

ENVIRONMENTAL AND SOCIAL PERFORMANCE

Ayala's Environmental and Social Performance report was prepared in accordance with the Reporting Methodology described on [Reporting Methodology](#).

EMISSIONS	2021 BASELINE	2023	2024	2025
Absolute GHG emissions¹ (in millions tCO₂e)	9.88	10.14	10.38	10.35
<i>Gross Scope 1 - Direct GHG emissions (in millions tCO₂e)</i>	0.25	0.17	0.23	0.06
<i>Gross Scope 2 - Indirect GHG emissions¹ (in millions tCO₂e)</i>	0.18	0.15	0.16	0.10
Scope 2 - Indirect GHG emissions from purchased electricity (location-based)	0.29	0.40	0.45	0.45
Scope 2 - Indirect GHG emissions from purchased electricity (market-based)	0.18	0.15	0.16	0.10
<i>Gross Scope 3 - Indirect emissions from upstream and downstream activities (in millions tCO₂e)</i>	9.46	9.82	9.99	10.19
Cat 01 – Purchased goods and services	2.97	1.62	1.46	1.80
Cat 02 – Capital goods	0.09	0.07	0.27	0.12
Cat 03 – Fuel- and energy-related activities	3.53	2.70	2.78	2.61
Cat 04 – Upstream transportation and distribution	0.06	0.13	0.06	0.03
Cat 05 – Waste generated in operations	0.09	0.02	0.04	0.02
Cat 06 – Business travel	0.01	0.02	0.01	0.01
Cat 07 – Employee commuting	0.03	0.02	0.02	0.02
Cat 08 – Upstream leased assets	0.00	0.00	0.00	0.00
Cat 09 – Downstream transportation and distribution	0.04	0.05	0.05	0.01
Cat 10 – Processing of sold products	0.01	0.01	0.01	0.00
Cat 11 – Use of sold products	1.90	2.08	2.10	2.68
Cat 12 – End-of-life treatment of sold products	0.02	0.04	0.04	0.06
Cat 13 – Downstream leased assets	0.26	0.34	0.38	0.41
Cat 14 – Franchises	0.00	0.01	0.01	0.03
Cat 15 – Investments	0.44	2.73	2.76	2.40
GHG emissions intensity^{1,2} (in tCO₂e per million ₱ revenue)	38.62	29.65	28.04	26.98
Optional reporting of non-Kyoto GHG emissions³ (in millions tCO₂e)	0.002	0.001	0.001	0.002

¹ Ayala uses the market-based method to determine its Scope 2 emissions to accurately reflect its energy procurement choices.

² The calculation for GHG intensity covers the total GHG emissions from Scope 1, Scope 2, and Scope 3, while the consolidated revenue is based on Ayala Corporation's audited consolidated financial statements found in the Consolidated Statement of Income section.

³ Emissions from the leakage of refrigerants R22, R123, R141B, and R717, which are not covered under the Kyoto Protocol and, therefore, fall outside mandatory GHG reporting scope.

ENERGY	2023	2024	2025
Total energy consumption within the organization (in GJ)	4,283,376	5,522,420	2,884,120
Energy consumption from fuels within the organization (in GJ)	2,209,926	3,112,161	635,742
<i>Non-renewable sources</i>	<i>2,209,926</i>	<i>3,112,161</i>	<i>635,742</i>
<i>Stationary combustion</i>	<i>1,722,005</i>	<i>2,809,804</i>	<i>499,775</i>
Parent Company (AC)	27	50	176
Real Estate and Hotels (ALI)	220,361	1,861,883	189,300
Power (ACEIC incl. ACEN)	1,444,015	944,211	307,293
Industrial Technologies (IMI)	1,070	1,228	1,857
Automotive and Others	56,531	2,432	1,149
<i>Mobile combustion</i>	<i>487,922</i>	<i>302,357</i>	<i>135,968</i>
Parent Company (AC)	149	215	168
Real Estate and Hotels (ALI)	358,471	218,026	85,056
Power (ACEIC incl. ACEN)	10,416	11,371	11,639
Industrial Technologies (IMI)	29,042	27,585	5,760
Automotive and Others	89,844	45,161	33,344
Energy consumption from purchased electricity within the organization (in GJ)	2,073,450	2,334,441	2,167,522
<i>Renewable electricity</i>	<i>1,261,591</i>	<i>1,454,438</i>	<i>1,648,976</i>
Real Estate and Hotels (ALI)	1,207,514	1,417,964	1,509,759
Industrial Technologies (IMI)	28,015	28,338	92,646
Automotive and Others	26,062	8,136	46,571
<i>Grid electricity</i>	<i>811,859</i>	<i>880,003</i>	<i>518,546</i>
Parent Company (AC)	799	787	1,522
Real Estate and Hotels (ALI)	285,098	296,533	107,301
Power (ACEIC incl. ACEN)	48,956	167,916	128,801
Industrial Technologies (IMI)	397,832	340,293	236,072
Automotive and Others	79,174	74,473	44,849
Self-generated electricity used for own operations³ (in GJ)		75,818	80,856
Renewable electricity		75,818	80,856
Self-generated electricity sold³ (in MWh)	3,669,840	5,058,040	6,225,870
Renewable generation	3,487,530	4,882,810	6,165,180
Thermal generation	182,310	175,230	60,690

³ Covers the Power business segment (ACEIC incl. ACEN) only

ENERGY	2023	2024	2025
Percentage of renewable energy consumption over total energy consumed	29%	28%	60%
Real Estate and Hotels (ALI)	58%	37%	80%
Power (ACEIC incl. ACEN)	-	6%	15%
Industrial Technologies (IMI)	6%	7%	28%
Automotive and Others	10%	6%	37%
Upstream and downstream energy consumption (in GJ)	30,272,404	60,678,754	55,434,733
Renewable sources	1,167,732	1,243,986	1,340,332
Cat 03 – Fuel- and energy-related activities	1,033,968	1,085,005	1,251,838
Cat 15 - Investments	133,764	158,980	88,494
Non-renewable sources	29,104,672	59,434,768	54,094,401
Cat 03 – Fuel- and energy-related activities	26,421,011	27,375,911	26,188,823
Cat 13 – Downstream leased assets	2,036,998	2,253,937	2,203,580
Cat 15 - Investments	646,664	29,804,920	25,701,997

WATER	2023	2024	2025
Total water withdrawal (in ML)	966,882.62	16,019.93	12,537.14
Total water withdrawn from third-party water	25,669.35	15,843.56	12,359.34
Parent Company (AC)	1.73	1.45	1.47
Real Estate and Hotels (ALI)	18,266.66	13,759.81	10,528.59
Financial Services and Insurance (BPI)	308.97	758.14	673.80
Telecommunications (Globe)	126.11	116.77	103.75
Power (ACEIC incl. ACEN)	52.87	56.82	21.18
Industrial Technologies (IMI)	1,000.58	805.52	641.06
Automotive and Others ⁴	5,912.42	345.06	389.49
Total water withdrawn from surface water	817,901.54	45.61	33.62
Real Estate and Hotels (ALI)	-	-	5.78
Power (ACEIC incl. ACEN)	11.12	14.99	11.34
Industrial Technologies (IMI)	50.41	30.62	16.50
Automotive and Others ⁴	817,840.00	-	-
Total water withdrawn from groundwater	123,311.73	62.81	82.75
Real Estate and Hotels (ALI)	-	14.90	17.83
Power (ACEIC incl. ACEN)	8.61	6.25	24.15
Industrial Technologies (IMI)	40.82	41.42	40.45
Automotive and Others ⁴	123,262.31	0.24	0.32
Total water withdrawn from seawater	-	67.95	61.43
Real Estate and Hotels (ALI)	-	67.95	61.43

⁴ 2023 data included water withdrawal, discharge, and consumption from MWC, which had been fully divested in 2024

WATER	2023	2024	2025
Total water discharge (in ML)	95,636.74	15,029.57	12,371.51
Total water discharged to third-party water	18,748.50	14,977.43	11,831.08
Parent Company (AC)	1.73	1.45	1.47
Real Estate and Hotels (ALI)	18,266.66	13,842.67	10,613.62
Financial Services and Insurance (BPI)	308.97	758.14	673.80
Telecommunications (Globe)	126.11	116.77	103.75
Power (ACEIC incl. ACEN)	11.50	12.25	27.55
Industrial Technologies (IMI)	2.91	161.77	290.13
Automotive and Others	30.62	84.39	120.76
Total water discharged to surface water	74,616.85	8.58	539.06
Power (ACEIC incl. ACEN)	4.63	6.63	0.63
Industrial Technologies (IMI)	-	-	376.15
Automotive and Others ⁴	74,612.21	1.95	162.27
Total water discharged to groundwater	2.77	43.46	1.36
Power (ACEIC incl. ACEN)	1.92	6.75	0.30
Automotive and Others	0.85	36.71	1.06
Total water discharged to seawater	2,268.63	0.09	-
Power (ACEIC incl. ACEN)	-	0.09	-
Industrial Technologies (IMI)	28.63	-	-
Automotive and Others ⁴	2,240.00	-	-
Total water consumption (in ML)	871,245.87	990.12	165.63
Power (ACEIC incl. ACEN)	54.56	52.34	28.19
Industrial Technologies (IMI)	1,060.28	715.79	31.73
Automotive and Others ⁴	870,131.04	222.00	105.72
Total water recycled/reused (in ML)	25.49	63.33	346.33
Real Estate and Hotels (ALI)	-	29.74	227.50
Telecommunications (Globe)	25.49	33.59	36.49
Power (ACEIC incl. ACEN)	-	-	63.38
Industrial Technologies (IMI)	-	-	18.96

WASTE	2023	2024	2025
Total waste generated (in MT)	65,601.56	85,518.69	63,915.22
Total non-hazardous waste generated	62,404.23	82,819.27	60,832.98
Parent Company (AC)	6.35	2.61	7.41
Real Estate and Hotels (ALI)	38,918.59	76,952.92	57,097.66
Financial Services and Insurance (BPI)	6.19	181.82	254.23
Telecommunications (Globe)	160.43	207.12	230.76
Power (ACEIC incl. ACEN)	45.94	128.91	228.91
Industrial Technologies (IMI)	2,823.00	2,469.63	2,334.96
Automotive and Others ⁵	20,443.74	2,876.26	679.05

⁴ 2023 data included water withdrawal, discharge, and consumption from MWC, which had been fully divested in 2024

⁵ 2023 data included waste generation, diversion, and disposal from MWC, which had been fully divested in 2024

WASTE	2023	2024	2025
Total hazardous waste generated	3,197.33	2,699.42	3,082.25
Real Estate and Hotels (ALI)	213.42	425.78	958.56
Financial Services and Insurance (BPI)	1.63	2.43	2.49
Telecommunications (Globe)	896.37	587.76	519.63
Power (ACEIC incl. ACEN)	609.63	388.81	158.42
Industrial Technologies (IMI)	555.16	688.31	377.64
Automotive and Others ⁵	921.11	606.33	1,065.51
Total waste diverted from disposal (in MT)	28,451.39	25,008.48	27,235.96
Total non-hazardous waste diverted from disposal	27,028.84	23,823.69	25,562.38
Total non-hazardous waste composted	596.42	6,416.17	4,330.50
Real Estate and Hotels (ALI)	564.83	6,400.69	4,317.05
Automotive and Others ⁵	31.59	15.49	13.45
Total non-hazardous waste prepared for reuse	2.13	655.54	7.17
Real Estate and Hotels (ALI)	-	632.78	-
Industrial Technologies (IMI)	0.80	16.88	-
Automotive and Others ⁵	1.33	5.88	7.17
Total non-hazardous waste recycled	26,017.32	15,796.17	20,617.87
Parent Company (AC)	-	-	1.14
Real Estate and Hotels (ALI)	5,668.38	14,204.90	20,531.96
Telecommunications (Globe)	6.73	16.25	67.12
Power (ACEIC incl. ACEN)	-	-	10.14
Industrial Technologies (IMI)	2,358.67	1,247.69	-
Automotive and Others ⁵	17,983.53	327.32	7.50
Total non-hazardous with other recovery operations	412.97	955.81	606.84
Real Estate and Hotels (ALI)	286.00	916.24	553.57
Power (ACEIC incl. ACEN)	-	33.10	32.44
Industrial Technologies (IMI)	-	6.37	-
Automotive and Others ⁵	126.97	0.10	20.83
Total hazardous waste diverted from disposal	1,422.55	1,184.79	1,673.57
Total hazardous waste prepared for reuse	22.54	42.98	109.10
Power (ACEIC incl. ACEN)	-	-	108.45
Industrial Technologies (IMI)	22.54	42.98	-
Automotive and Others	0.00	0.00	0.65
Total hazardous waste recycled	1,389.97	838.50	979.65
Real Estate and Hotels (ALI)	-	164.26	937.73
Telecommunications (Globe)	896.37	587.76	-
Power (ACEIC incl. ACEN)	-	-	0.80
Industrial Technologies (IMI)	53.25	59.42	-
Automotive and Others ⁵	440.34	27.07	41.11

⁵ 2023 data included waste generation, diversion, and disposal from MWC, which had been fully divested in 2024

WASTE	2023	2024	2025
<i>Total hazardous with other recovery operations</i>	10.04	303.31	584.83
Telecommunications (Globe)	-	-	519.63
Power (ACEIC incl. ACEN)	-	265.85	49.17
Industrial Technologies (IMI)	10.04	37.44	-
Automotive and Others	-	0.02	16.03
Total waste directed to disposal (in MT)	35,703.00	58,236.90	36,678.19
Total non-hazardous waste directed to disposal	35,369.42	57,611.00	35,270.60
<i>Total non-hazardous waste sent to accredited TSD service providers</i>	25.33	1,978.74	1.92
Industrial Technologies (IMI)	24.97	-	-
Automotive and Others	0.36	1,978.74	1.92
<i>Total non-hazardous waste sent to sanitary landfill</i>	35,344.09	55,585.56	32,526.68
Parent Company (AC)	-	-	6.27
Real Estate and Hotels (ALI)	32,399.00	54,798.31	31,695.08
Financial Services and Insurance (BPI)	459.61	172.70	231.87
Telecommunications (Globe)	153.70	190.87	163.64
Power (ACEIC incl. ACEN)	45.94	95.91	186.33
Industrial Technologies (IMI)	2.17	-	-
Automotive and Others ⁵	2,283.67	327.77	243.50
<i>Total non-hazardous waste stored onsite for disposal</i>	-	46.70	59.52
Automotive and Others	-	46.70	59.52
<i>Total non-hazardous waste with other disposal operations</i>	-	-	2,682.47
Financial Services and Insurance (BPI)	-	-	22.36
Industrial Technologies (IMI)	-	-	2,334.96
Automotive and Others	-	-	325.15
Total hazardous waste directed to disposal	333.58	625.90	1,407.60
<i>Total hazardous waste sent to accredited TSD service providers</i>	26.22	263.33	173.58
Industrial Technologies (IMI)	7.68	50.56	-
Automotive and Others	18.54	212.77	173.58
<i>Total hazardous waste sent to sanitary landfill</i>	134.51	37.44	127.16
Automotive and Others ⁵	134.51	37.44	127.16
<i>Total hazardous waste with other disposal operations</i>	-	-	963.68
Industrial Technologies (IMI)	-	-	377.64
Automotive and Others	-	-	586.04
<i>Total hazardous waste stored onsite for disposal</i>	172.85	325.14	143.18
Real Estate and Hotels (ALI)	92.31	236.75	19.76
Financial Services and Insurance (BPI)	-	2.43	2.49
Automotive and Others	80.54	85.96	120.93

⁵ 2023 data included waste generation, diversion, and disposal from MWC, which had been fully divested in 2024

MATERIALS	2023	2024	2025
Non-renewable materials (in MT)			
<i>Real Estate and Hotels (ALI)</i>			
Cement	201,374.00	164,532.50	115,739.00
Steel and Rebars	62,184.00	54,415.36	40,502.34
Chemicals	-	40.31	38.72
Others	-	17.69	31.21
<i>Industrial Technologies (IMI)</i>			
Chemicals	21.91	-	-
<i>Automotive and Others</i>			
Chemicals	21,961.41	-	-
Renewable materials (in pcs)			
<i>Real Estate and Hotels (ALI)</i>			
Wood Insulation	-	13,078	7,758
Wood	-	124,948	36,287
Recycled materials (in MT)			
<i>Real Estate and Hotels (ALI)</i>			
Fly ash	-	52,497.72	52,183.08
PET	-	35.00	39.58
Concrete Debris as Additive for Pavers	-	-	20.00
Plastic Content for Warehouse Palettes	-	50.08	5,407.92
Plastic Content in Other Operation Items	-	-	148.94
<i>Automotive and Others</i>	5.88	-	-

BIODIVERSITY	LOCATION	2024	2025
Areas protected and/or restored (in hectares)			
Parent Company (AC)	Oriental Mindoro	~32,000	~32,000
Real Estate and Hotels (ALI)	Estates in Anvaya Cove, El Nido, Alviera, Nuvali, Sicogon	4,870	4,870
Power (ACEN excl. ACEIC)	Philippines, Australia	2,815	2,846
IUCN Red List species and national conservation list species with habitats in areas affected by operations (count)			
Parent Company (AC)		60	226 ⁶
Real Estate and Hotels (ALI)		131	143
Power (ACEN excl. ACEIC)			15

⁶ Includes Rare, Threatened, and Endangered (RTE) species classified by the Department of Environment and Natural Resources (DENR)

EMPLOYEES	2023	2024	2025
Total employee headcount or direct hires	64,846	63,712	62,539
<i>Total headcount of permanent employees</i>	57,801	56,520	57,174
Parent Company (AC)	180	195	216
Real Estate and Hotels (ALI)	7,254	7,107	6,897
Financial Services and Insurance (BPI)	19,522	22,599	23,576
Telecommunications (Globe)	7,542	6,381	6,684
Power (ACEIC incl. ACEN)	916	1,049	1,175
Industrial Technologies (IMI)	11,791	8,886	8,039
Automotive and Others	10,596	10,303	10,587
<i>Total headcount of temporary employees</i>	7,045	7,192	5,365
Parent Company (AC)	-	17	15
Real Estate and Hotels (ALI)	5,501	4,490	3,245
Financial Services and Insurance (BPI)	-	4	4
Telecommunications (Globe)	-	-	-
Power (ACEIC incl. ACEN)	45	142	190
Industrial Technologies (IMI)	252	1,124	505
Automotive and Others	1,247	1,415	1,406
<i>Total indirect employees headcount</i>	77,356	54,999	40,445
Parent Company (AC)	-	79	76
Real Estate and Hotels (ALI)	40,530	34,653	25,013
Financial Services and Insurance (BPI)	3,424	4,678	2,108
Telecommunications (Globe)	5,306	3,438	3,120
Power (ACEIC incl. ACEN)	19,457	7,804	7,657
Industrial Technologies (IMI)	1,215	847	753
Automotive and Others	7,424	3,500	1,718

EMPLOYMENT	2023	2024	2025
Total new employee hires headcount	14,830	11,678	11,387
Parent Company (AC)	33	41	32
Real Estate and Hotels (ALI)	1,710	1,057	1,023
Financial Services and Insurance (BPI)	3,718	2,682	3,551
Telecommunications (Globe)	323	284	811
Power (ACEIC incl. ACEN)	313	385	456
Industrial Technologies (IMI)	4,620	2,636	1,836
Automotive and Others	4,113	4,602	3,678

EMPLOYMENT	2023			2024			2025		
	< 30 YEARS	30-50 YEARS	> 50 YEARS	< 30 YEARS	30-50 YEARS	> 50 YEARS	< 30 YEARS	30-50 YEARS	> 50 YEARS
Total new employee hires headcount by age group	8,834	5,676	330	6,711	4,613	363	6,495	4,579	311
Parent Company (AC)	4	28	1	6	27	8	6	25	1
Real Estate and Hotels (ALI)	1,051	617	42	590	429	38	512	481	30
Financial Services and Insurance (BPI)	2,700	1,007	11	1,954	709	19	2,501	1,023	27
Telecommunications (Globe)	174	148	1	145	137	2	276	522	13
Power (ACEIC incl. ACEN)	139	174	10	139	210	36	187	243	26
Industrial Technologies (IMI)	2,590	1,875	155	1,508	1,022	106	978	779	79
Automotive and Others	2,176	1,827	110	2,369	2,079	154	2,035	1,506	135
	MALE	FEMALE		MALE	FEMALE		MALE	FEMALE	
Total new employee hires headcount by gender	6,508	8,322		5,166	6,521		4,819	6,568	
Parent Company (AC)	13	20		17	24		9	23	
Real Estate and Hotels (ALI)	764	946		441	616		477	546	
Financial Services and Insurance (BPI)	1,409	2,309		1,015	1,667		1,345	2,206	
Telecommunications (Globe)	181	142		150	134		464	347	
Power (ACEIC incl. ACEN)	177	136		200	185		265	191	
Industrial Technologies (IMI)	2,002	2,618		1,083	1,553		767	1,069	
Automotive and Others	1,962	2,151		2,260	2,342		1,492	2,186	
Total employee turnover headcount		12,655			11,670			9,379	
Parent Company (AC)		4			13			4	
Real Estate and Hotels (ALI)		836			862			1,045	
Financial Services and Insurance (BPI)		2,295			2,182			2,596	
Telecommunications (Globe)		928			1,444			514	
Power (ACEIC incl. ACEN)		139			134			113	
Industrial Technologies (IMI)		5,124			3,783			2,128	
Automotive and Others		3,329			3,252			2,979	
	< 30 YEARS	30-50 YEARS	> 50 YEARS	< 30 YEARS	30-50 YEARS	> 50 YEARS	< 30 YEARS	30-50 YEARS	> 50 YEARS
Total employee turnover headcount by age group	5,932	6,007	708	4,804	6,092	774	3,809	4,663	897
Parent Company (AC)	-	2	2	1	3	9	1	3	-
Real Estate and Hotels (ALI)	385	421	30	391	440	31	408	609	28
Financial Services and Insurance (BPI)	1,175	962	158	1,016	987	179	1,065	1,115	416
Telecommunications (Globe)	177	620	131	261	1,072	111	90	386	38
Power (ACEIC incl. ACEN)	52	61	18	48	75	11	31	77	5
Industrial Technologies (IMI)	2,663	2,266	195	1,549	1,958	276	835	1,048	245
Automotive and Others	1,480	1,675	174	1,538	1,557	157	1,380	1,425	165

EMPLOYMENT	2023		2024		2025	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Total employee turnover headcount by gender	5,598	7,057	5,099	6,571	4,097	5,282
Parent Company (AC)	3	1	5	8	2	2
Real Estate and Hotels (ALI)	401	435	383	479	462	583
Financial Services and Insurance (BPI)	818	1,477	825	1,357	1,005	1,591
Telecommunications (Globe)	499	429	777	667	264	250
Power (ACEIC incl. ACEN)	74	65	81	53	53	60
Industrial Technologies (IMI)	2,310	2,814	1,569	2,214	881	1,247
Automotive and Others	1,493	1,836	1,459	1,793	1,430	1,549

Training and Education				2023			2024			2025					
Average training hours per permanent employee				55.0			59.6			54.9					
Parent Company (AC)				18.3			21.9			26.3					
Real Estate and Hotels (ALI)				34.5			40.1			42.1					
Financial Services and Insurance (BPI)				53.4			50.4			78.6					
Telecommunications (Globe)				47.0			41.9			30.3					
Power (ACEIC incl. ACEN)				52.7			30.5			29.9					
Industrial Technologies (IMI)				53.4			67.8			61.6					
Automotive and Others				84.2			100.9			24.3					
				MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
Average training hours per permanent employee by gender															
Parent Company (AC)				15.5		20.5		21.0		22.6		27.9		25.3	
Real Estate and Hotels (ALI)				39.5		30.3		43.5		37.2		43.0		41.3	
Financial Services and Insurance (BPI)				53.1		53.6		42.1		54.7		71.9		82.2	
Telecommunications (Globe)				46.1		48.2		40.7		43.5		30.4		30.2	
Power (ACEIC incl. ACEN)				49.4		59.7		35.2		24.8		32.5		26.6	
Industrial Technologies (IMI)				53.6		53.2		62.5		70.7		45.5		70.2	
Automotive and Others				96.4		72.7		92.3		108.3		25.4		23.4	
				RANK AND FILE		MIDDLE MGMT		SENIOR MGMT		RANK AND FILE		MIDDLE MGMT		SENIOR MGMT	
Average training hours per permanent employee by level/rank															
Parent Company (AC)				20.8		31.4		0.9		23.7		21.7		13.4	
Real Estate and Hotels (ALI)				33.4		38.7		19.8		37.4		49.1		21.3	
Financial Services and Insurance (BPI)				52.8		53.5		76.4		49.3		50.4		86.8	
Telecommunications (Globe)				48.7		47.3		40.0		41.7		42.9		32.7	
Power (ACEIC incl. ACEN)				49.4		55.2		55.4		31.2		32.7		14.4	
Industrial Technologies (IMI)				58.0		32.5		22.9		76.5		31.0		20.6	
Automotive and Others				66.6		126.0		40.1		44.7		358.7		66.6	

DIVERSITY		2023					2024		2025																									
		MALE		FEMALE			MALE		FEMALE		MALE			FEMALE																				
Percentage of permanent employees per gender		43%		57%			41%		59%		41%			59%																				
Parent Company (AC)		44%		56%			41%		59%		38%			62%																				
Real Estate and Hotels (ALI)		46%		54%			46%		54%		46%			54%																				
Financial Services and Insurance (BPI)		34%		66%			35%		65%		35%			65%																				
Telecommunications (Globe)		56%		44%			56%		44%		56%			44%																				
Power (ACEIC incl. ACEN)		60%		40%			54%		46%		56%			44%																				
Industrial Technologies (IMI)		37%		63%			35%		65%		35%			65%																				
Automotive and Others		42%		58%			46%		54%		43%			57%																				
		<30 YEARS	30-50 YEARS	>50 YEARS	<30 YEARS	30-50 YEARS	>50 YEARS			<30 YEARS	30-50 YEARS	>50 YEARS																						
Percentage of permanent employees per age group		30%		61%			9%		29%		60%		11%		28%		61%			11%														
Parent Company (AC)		8%		60%			32%		7%		68%		25%		6%		72%			22%														
Real Estate and Hotels (ALI)		37%		57%			7%		32%		60%		7%		29%		64%			7%														
Financial Services and Insurance (BPI)		38%		54%			9%		36%		53%		11%		35%		55%			10%														
Telecommunications (Globe)		13%		79%			8%		10%		81%		10%		10%		80%			11%														
Power (ACEIC incl. ACEN)		26%		66%			8%		24%		68%		8%		23%		69%			8%														
Industrial Technologies (IMI)		23%		64%			13%		17%		65%		18%		17%		64%			19%														
Automotive and Others		28%		61%			11%		36%		55%		9%		34%		57%			9%														
		RANK AND FILE	MIDDLE MGMT	SENIOR MGMT	RANK AND FILE	MIDDLE MGMT	SENIOR MGMT			RANK AND FILE	MIDDLE MGMT	SENIOR MGMT			RANK AND FILE	MIDDLE MGMT	SENIOR MGMT																	
					Male	Female	Male	Female	Male	Female	Male	Female			Male	Female	Male	Female	Male	Female														
Percentage of permanent employees per gender in each level/rank category		62%		35%			3%		37%		63%			47%		53%		55%		45%		37%		63%			46%		54%		46%			
Parent Company (AC)		36%		33%			31%		27%		73%			47%		53%		73%		27%		29%		71%			43%		57%		60%		40%	
Real Estate and Hotels (ALI)		76%		23%			0%		44%		56%			52%		48%		67%		33%		44%		56%			52%		48%		58%		42%	
Financial Services and Insurance (BPI)		61%		38%			1%		33%		67%			37%		63%		45%		55%		33%		67%			37%		63%		46%		54%	
Telecommunications (Globe)		15%		78%			7%		43%		57%			58%		42%		54%		46%		46%		54%			58%		42%		52%		48%	
Power (ACEIC incl. ACEN)		39%		54%			7%		60%		40%			50%		50%		56%		44%		63%		37%			50%		50%		57%		43%	
Industrial Technologies (IMI)		83%		13%			4%		30%		70%			55%		45%		63%		37%		31%		69%			54%		46%		65%		35%	
Automotive and Others		74%		22%			4%		47%		53%			47%		53%		57%		43%		43%		57%			45%		55%		53%		47%	

OCCUPATIONAL HEALTH AND SAFETY	2023	2024	2025
Total number of non-disabling (recordable) work-related injuries (employees only)	56	66	99
Real Estate and Hotels (ALI)	-	-	-
Financial Services and Insurance (BPI)	-	-	-
Telecommunications (Globe)	3	5	1
Power (ACEN ex. ACEIC)	-	-	2
Industrial Technologies (IMI)	20	22	14
Automotive and Others	33	39	82
Total number of disabling (high consequence) work-related injuries, excluding fatalities (employees only)	26	11	7
Real Estate and Hotels (ALI)	-	-	-
Financial Services and Insurance (BPI)	-	-	-
Telecommunications (Globe)	-	-	-
Power (ACEN ex. ACEIC)	20	-	-
Industrial Technologies (IMI)	6	8	6
Automotive and Others	-	3	1
Total number of cases of recordable work-related ill health (employees only)	8	-	2
Real Estate and Hotels (ALI)	-	-	-
Financial Services and Insurance (BPI)	-	-	-
Telecommunications (Globe)	-	-	-
Power (ACEN ex. ACEIC)	-	-	-
Industrial Technologies (IMI)	-	-	-
Automotive and Others	8	-	2

Globe recorded one employee fatality as a result of a work-related injury in 2025. For more details, please refer to Globe's 2025 Integrated Report available at globe.com.ph

COLLECTIVE BARGAINING AGREEMENTS	2023	2024	2025
Percentage of permanent employees covered by collective bargaining agreements (CBA)			
Real Estate and Hotels (ALI)	3%	1%	1%
Financial Services and Insurance (BPI)	38%	66%	63%
Telecommunications (Globe)	3%	3%	2%
Industrial Technologies (IMI)	19%	21%	24%
Automotive and Others			
iPeople (Mapúa University)	15%	15%	14%
MWC	87%	-	-

CUSTOMER SATISFACTION	METRIC/ RATING SCALE	SCORE/RATING
Real Estate and Hotels (ALI)		
<i>Offices</i>	Customer Satisfaction Score	96.74%
<i>Malls</i>		62.3
<i>Residential</i>	Net Promoter Score	91%
<i>Seda Hotels</i>		91%
<i>El Nido Resorts</i>	Guest Satisfaction Rating	96%
Telecommunications (Globe)	Net Promoter Score	49
Power (ACEN ex. ACEIC)	ACEN RES Customer Satisfaction Index	9.27
Industrial Technologies (IMI)	Customer Satisfaction Score	4.69

MANAGEMENT SYSTEMS AND CERTIFICATIONS	BUSINESS UNIT
ISO 50001 Energy Management Systems	Ayala Land (Ayala Property Management Corporation) Globe
ISO 14001:2015 Environmental Management Systems	Ayala Land (Makati Development Corporation, Ayala Property Management Corporation) ACEN Globe IMI iPeople (Mapúa University)
ISO 9001:2015 Quality Management Systems	Ayala Land (Makati Development Corporation, Ayala Property Management Corporation) IMI
ISO 45001:2018 Occupational Health and Safety Management Systems	Ayala Land (Makati Development Corporation, Ayala Property Management Corporation) ACEN Globe IMI
ISO 19650-2:2018 Organization and Digitization of Information About Buildings and Civil Engineering Works, Including Building Information Modelling (BIM) ISO 30414:2018 Human Resource Management ISO 22965:2007 Concrete	Ayala Land (Makati Development Corporation)
ISO 13485:2016 Medical Devices – Quality Management Systems IATF 16949:2016 International Standard for Automotive Quality Management Systems PNS ISO/IEC 17025:2017 Testing and Calibration Laboratories IEC 61340-5-1:2016 Electrostatic Discharge Control ANSI/ESD S20.20-2021 Protection of Electrical and Electronic Parts	IMI
ISO 27001:2013 Information Security Management Systems	IMI Globe
ISO 22301:2019 Business Continuity Management Systems ISO 20000-1:2018 Information Technology Management Systems	Globe

REPORTING METHODOLOGY

Ayala reports its consolidated Environmental and Social Performance through the indicators relevant to its material sustainability topics. Such indicators are determined by mapping the reportorial requirements of various stakeholders such as the regulators, the investing and banking community, and other institutional partners. Ayala's Environmental and Social Performance report is prepared with reference to the GRI Standards and in accordance with the GHG Protocol: A Corporate Accounting and Reporting Standard – Revised Edition (GHG Protocol) and the complementary Corporate Value Chain (Scope 3) Accounting and Reporting Standard for its GHG inventory.

SCOPE AND BOUNDARIES

Ayala applies the same consolidation approach as the annual consolidated financial statements to its Environmental and Social Performance reporting, except for its GHG inventory and energy, which applies the operational control approach. The reporting scope and boundary of the listed companies within the Ayala Group, namely Ayala Land, BPI, Globe, ACEN, IMI, and iPeople, follow their respective annual sustainability reporting.

Ayala includes the environmental and social datasets of its significant newly acquired or established operational subsidiary, joint venture, or associate once its data for at least one full year are available, unless otherwise stated.

GHG INVENTORY AND ENERGY ORGANIZATIONAL BOUNDARY

Ayala follows the operational control approach in determining its GHG inventory and energy reporting organizational boundary. Operational control is based on the reporting company's ability to introduce and implement operating policies. This is aligned with the approach of ACEN, Ayala Land, IMI, BPI, and Globe.

Ayala has operational control over its subsidiaries. For these companies, 100% of their energy consumption within the organization is within the scope of Ayala's reporting. 100% of their Scope 1 emissions are accounted for under Ayala Corporation's Scope 1 inventory. 100% of their Scope 2 emissions are also accounted for under Ayala Corporation's Scope 2 inventory. For Scope 3, 100% of Categories 1-14 emissions are under Ayala Corporation's Scope 3 inventory, whereas Category 15 - Investments are accounted for according to Ayala Corporation or the business unit's equity share in the operation.

Ayala's associates and joint ventures are outside its operational control. 100% of their energy consumption within their organization is reported under Ayala's downstream energy consumption. Their Scope 1 and Scope 2 emissions are accounted for under Scope 3 Category 15 - Investments, proportionate to Ayala Corporation's equity share. Their Scope 3 emissions are not accounted for as they are outside Ayala's GHG accounting boundaries.

For ACEIC, emissions are reported based on operational control. As of 2025, the diesel power plants divested by ACEN are now under ACEIC's direct operational control, and their emissions are captured under ACEIC's Scope 1, Scope 2, and applicable Scope 3 categories. ACEIC's investments in other thermal assets, where it does not exercise operational control, continue to be reported under Scope 3 Category 15 – Investments.

			ENVIRONMENTAL INDICATORS						SOCIAL INDICATORS					
ENTITY	ACRONYM	CLASSIFICATION	Emissions	Energy	Water	Waste	Materials	Biodiversity	Employees and Employment	Training and Education	Diversity	Occupational Health and Safety	Labor Unions	Customer Management
Parent Company														
Ayala Corporation ²	AC	Parent	✔	✔	✔	✔		✔	✔	✔				
Real Estate and Hotels														
Ayala Land, Inc. ³	ALI	Subsidiary	✔	✔	✔	✔	✔	✔	✔	✔		✔	✔	✔
Financial Services and Insurance														
Bank of the Philippine Islands ^{1,3}	BPI	Associate	✔	✔	✔	✔			✔	✔	✔	✔	✔	
Telecommunications														
Globe Telecom, Inc. ^{1,3}	Globe	Joint venture	✔	✔	✔	✔			✔	✔	✔	✔	✔	✔
Power														
AC Energy and Infrastructure Corporation (thermal assets)	ACEIC	Subsidiary	✔	✔	✔	✔			✔	✔	✔			
– ACEN Corporation ³	ACEN	Subsidiary	✔	✔	✔	✔	✘	✔	✔	✔	✔	✔		✔
Industrial Technologies														
Integrated Microelectronics, Inc. ³	IMI	Subsidiary	✔	✔	✔	✔	✘		✔	✔	✔	✔	✔	✔
Automotive and Others														
AC Industrial Technology Holdings, Inc. (excl. IMI) ^{2,4}	AC Industrials	Subsidiary	✔	✔	✔	✔			✔	✔	✔	✔		
AC Infrastructure Holdings Corporation	AC Infra	Subsidiary	✔											
AC Logistics Holdings Corporation ²	AC Logistics	Subsidiary	✔	✔	✔	✔			✔	✔	✔	✔		
ACX Holdings Corporation ⁵	ACX	Subsidiary	✘	✘					✘	✘	✘	✘		
Asiacom Philippines, Inc. ¹	Asiacom	Joint venture	✔											
Ayala Aviation Corporation	AAC	Subsidiary	✔	✔										
Ayala Healthcare Holdings, Inc. ²	AC Health	Subsidiary	✔	✔	✔	✔			✔	✔	✔	✔		
Azalea International Venture Partners Ltd.		Subsidiary												
– Affinity Express Holdings Ltd ²	AffinityX	Subsidiary	✔	✔	✔				✔	✔	✔			
Bestfull Holdings, Inc.	BHL	Subsidiary	✔											
Globe STT GDC ¹		Joint venture	✔											
Liontide Holdings Inc. ¹	LHI	Joint venture	✔											
Michigan Holdings, Inc. ¹	MHI	Subsidiary	✔											
iPeople, Inc. ^{1,2}	iPeople	Associate	✔	✔	✔	✔			✔	✔	✔	✔	✔	
Manila Water Company ⁶	MWC				✔	✔			✔	✔	✔	✔	✔	
Social Development														
Ayala Foundation ²	AFI	Non-profit organization		✔	✔	✔			✔	✔	✔			

Legend:

✔✔ Data available and included in Ayala’s Environmental and Social Performance

✘✘ Indicator applicable to the business unit but data currently not available

BLANKS BOXES Indicator not applicable or material to the business unit due to the nature of its operations (e.g., it is a holding company with no activity data)

¹ Energy consumption reported as part of Ayala’s energy consumed outside the organization and emissions reported as part of AC’s Scope 3 Category 15 – Investments

² Business unit covered by Ayala’s limited assurance process for select environmental and social indicators

³ Business unit’s limited assurance statement available in their respective annual report

⁴ Covers AC Mobility Holdings Inc., Iconic Dealership, Inc., Kia Philippines Motor Corporation, Automobile Centrale Enterprises, Inc., AC Automotive Business Services, Inc., AC Automotive Business Services, Inc., Mobility Access Philippines Ventures, Inc., Greenstrum, Inc., and Evro Mobility Solutions, Inc.

⁵ As ACX is focused on expanding its operational footprint, the company’s environmental and social data will be included in subsequent annual reports

⁶ Included only in Ayala’s 2023 reporting as MWC was fully divested in 2024

Changes in 2025

The following changes were applied to Ayala's environmental and social reporting in 2025:

- > Expanded AC Health's reporting scope to include FEU Healthway Hospital Fairview, Inc. (FEU-NRMF Medical Center)
- > Excluded AM 50 Ventures Inc. (formerly AC Ventures Inc.) from reporting, following its transition to a joint venture, as its Scope 3 emissions are no longer relevant to Ayala's consolidated footprint
- > Excluded the waste management companies in AC Logistics' reporting scope, following its full divestment in 2025
- > Excluded IMI Czech Republic, VIA Optronics, VTS Touchsensor, and Germaneers GmbH, following IMI's divestments in 2025
- > Excluded AirSWIFT from Ayala Land's reporting scope, following divestment in 2024
- > Added Social, Environmental, and GHG Scope 1, Scope 2, and Scope 3 data for ACEIC, reflecting its newly established operational control over selected plants
- > Updated GHG emissions datasets, emission factors, and methodologies, consistent with the enhanced 2025 accounting approach and validated data improvements

Assurance

To ensure the accuracy and reliability of Ayala's Environmental and Social Performance report, Ayala engaged DNV AS Philippine Branch to provide limited assurance on select indicators.

MATERIAL TOPIC	INDICATOR	SUSTAINABILITY REPORTING STANDARD
Energy Management	- Energy consumption and self-generation within the organization - Upstream and downstream energy consumption - Energy intensity	GRI 103: Energy 2025 103-2 Energy consumption and self-generation within the organization 103-3 Upstream and downstream energy consumption 103-4 Energy intensity
Environmental Footprint Management	- Scope 1 – Direct GHG emissions - Scope 2 – Indirect GHG emissions	GRI 305: Emissions 2016 305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions
	- Water withdrawal - Water discharge - Water consumption	GRI 303: Water and Effluents 2018 303-3 Water withdrawal 303-4 Water discharge 303-5 Water consumption
	- Waste generated - Waste diverted from disposal - Waste directed to disposal	GRI 306: Waste 2020 306-3 Waste generated 306-4 Waste diverted from disposal 306-5 Waste directed to disposal
Human Capital Management and Development	- Permanent and temporary employees - Workers who are not employees - New hires by age group and gender - Turnover by age group and gender	GRI 2: General Disclosures 2021 2-7 Employees 2-8 Workers who are not employees GRI 401: Employment 2016 401-1 New employee hires and employee turnover
	Average training hours per permanent employee by gender and rank	GRI 404: Training and Education 2016 404-1 Average hours of training per employee
	Percentage of employees and individuals within the governance bodies by gender and age group	GRI 405: Diversity and Equal Opportunity 2016 405-1 Diversity of governance bodies and employees
Workplace Health, Safety, and Well-Being	- Work-related injuries - Work-related ill health	GRI 403: Occupational Health and Safety 2018 403-9 Work-related injuries 403-10 Work-related ill health

Environmental Reporting

Emissions (GHG Inventory)

INDICATOR	UNIT OF MEASURE	SUSTAINABILITY REPORTING STANDARD
Scope 1 - Direct GHG emissions Scope 2 - Indirect GHG emissions - Scope 2 - Indirect GHG emissions from purchased electricity (location-based) - Scope 2 - Indirect GHG emissions from purchased electricity (market-based)	Metric ton CO ₂ equivalent (tCO ₂ e)	GRI 305: Emissions 2016 305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions 305-3 Other indirect (Scope 3) GHG emissions 305-4 GHG emissions intensity 305-5 Reduction of GHG emissions
Scope 3 - Indirect emissions from upstream and downstream activities		
GHG emissions intensity		
	Metric ton CO ₂ equivalent (tCO ₂ e) per million ₹ revenue	
Reduction of GHG emissions GHG emissions reduced as a direct result of reduction initiatives		

Ayala underwent a thorough accounting of its Scope 1, Scope 2, and Scope 3 GHG emissions following the GHG Protocol: A Corporate Accounting and Reporting Standard – Revised Edition (GHG Protocol) and the complementary Corporate Value Chain (Scope 3) Accounting and Reporting Standard, which are the most widely used internal accounting frameworks for supporting government and business leaders in understanding, quantifying, and managing GHG emissions.

In 2025, the 2021 baseline year emissions, as well as the 2023 and 2024 figures, were recalculated to account for validated updates on datasets, revised emission factors, and methodological changes aligned with the 2025 accounting approach.

Consistent with the principles of completeness and transparency under the GHG protocol, it is noted that the applied methodology includes extrapolation of data. These estimates carry a higher degree of uncertainty. Ayala is working with its subsidiaries and investee companies to continually improve data accuracy and completeness in future reporting cycles. Ayala will update the disclosures in subsequent reporting cycles, as needed.

It is important to note that variance between group-level disclosures and business unit-reported figures may arise from the consolidation and treatment of intercompany emissions at the group level. Intercompany emissions arise from transactions within Ayala and between the parent company, subsidiaries, and investments. If not adjusted, this can lead to double counting in the consolidated inventory. Therefore, to ensure accuracy, intercompany emissions are identified and deducted according to a set of documented principles and practices.

Scope 1

Scope 1 includes all GHG emissions from sources over which the organization has operational control. These cover the emissions from the combustion of fossil fuels in mobile and stationary sources (e.g., owned or controlled boilers, power generators, and vehicles) and GHG emissions generated by chemical and physical processes, as well as fugitive emissions from the use of cooling and air conditioning equipment.

SCOPE 1	EMISSION SOURCES	BOUNDARY
Stationary combustion	Generator sets	Included
Mobile combustion	Company-owned vehicles	Included
Process emissions	Use of CO ₂ in medical procedures	Included
Fugitive emissions	Refrigerant leaks from cooling systems and air-conditioning equipment	Included

Scope 2

Scope 2 includes indirect GHG emissions from the generation of electricity, steam and heat or cooling purchased by the organization from external energy providers. Both the location-based and market-based Scope 2 emissions were included in this report. Location-based electricity emissions were calculated using location-based grid average emission factors from each country of operation, primarily sourced from the International Energy Agency (IEA) 2025 data. Market-based electricity emissions are calculated using emission factors derived from contractual instruments, such as Energy Attribute Certificates (EACs), direct energy supply contracts (for renewable or non-renewable generation), and supplier-specific emission rates. Where no qualifying contractual instruments are available, a residual mix emission factor was applied as the default.

SCOPE 2	EMISSION SOURCES	BOUNDARY
Electricity	Generation of electricity	Included
Steam	Purchased steam	Not applicable
District heating	Purchased district heating	Not applicable
District cooling	Purchased district cooling	Not applicable

Scope 3

Scope 3 includes other indirect emissions along Ayala's value chain, such as emissions from the production of raw materials, freighting of goods, operational waste disposal, consumers' use of sold products, and how these sold products are treated in its end of life.

SCOPE 3 CATEGORIES	EMISSION SOURCES	BOUNDARY	COVERAGE OF ASSURANCE
Cat 01 – Purchased goods and services	Purchased goods (raw materials) and services	Included	23% covering Ayala Land's and ACEN's purchases and water supply of the other entities
Cat 02 – Capital goods	Production of capital goods (e.g., machinery, IT equipment, vehicles, etc.)	Included	92% covering Ayala Land's and ACEN's capital expenditures
Cat 03 – Fuel- and energy-related activities	Upstream life cycle emissions from fuel and electricity generation, including transmission and distribution losses	Included	99.98%
Cat 04 – Upstream transportation and distribution	Transportation and distribution of goods and services to the company	Included	13% covering emissions related to Ayala Land's and ACEN's purchases
Cat 05 – Waste generated in operations	Waste management of operational waste (landfilling, recycling, etc.)	Included	99.99%
Cat 06 – Business travel	Travel and accommodation of employees/contractors	Included	10% covering Ayala Land's business travel activities
Cat 07 – Employee commuting	Employee travel between home and work	Included	–
Cat 08 – Upstream leased assets	Operation of assets leased by the organization (lessee) in the reporting year and not included in Scope 1 or Scope 2	Included	–
Cat 09 – Downstream transportation and distribution	Transportation and distribution of products sold by the organization	Included	–
Cat 10 – Processing of sold products	Processing of intermediate products sold by the organization	Included	–
Cat 11 – Use of sold products	Use of sold goods that require energy to operate	Included	21% covering Ayala Land's sold office and residential units
Cat 12 – End-of-life treatment of sold products	Waste disposal and treatment of sold products	Included	9% covering Ayala Land's sold office and residential units
Cat 13 – Downstream leased assets	Operation of assets owned by the company (lessor) and leased to other entities, not included in Scope 1 or Scope 2	Included	99.98%
Cat 14 – Franchises	Operation of franchises not included in Scope 1 or Scope 2	Included	–
Cat 15 – Investments	Operation of investments not included in Scope 1 or Scope 2	Included	4% accounting for investments in BPI, Globe, iPeople, and renewable power plants through ACEN

For Ayala Corporation as the parent entity, Category 15 – Investments emissions reflect the proportional share of GHG emissions from associates, joint ventures, and unconsolidated subsidiaries. Emissions are attributed based on Ayala's direct or effective ownership share in each investee. Effective ownership reflects indirect holdings through intermediate entities where applicable.

ASSOCIATE OR JOINT VENTURE	AC'S % DIRECT OWNERSHIP	AC'S % EFFECTIVE OWNERSHIP	2025 SCOPE 3 CATEGORY 15 GHG EMISSIONS (tCO ₂ e)
Asiacom Philippines, Inc.	60.0%	–	2.27
Bank of the Philippine Islands ¹	28.7%	45.1%	6,966.45
Globe Telecom, Inc.	30.6%	–	104,943.08
iPeople, Inc.	36.3%	–	1,298.39
Globe STT Edge ²	10.0%	25.3%	4,252.73
AM 50 Ventures Inc.	50.0%	–	–

¹ Includes equity ownership through Michigan Holdings, Inc. and Liontide Holdings, Inc.

² Includes equity ownership through Globe Telecom, Inc.

Optional GHG Emissions

Optional GHG emissions include gases from refrigerants used in the organization's cooling and air conditioning equipment that fall outside the standard Kyoto Protocol GHG categories and are, therefore, reported on an optional basis. Emission quantities are estimated based on refrigerant consumption and replenishment data, using the global warming potential (GWP) values sourced from internationally recognized references such as the IPCC Assessment Reports.

GHG Emissions Intensity

GHG emissions intensity is used as an indicator to show the amount of GHG emissions associated with a unit of economic output. The calculation for GHG emissions intensity covers the total GHG emissions from Scope 1, Scope 2, and Scope 3, while the consolidated revenue is based on Ayala Corporation's audited consolidated financial statements.

$$GHG\ emissions\ intensity\left(\frac{tCO_2e}{million\ ₱}\right)=\frac{Absolute\ GHG\ emissions\ (tCO_2e)}{Consolidated\ revenue\ (million\ ₱)}$$

Emission Factors

An emission factor is used to calculate the GHG emissions for a given source, relative to units of activity. Emission factors reflect average values by sector, technology type and/or fuel type. The table below shows the emission factor databases and resources that were used to calculate Ayala's 2021 base year and 2023 to 2025 emissions.

ACTIVITY	EMISSION FACTOR REFERENCE
Stationary Combustion	UK Department of Energy Security and Net Zero (UK DESNZ), 2023-2025 (AR5); Australia Department of Climate Change, Energy, the Environment and Water (DCCEEW), 2024 (AR5)
Mobile Combustion	UK DESNZ, 2023-2025 (AR5); DCCEEW, 2024 (AR5)
Fugitive Emissions	UK DESNZ, 2023-2024 (AR5); California Air Resources Board, 2023 (AR5); Intergovernmental Panel on Climate Change (IPCC), 2014 (AR5); IPCC Sixth Assessment Report, 2021 (AR6)
Process Emissions	Rughwani et al., 2025
Purchased Electricity	ADEME, 2023 (AR5); AIB European Residual Mixes, 2023 (AR5) and 2024 (AR6); DCCEEW, 2024 and 2025 (AR5); US EPA eGRID, 2022 (AR4) and 2023 (AR5); Energy Market Authority of Singapore (EMA), 2023 and 2024 (AR5); Government of Mexico Secretaría del Medio Ambiente y Recursos Naturales (SEMARNAT), 2024 (AR5); Government of Japan Ministry of the Environment, 2024; International Energy Agency (IEA), 2023 (AR5) and 2024-2025 (AR6)
Purchased Goods and Services	UK DESNZ, 2022 (AR4) and 2023-2025 (AR5); Watershed's Comprehensive Environmental Data Archive (CEDA) v4.01 (AR5); Open CEDA 2024 (AR5) and 2025 (AR5/AR6); Datavizta, 2024 (AR5); ecolInvent 3.10 (AR5); Higgs Materials Sustainability Index via Patagonia, 2023 (AR5); ADEME, 2023 (AR5); SteelAsia, 2025; IEA, 2023 (AR5)
Capital Goods	UK DESNZ, 2025 (AR5); CEDA v4.01 (AR5); Open CEDA 2024 (AR5) and 2025 (AR5/AR6); Datavizta, 2024 (AR5); Acer, 2025 (AR5); Apple, 2025; Asus, 2025 (AR5); Dell, 2025 (AR5); HP, 2025 (AR5); Lenovo, 2015, 2022, and 2025 (AR5); Samsung, 2025 (AR5); ADEME 2022 (AR5); CarbonCatalogue, 2015 (AR5)
Fuel- and Energy-Related Emissions	UK DESNZ, 2023-2025 (AR5); DCCEEW, 2024-2025 (AR5); IEA, 2023 (AR5) and 2024-2025 (AR6); AIB European Residual Mixes, 2023 (AR5) and 2024 (AR6); Philippine Department of Energy, 2021; US EPA eGRID, 2023 (AR5); Government of Mexico SEMARNAT, 2024 (AR5); Serbia Green Bond Report, 2024; Singapore EMA, 2024 (AR5); Singapore National Environment Agency, 2020 (AR4); South Pole, 2025 (AR6); Government of Japan Ministry of the Environment, 2024
Upstream Transportation and Distribution	UK DESNZ, 2023-2025 (AR5); CEDA v4.01 and 2024 (AR5); Open CEDA 2024 (AR5) and 2025 (AR5/AR6)
Waste Generated in Operations	UK DESNZ, 2023-2025 (AR5); CEDA v4.01 (AR5); ADEME, 2023 (AR6)
Business Travel	UK DESNZ, 2024-2025 (AR5); CEDA v4.01 (AR5); Open CEDA 2024 (AR5) and 2025 (AR5/AR6); Cornell Hotel Sustainability Index (CHSB), 2024 (AR5);
Employee Commuting	UK DESNZ, 2023-2025 (AR5); IEA Electricity EFs, 2023 (AR5); IEA EEEI data for residential energy consumption and heat fuel mix, 2023 (AR5); Anthesis, 2021 (AR4); South Pole electricity and heating EFs, 2023 (AR5); SBB & S.J, 2023 (AR5); Philippine Department of Energy, 2021; Mobitool v3.0, 2023 (AR5); Mitropoulous et al., 2023
Upstream Leased Assets	UK DESNZ, 2024-2025 (AR5); CEDA v4.01 (AR5); Open CEDA 2024 (AR5); IEA, 2023 (AR5) and 2024-2025 (AR6); IPCC Sixth Assessment Report, 2021 (AR6)
Downstream Transportation and Distribution	UK DESNZ, 2024-2025 (AR5); Open CEDA, 2025 (AR5/AR6)
Processing of Sold Products	South Pole, 2024; Baudais et al., 2023;
Use of Sold Products	UK DESNZ, 2023-2025 (AR5); Philippine Energy Plan (PEP) 2023 to 2050, 2023; Fernandez et al., 2025; IEA, 2023 (AR5) and 2024-2025 (AR6); DCCEEW, 2023-2024 (AR5); Austrian Umweltbundesamt, 2022 (AR5); US EPA eGRID, 2022-2023 (AR5); German Umweltbundesamt, 2022 and 2024; Green Deal NL, 2023-2024 (AR5); Finnish Energy, 2024; ISPRA, 2023 (AR5) and 2024 (AR6); Viet Nam DCC, 2020 and 2024; ECCC National Inventory Report, 2024 (AR6); Ecuador MEM, 2023 (AR5) and 2024 (AR4); Singapore EMA, 2023-2024 (AR5); Swedish EPA, 2024 (AR6); Swedish Energy Authority, 2023 (AR5); Government of Mexico SEMARNAT, 2015 and 2024 (AR5); Government of Japan Ministry of the Environment, 2024; Government of New Zealand Ministry of the Environment, 2024; RENE, 2023-2024; South Pole, 2023 (AR5)

ACTIVITY	EMISSION FACTOR REFERENCE
End-of-Life Treatment of Sold Products	UK DESNZ, 2022-2025 (AR5); IPCC Sixth Assessment Report, 2021 (AR6); California Air Resources Board, 2023 (AR5); South Pole-derived EF from Kaczmarek et al., 2009 and Cars Guide, 2023
Downstream Leased Assets	UK DESNZ, 2023-2025 (AR5); IEA, 2023 (AR5) and 2024-2025 (AR6)
Franchises	UK DESNZ, 2023-2025 (AR5); IEA, 2023 (AR5) and 2024-2025 (AR6); IPCC Sixth Assessment Report, 2021 (AR6)
Investments	UK DESNZ, 2023-2025 (AR5); IEA, 2023 (AR5) and 2024-2025 (AR6); IPCC Fifth Assessment Report, 2014 (AR5); IPCC Sixth Assessment Report, 2021 (AR6); DCCCEW, 2022, 2024, and 2025 (AR5); California Air Resources Board, 2023 (AR5); US EPA eGRID 2022 and 2023 (AR5); Indonesia MEMR, 2019 (AR5); South Pole-derived EFs from Bloomberg Terminal, 2023 and 2024; Viet Nam DCC, 2020

Energy

INDICATOR	UNIT OF MEASURE	SUSTAINABILITY REPORTING STANDARD
Energy consumption and self-generation within the organization - Fuel consumption from renewable and non-renewable sources - Electricity consumption from renewable and non-renewable sources - Self-generated renewable electricity consumption within the organization - Self-generated electricity sold from renewable and non-renewable sources - Percentage of renewable energy consumption over total energy consumed¹	Gigajoule (GJ), percentage	GRI 103: Energy 2025 103-2 Energy consumption and self-generation within the organization 103-3 Upstream and downstream energy consumption 103-4 Energy intensity
Upstream and downstream energy consumption Total energy consumption in the upstream and downstream value chain from renewable and non-renewable sources		
Energy intensity Energy intensity ratios		

Energy consumption within the organization is the energy consumed within the organization's facilities and utilized for its business activities.

Upstream and downstream energy consumption is the energy consumed in the upstream and downstream value chain of the organization.

Fuel consumption refers to fuels purchased by the organization and fuels self-generated, such as coal mined, oil and gas extracted, or biofuel produced.

Electricity consumption refers to electricity used for operating machines, lighting, electric vehicle charging, or heating and cooling systems, and circumstances where the organization indirectly acquires and consumes electricity (e.g., as a tenant of a property).

Non-renewable energy source refers to energy sources that cannot be replenished, reproduced, grown, or generated in a short time through ecological cycles or agricultural processes.

Renewable energy source refers to energy sources that can be replenished in a short time through ecological cycles or agricultural processes such as wind, water, geothermal, solar, and biofuels.

The following conversion factors are applied to convert the units of the raw data to gigajoules:

ENERGY SOURCE	CONVERSION FACTOR (gigajoule/liter)	SOURCE
Compressed Natural Gas (CNG)	0.0327	UK Department of Energy Security and Net Zero (DESNZ), 2025
Diesel (100% mineral diesel)	0.0357	UK DESNZ, 2025
Biodiesel Methyl Ester	0.0331	UK DESNZ, 2025
Petrol (100% mineral petrol)	0.03331	UK DESNZ, 2025
Bioethanol	0.0213	UK DESNZ, 2025
Heavy Fuel Oil	0.0401	UK DESNZ, 2025
LPG	0.0306	UK DESNZ, 2025
Jet Fuel (aviation fuel)	0.0351	UK DESNZ, 2025

¹ A sustainability reporting requirement in the draft Philippines Security and Exchange Commission (SEC) Sustainability Reporting (SuRe) Form

ENERGY SOURCE	CONVERSION FACTOR	SOURCE
Natural Gas	0.0367 GJ/m ³	UK DESNZ, 2025
Coal (electricity generation)	21 GJ/tonne	Australia Department of Climate Change, Energy, the Environment and Water (DCCEEW), 2025
Electricity	0.0036 GJ/kWh	

Ayala reports its upstream and downstream energy consumption using a mix of activity data and extrapolations. The table below illustrates the percentage of reported upstream and downstream energy consumption per category, wherein activity data and extrapolations were used in 2025:

UPSTREAM AND DOWNSTREAM CATEGORIES	ACTIVITY DATA	EXTRAPOLATIONS
Cat 03 – Fuel- and energy-related activities	96%	4%
Cat 13 – Downstream leased assets	98%	2%
Cat 15 – Investments	84%	16%

Energy Intensity

Energy intensity is used as an indicator to show the total amount of energy consumption within the organization and upstream and downstream energy consumption associated with a unit of economic output.

$$\text{Energy intensity} \left(\frac{\text{GJ}}{\text{millions ₱}} \right) = \frac{\text{Total energy consumption within the organization (GJ)}}{\text{Consolidated revenue (million ₱)}}$$

Renewable Energy

Ayala tracks the share of renewable energy (RE) in its total energy consumption and purchased electricity as the company works progressively toward zero-carbon electricity for Scope 2 emissions.

$$\% \text{ RE in Total Energy Consumption (\%)} = \frac{\text{Purchased renewable electricity (GJ)} + \text{Self-generated electricity used for own operations (GJ)}}{\text{Total energy consumption within the organization (GJ)}}$$

$$\% \text{ RE in Purchased Electricity (\%)} = \frac{\text{Purchased renewable electricity (GJ)}}{\text{Total purchased electricity for own operations (GJ)}}$$

Water

INDICATOR	UNIT OF MEASURE	SUSTAINABILITY REPORTING STANDARD
Water withdrawal - Water withdrawn from third-party water - Water withdrawn from surface water - Water withdrawn from groundwater - Water withdrawn from seawater - Total water withdrawal	Megaliter (ML)	GRI 303: Water and Effluents 2018 303-3 Water withdrawal 303-4 Water discharge 303-5 Water consumption
Water discharge - Water discharged to third-party water - Water discharged to surface water - Water discharged to groundwater - Water discharged to seawater - Total water discharge		
Water consumption Total water consumption		
Water recycled/reused Total water recycled/reused (e.g., rainwater recycled, grey water reused)²	Megaliter (ML)	

Water withdrawal refers to the amount of water extracted from several sources (including third-party water, surface water, groundwater, seawater, and produced water) for the organization's usage. Data collected are in cubic meters and converted to megaliters.

² A sustainability reporting requirement in the draft Philippines Security and Exchange Commission (SEC) Sustainability Reporting (SuRe) Form

Third-party water refers to municipal water suppliers, public and private water utilities, and other organizations involved in the provision, transport, treatment, disposal, or use of water and effluent.

Examples of *surface water* sources include lakes, ponds, rivers, and streams.

Groundwater refers to water that is collected and held below the surface of the earth.

Seawater is water from the sea or ocean.

Water discharge comprises the sum of effluents, used water, and unused water released to surface water, groundwater, seawater, and third-party utilities. For the 2025 disclosure, the reporting assumes that water withdrawal is equal to water discharge unless stated otherwise. This is based on the fact that the majority of withdrawn water is utilized for kitchen and bathroom activities, which flows directly into drainage systems with minimal loss due to evaporation. The specific point of discharge is categorized as a third-party utility when a site is connected to a municipal sewage network or when effluents are siphoned from septic tanks by accredited service providers for off-site treatment. All primary data is collected in cubic meters and subsequently converted to megaliters.

Water consumption refers to water used by an organization such that it is no longer available for use by the ecosystem or local community.

$$\text{Water consumption (ML)} = \text{Water withdrawn (ML)} - \text{Water discharge (ML)}$$

Rainwater recycled is rainwater that is captured and collected from sealed surfaces and roofs to be stored and later reused.

Greywater reused is wastewater from showers, baths, and sinks that is treated to be reused and fed back into the system for non-potable purposes such as flushing of toilets.

$$\text{Total water recycled/reused (ML)} = \text{Rainwater recycled (ML)} + \text{Greywater reused (ML)}$$

Ayala reports 100% of the water-related performance of the business units within the scope of its environmental reporting.

Waste

INDICATOR	UNIT OF MEASURE	SUSTAINABILITY REPORTING STANDARD
Waste generated - Non-hazardous waste generated (e.g., recyclables, food and compostables, residuals) - Hazardous waste generated - Total waste generated	Metric ton (MT) for solids	GRI 306: Waste 2020 306-3 Waste generated 306-4 Waste diverted from disposal 306-5 Waste directed to disposal
Waste diverted from disposal - Non-hazardous waste prepared for reuse, recycled, composted, and with other recovery options - Hazardous waste prepared for reuse, recycled, composted, and with other recovery operations - Total waste diverted from disposal		
Waste directed to disposal - Non-hazardous waste incinerated, landfilled, stored onsite, and with other disposal methods - Hazardous waste incinerated, landfilled, stored onsite, and with other disposal methods - Total waste directed to disposal		

Non-hazardous waste refers to waste that do not pose a direct threat to human health or the environment. It is also referred to as solid waste in [RA 9003: Ecological Solid Waste Management Act of 2000](#).

Hazardous waste refers to the by-products, side-products, process residues, spent reaction media, contaminated plant or equipment, or other substances from manufacturing operations and as consumer discards of manufactured products, which present unreasonable risk and/or injury to the people or to the environment³.

$$\text{Total waste generated (MT)} = \text{Non-hazardous waste generated (MT)} + \text{Hazardous waste generated (MT)}$$

³ As identified by the Department of Environment and Natural Resources (DENR) in Administrative Order No. 22, Series of 2013

Waste diverted from disposal is waste that were kept out of the landfills or incineration through any of these methods:

- *Preparation for reuse* is the checking, cleaning, or repairing operations, by which products or components of products that have become waste are prepared to be put to use for the same purpose for which they were conceived.
- *Recycling* refers to the reprocessing of products or components of products that have become waste, to make new materials.
- *Composting* refers to the controlled decomposition of organic matter by micro-organisms, mainly bacteria and fungi, into a humus-like products.
- *Other recovery methods* may include repurposing and refurbishment, among others.

Total waste diverted from disposal (MT) = Non-hazardous waste diverted from disposal (MT) + Hazardous waste diverted from disposal (MT)

Waste directed to disposal are waste that were not recovered onsite or offsite and may have been deposited or discharged into any land through any of the following methods:

- *Treatment, storage, and disposal (TSD)* through service providers duly accredited by the Philippine Department of Environment and Natural Resources – Environmental Management Bureau (DENR-EMB).
- *Sanitary Landfills*⁴ are waste disposal sites designed, constructed, operated, and maintained to control potential environmental impacts from development and operation.
- *Onsite storage*⁵ is the interim containment of waste after generation and prior to collection for ultimate disposal.

Total waste directed to disposal (MT) = Non-hazardous waste directed to disposal (MT) + Hazardous waste directed to disposal (MT)

The following conversion factor is applied to convert used oil previously reported in liters to kilograms.

1 liter = 0.75 kilograms

Ayala reports 100% of the waste-related performance of the business units within the scope of its environmental reporting.

Materials

INDICATOR	UNIT OF MEASURE	SUSTAINABILITY REPORTING STANDARD
Materials used by weight or volume • Non-renewable materials used (e.g., steel, cement) • Renewable materials used (e.g., wood) • Recycled materials used (e.g., fly ash, PET bottles)	Metric ton (MT), piece (pc)	GRI 301: Materials 2016 • 301-1 Materials used by weight or volume • 302-2 Recycled input materials used

Non-renewable materials are resources that do not renew in short time periods.

Renewable materials are derived from plentiful resources that are quickly replenished by ecological cycles or agricultural processes.

Recycled materials replace virgin materials, which are purchased or obtained from internal or external sources, and are not by-products and non-product outputs (NPO) produced by the organization.

Ayala reports 100% of the materials-related performance of the business units within the scope of its environmental reporting.

Biodiversity

INDICATOR	UNIT OF MEASURE	SUSTAINABILITY REPORTING STANDARD
Areas protected or restored	Hectare (ha)	GRI 304: Biodiversity 2016 • GRI 304-3 Habitats protected or restored • GRI 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations
IUCN Red List species and national conservation list species with habitats in areas affected by operations ⁶	Count	

Areas protected are protected from any harm during operational activities and where the environment remains in its original state with a healthy and functioning ecosystem.

Areas restored were used during or affected by operational activities and where remediation measures have either restored the environment to its original state or to a state where it has a healthy and functioning ecosystem.

⁴ As defined in RA 9003 Ecological Solid Waste Management Act of 2000

⁵ As defined in RA 9003 Ecological Solid Waste Management Act of 2000

⁶ As classified in the IUCN Red List

Social Reporting

Employees and Employment

INDICATOR	UNIT OF MEASURE	SUSTAINABILITY REPORTING STANDARD
Employees - Number of permanent employees - Number of temporary or fixed-term employees - Total number of direct hires	Headcount	GRI 2: General Disclosures 2021 2-7 Employees 2-8 Workers who are not employees
Indirect employees / workers who are not employees Number of indirect hires	Headcount	
New employee hires Number of new employee hires by age group and gender	Headcount	GRI 401: Employment 2016 401-1 New employee hires and employee turnover
Employee turnover Number of employee turnover by age group and gender	Headcount	

Permanent employees are employees with a direct contract with the company; includes regular (employee renders work for an indefinite period) and on probation (employment is subject to period of observation and evaluation to assess worker's suitability for permanent employment) employees.

Temporary or fixed-term employees are employees with a direct contract with the company whose contracts specify rendering of services for a definite period of time, after which the employment contract is terminated; includes contractual and project-based employees.

Direct hires are employees who are in an employment relationship with the organization according to national law or practice.

Direct hires = Permanent employees + Temporary or fixed-term employees

Indirect employees are workers who are not in an employment relationship with the organization but perform work for the organization and whose work is controlled by the organization (e.g., security personnel, janitors, utility workers) and includes workers employed through agencies and contractors who perform work at the workplace and/or under the organization's supervision.

New hires are individuals newly employed by the company at the time of the reporting.

Employee turnover refers to the total number of permanent employees who leave the company during the reporting period. The employee may leave the company voluntarily (i.e., through resignation) or involuntarily (i.e., due to disciplinary cases, unsatisfactory performance, death), or because of retirement or dismissal (i.e., due to redundancy).

Training and Education

INDICATOR	UNIT OF MEASURE	SUSTAINABILITY REPORTING STANDARD
Average hours of training per year per employee Average number of training hours of permanent employees by gender and level	Hour	GRI 404: Training and Education 2016 404-1 Average hours of training per employee

Training refers to all types of vocational training and instruction, paid educational leave provided by an organization for its employees, training or education pursued externally and paid for in whole or in part by an organization, and training on specific topics.

Average number of training hours of permanent employees by gender or level = $\frac{\text{Total number of training hours of permanent employees}}{\text{Number of permanent female or male employees or employees per level}}$

Diversity

INDICATOR	UNIT OF MEASURE	SUSTAINABILITY REPORTING STANDARD
Diversity of governance bodies and employees - Percentage of permanent employees per gender and age group - Percentage of permanent employees per gender in each level/rank category⁷	Headcount	GRI 405: Diversity and Equal Opportunity 2016 405-1 Diversity of governance bodies and employees

⁷ A sustainability reporting requirement in the draft Philippines Security and Exchange Commission (SEC) Sustainability Reporting (SuRe) Form

Gender refers to sex at birth (male or female).

Age group is categorized as under 30 years old, 30-50 years old, and over 50 years old.

Level/rank is categorized as:

- *Rank and file* refers to non-management, lower-level employees.
- *Middle management* refers to employees in the intermediate level that are subordinate to the senior management.
- *Senior management* refers to individuals at the highest level of management of the company, excluding members of the Board of Directors.

$$\text{Percentage of permanent employees in each gender, age group, and level/rank category} = \frac{\text{Number of permanent employees by gender, age group, and level/rank}}{\text{Total number of permanent employees}}$$

$$\text{Percentage of women in senior management} = \frac{\text{Number of female employees in senior management}}{\text{Total number of employees in senior management}}$$

Occupational Health and Safety

INDICATOR	UNIT OF MEASURE	SUSTAINABILITY REPORTING STANDARD
Work-related injuries (employees only) • Number of non-disabling work-related injuries • Number of disabling (high consequence) work-related injuries (excluding fatalities) • Number of fatalities as a result of work-related injury	Count	GRI 403: Occupational Health and Safety 2018 • 403-9 Work-related injuries • 403-10 Work-related ill health
Work-related ill health (employees only) • Number of cases of recordable work-related ill health • Number of fatalities as a result of work-related ill-health	Count	

Work-related injury or ill health are negative impacts on health arising from exposure to hazards at work.

Disabling injury means a work injury which results in death, permanent total disability, permanent partial disability, or temporary total disability.

Non-disabling injuries are injuries which do not result in disabling injuries but require first-aid or medical attention of any kind⁸.

Ayala reports only the work-related injuries and ill health of both permanent and temporary employees. The occupational health and safety indicators relating to indirect hires or contractors are disclosed by the listed business units in their respective annual reports.

Collective Bargaining Agreements

INDICATOR	UNIT OF MEASURE	SUSTAINABILITY REPORTING STANDARD
Percentage of permanent employees covered by collective bargaining agreements (CBA)	Percentage	GRI 2: General Disclosures 2021 • 2-30 Collective bargaining agreements

Collective bargaining refers to negotiations that take place between one or more employers or employers' organizations and one or more workers' organizations (e.g., trade unions).

$$\text{Percentage of permanent employees covered by CBA} = \left(\frac{\text{Number of employees covered by CBA}}{\text{Number of permanent employees or eligible employees}} \right) \times 100$$

Ayala reports only the business units, associates, or affiliates that have existing collective bargaining agreements. Ayala Corporation, the parent company, does not have an existing labor union or collective bargaining agreement.

⁸ As defined in Department of Labor and Employment's (DOLE) Occupational Safety and Health Standards (As Amended, 1989)

Customer Satisfaction

INDICATOR	UNIT OF MEASURE
Customer satisfaction score or rating	Unit of measure used in the customer satisfaction tool or survey

Ayala reports only the business units, associates, or affiliates that conduct customer satisfaction surveys. Ayala Corporation, the parent company, does not have products or services, and therefore does not conduct a customer satisfaction survey.

RESTATEMENTS

The following data sets were restated in this report:

INDICATOR	YEAR	BUSINESS UNIT	DESCRIPTION
Energy	2023, 2024	All	> Alignment with the operational control approach of GHG accounting, which resulted in exclusion of historical energy data from divested entities and addition of the same for acquisitions, e.g., IMI's and Ayala Land's divestments, Globe's acquisitions
			> Updating of conversion factors for biofuel blends from average-based to more specific conversion per biofuel blend
			> Updating of other fuel conversion factors based on the latest GHG emission factor databases of UK DESNZ and Australia DCCEEW
			> Improved activity data as a result of periodic review and recalculation of GHG inventories
Waste	2023	Ayala Land	> Non-hazardous wastes diverted from disposal disaggregated to <i>recycling, composting, and other recovery operations</i>
	2024	IMI	> Included used oil <i>prepared for reuse</i>
	2024	AC Health	> Correction of generated infectious wastes <i>disposed through accredited TSD service providers</i>
Water	2023, 2024	AC, Ayala Land, Globe, BPI	> Reclassification from water consumption to <i>water withdrawal and discharge</i>
	2023, 2024	BPI	> Reclassification from <i>water discharge from groundwater to third party and water consumption to water discharged to third party</i>
	2023	Globe	> Inclusion of <i>water recycled or reuse</i>
Materials	2024	Ayala Land	> Correction of previous error in conversion of the weights of <i>steel and cement</i>
			> Inclusion of amounts of <i>plastic</i> content reused for warehouse pallettes
Employees and Employment	2024	ACEN	> Correction of previous error in the number of <i>permanent employees, temporary employees, and new hires</i>
Occupational Health and Safety	2023, 2024	Globe	> Correction of previous error in the number of <i>non-disabling work-related injuries</i>