forward, we remain dedicated to advancing as one organization, continuously investing in our people to achieve greater milestones and shared accomplishments.

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 System.

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.

<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>
The Company is a holding company and has no direct business operations that entail direct interaction with customers.	Not Applicable
<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>
Not Applicable	Not Applicable
<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>
Not Applicable	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	#

<p>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></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>
Not Applicable	Not Applicable
<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>
Not Applicable	Not Applicable
<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>
Not Applicable	Not Applicable

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	#

<p>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></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>
Not Applicable	Not Applicable
<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>
Not Applicable	Not Applicable
<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>
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.

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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>			<i>Not Applicable</i>
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>			<i>Not Applicable</i>

Data Security

Disclosure	Quantity	Units
No. of data breaches, including leaks, thefts and losses of data	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) 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>Since 2007, the Company's securities were not traded due to voluntary suspension to allow the Company to re-align its business and explore new strategic directions.</p>	<p>Shareholders records are maintained by BDO Stock Transfer Agent.</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><i>Not Applicable</i></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>
<p><i>Not Applicable</i></p>	<p>Not Applicable</p>

UN SUSTAINABLE DEVELOPMENT GOALS

Product or Service Contribution to United Nations SDGs

Key products and services and their contribution to sustainable development.

Key Products and Services	Societal Value / Contribution to UN SDGs	Potential Negative Impact of Contribution	Management Approach to Negative Impact
<p>The Metro Rail Transit Line 3 (MRT-3) continued its upward trajectory in 2025, registering a 4.2 percent increase in passenger traffic to more than 141 million compared to the previous year. The MRT-3 served a total of 141.63 million passengers from January to December last year, up from 135.89 million in 2024.</p> <p>This accomplishment underscores MRTC's dedication to providing efficient and reliable transportation for Metro Manila which is attributed to the continuous maintenance and operational improvements following the line's major rehabilitation in 2021 ensuring a consistent travel time of 30 minutes from North Avenue Station to Taft Station.</p>	<p>MGHC's environmental sustainability practices were exercised at the level of MRTC by the operations of MRT-3 System along EDSA on a daily basis all year long since the year 2000 (and through the year 2025).</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 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>

** None/Not Applicable is not an acceptable answer. For holding companies, the services and products of its subsidiaries may be disclosed.*

Conclusion

Building Sustainable Value Beyond 2025.

- ▶ Transport Infrastructure Investment
- ▶ Renewable Energy Growth
- ▶ Strong Governance Practices

