



Thriving, Sustainable Communities

2021 SUSTAINABILITY REPORT



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About the Report

GRI 102-50, GRI 102-52, GRI 102-53, GRI 102-54

The Robinsons Land Corporation's *Thriving, Sustainable Communities 2021 Sustainability Report* provides disclosures on our material non-financial performance for the period of January 2021 to December 2021. This report has been prepared in accordance with the GRI Standards: Core option.

This report highlights our value creation for key stakeholders, and our strategies in becoming a truly sustainable corporate citizen.

For context and comparability, this sustainability report uses data and information from 2019 to 2021, where available. It has been prepared in accordance with the GRI Sustainability Reporting Standards, one of the world's most widely used standards in sustainability reporting that provide clear guidelines on disclosing businesses' impacts to stakeholders in a consistent manner.

For this reporting period, we expanded our reporting framework to include industry-specific Sustainability Accounting Standards Board (SASB) standards. These standards guide the disclosure of financial material and industry-specific sustainability information for real estate and home builders, and hotel and lodging industries that apply to RLC.

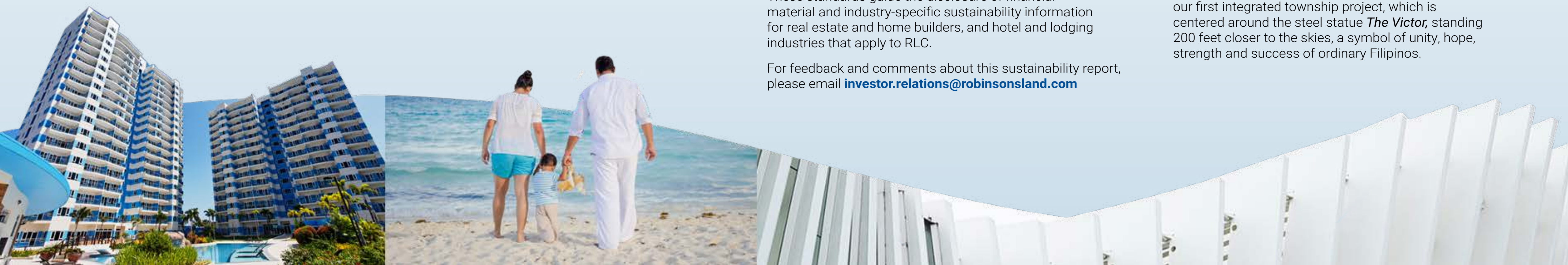
For feedback and comments about this sustainability report, please email investor.relations@robinsonsland.com

About the Cover



The COVID-19 pandemic has made us more cognizant of the need for resilient communities with more sustainable working and living spaces. We've introduced innovations and practices into our business operations to create a safe and secure environment for our stakeholders. New policies were also put into place to ensure that sustainability runs throughout our value chain.

The composite image embodies our vision for a resilient community—exemplified by Bridgetowne, our first integrated township project, which is centered around the steel statue *The Victor*, standing 200 feet closer to the skies, a symbol of unity, hope, strength and success of ordinary Filipinos.





Message to Stakeholders

GRI 102-14



Lance Y. Gokongwei
Chairman

Frederick D. Go
President & CEO

Dear stakeholders,

We are delighted to present to you our *2021 Sustainability Report, Thriving, Sustainable Communities*. This report reflects the unwavering commitment of Robinsons Land Corporation (RLC) to environmental, social, and governance (ESG) standards, with a focus on the challenges of sustainability amid the COVID-19 pandemic.

While it is easy to focus on the difficulties posed by the COVID-19 pandemic, we believe overcoming its challenges and looking forward to the positive changes it will bring are key to our future success. We took huge strides over the past two years, and our commitment to sustainability grew stronger. This year, we want to reaffirm our ESG position with an even clearer vision of what is expected of us and what we expect from ourselves as one of the nation's leading land development corporations.

“Sustainability has five objectives, which are creating shared success with stakeholders, promoting the concepts of resource circularity and resource efficiency, continuing to educate and develop its people, providing customers with better choices that address their health and wellness concerns, and lastly, communicating the urgency of climate action.” — Lance Y. Gokongwei

Environment - Resilient and Eco-efficient Spaces

At RLC, we are committed to creating low-carbon and resilient spaces. We see huge opportunities to lower emissions across the life cycle of our buildings, and in doing so we contribute to the fight against climate change, while creating value for our stakeholders and society.

To reduce our demand for fossil fuel-based electricity and limit our greenhouse gas (GHG) emissions, we have been investing in onsite solar installations for several years now. For 2021, we have added ₱148 million to make our total investment ₱1.6 billion for 24 Robinsons Malls. Our expanded sourcing of renewable energy has resulted in avoided emissions equivalent to 19,804.94 metric tons CO₂e in our malls, an increase of 35.4% over last year's 14,627.89 MT CO₂e.

The common area electricity consumption of office buildings owned by RLC by year-end 2021 increased by 43.5% in 2021, due to more tenants returning to offices. GHG emissions (scope 1 and 2) also increased accordingly, but at a smaller rate of 18%. The relatively smaller increase is due to Giga Tower's renewable energy use.

We also invested ₱67 million in more energy-efficient chillers for our malls and partnered with retail electricity suppliers that supply 100% renewable energy. Our rainwater and greywater collection systems in two of our residential projects—Magnolia Residences and Escalade at the 20th—use collected and treated water for landscaping, which will result in nearly 25.6% savings on landscaping water at maximum utilization.

79,025.83t
avoided CO₂ emissions
by Robinsons Malls
since 2015

30.24GWh
used in malls and office
buildings in 2021 sourced
from renewable energy



Social - Putting People First

Our stakeholders are our biggest priority. We made huge strides in supporting our employees, ensuring our customers' needs, and protecting all of our stakeholders' safety and security during the pandemic. We introduced new ways of safely and securely doing business online to limit contact and interaction.

Robinsons Malls also implemented health and safety measures for customers availing necessary services. IATF regulations were strictly implemented in all RLC properties, and shuttle services were provided to employees who needed them.

We encouraged our non-essential employees to work from home and provided a total of 10,424 training hours, a 60% increase compared to 2020. To enable social distancing for employees who had to go to the office, we had some of them use Work.able spaces, a co-working space brand launched by RLC in December 2018.

In 2021, our Human Resources Department also introduced the Do Well program, which promotes holistic wellness among our employees, with special emphasis on mental health.

To support our more than 1,300 agents who sell condominium units, we set up an online seller's portal that lets our sellers know the availability, and changes in status and prices of units. This helps them access information in real-time to better cater to potential buyers and to upsell our units.

For potential buyers, we provided virtual showrooms with 360-degree views, online appointments booking system, and chatbots to make their buying experience easier, safer, and worry-free. Unit owners also now have the MyRLC and Ring Rob Concierge apps to access our information and services whenever they need them.

10,424
Total training hours
in 2021

58%
Percentage of women
working in RLC

Governance - Integrating Ethical Business Practices

Good governance underpins sustainability and ethical business practices. At RLC, we believe in always doing the right thing and in upholding fair treatment of our stakeholders.

Our Board of Directors is the driving force for good governance and our vanguards against corrupt practices. We adopted anti-corruption policies and programs embodied in our codes of business practices and corporate governance.

In all our operations, we abide by our core value of integrity. We are committed to doing business ethically, honestly, transparently, and fully compliant with all applicable laws and regulations. We promote a culture of mutual respect and integrity among our stakeholders and suppliers.

To ensure that ethical business is practiced not just throughout our operations but also across our value chain, we have implemented new initiatives to make our major suppliers compliant with RLC's minimum ESG standards by 2030. We also require our suppliers for key construction materials to have their ESG standards in place by 2030.

Operational Highlights

After prevailing through the difficulties of 2020, 2021 continued to be a year of challenges and transformations for the company. The onslaught of natural calamities, coupled with the persistence of the COVID-19 pandemic, tested our resolve and resilience as one of the leading real estate companies in the Philippines.

Still, we persevered and came through the other end stronger than ever before. Our pandemic experience was about facing difficulties and seizing opportunities.

First, we addressed short-term challenges presented by the pandemic by supporting essential services and prioritizing the

health and safety of our customers and employees. To support the government's pandemic response, Robinsons Hotels and Resorts (RHR) were converted to quarantine facilities, and malls under our Commercial Centers Division (CCD) continued to offer government services to local communities.

Moreover, the COVID-19 pandemic propelled us to accelerate our digital transformation across our operations. While this was underway before 2020, we accelerated its deployment in response to the unique challenges posed by the pandemic.

In 2021, we also embarked on an impressive expansion, opening a new mall and expanding another, in addition to completing four office developments, an upscale hotel, and three logistics facilities.

These developments helped us secure the largest initial public offering (IPO) for a Philippine real estate investment trust (REIT) to date, raising approximately US\$471 million from the initial share sale of RL Commercial REIT, the company that now owns 15 of RLC's 27 office buildings.

“It was an eventful year for RLC. We pushed boundaries to create value for our stakeholders and continued to invest in our long-term sustainability. As the economy approaches full reopening, the diversity of our portfolio, our healthy balance sheet, and agile mindset put us in a strong position to capture growth opportunities towards accelerated recovery.” — Frederick D. Go



“At RLC, we continuously strive to create shared success with every Filipino through the projects we build, the communities we shape, and the sustainable practices we promote.”

— Frederick D. Go

Short- to Long-Term Strategies

We continue to pour our resources into creating sustainable and resilient spaces, with a focus on further reducing our GHG emissions, mitigating our negative environmental impacts, and promoting efficient land use.

Onsite renewable energy use and wastewater recycling were big steps toward reducing our negative environmental impacts, and we look forward to expanding these initiatives to other RLC properties.

Currently, we are the country’s largest mall operator powered by solar. In 2021, Robinsons Malls installed rooftop solar-power facilities in two of its malls, Robinsons Place Santiago and Robinsons Place Butuan, bringing its tally of solar-powered malls to 24, and growing its clean energy capacity to 30 megawatts (MW).

Meanwhile, we aim to promote responsible land use by converting unused properties into green, open spaces, depending on current market needs.

By 2030, RLC intends to become zero waste by diverting all non-biodegradable waste generated in our properties away from landfills and towards recycling and other waste processing facilities.

A Reassessment of our Sustainability Strategy

Our sustainability efforts have never been more important. The pandemic underscored the need for a more focused approach. Thus, we reassessed our overall strategy to address both the immediate concerns of our stakeholders and go beyond that.

This year, we looked inward to identify sustainability focus areas, or strategic areas of action, by focusing on global issues where we can have the greatest impact at scale while delivering value to our business.

We are exploring seven areas of action that are aligned with the United Nations’ Sustainable Development Goals (SDGs), namely:

- Climate action
- Responsible land use
- Water and waste
- Supporting our people
- Stakeholder well-being
- Responsible business practice
- Materials sourcing

These strategic areas of action will be central to RLC’s sustainability agenda and are accompanied by realistic and achievable short-, medium-, and long-term targets that measure our contribution.

Yours sincerely,

Lance Y. Gokongwei
Chairman

Frederick D. Go
President & CEO





About the Company

GRI 102-1, 102-2, 102-4, 102-5, 102-6, 102-7, 102-9, 102-16, 102-45



Robinsons Land Corporation (RLC) is a leading real estate company in the Philippines. We are primarily engaged in the development and management of prime office buildings, shopping complexes, hotels, residential projects, and integrated estates in 29 growth areas spanning Ilocos Norte to South Cotabato where we operate.

We have the second largest chain of Lifestyle Shopping Malls; have Residential Subdivisions nationwide and Residential Condominiums in top central districts. We are also a significant player in the Hotel Industry.

Together with our parent-company, JG Summit, we've committed our resources to build resilient communities and implement sustainable business practices that benefit all our stakeholders.

Our Vision and Mission

Vision

Robinsons Land Corporation will be the leading real estate company, creating value for shareholders, and making a positive difference to customers, employees, and business partners.

Mission

Robinsons Land Corporation is committed to developing vibrant, delightful, and lasting real estate developments that create a catalyst for new opportunities and a better life. Lead by motivated, innovative, and entrepreneurial-spirited individuals dedicated to serving the ever-changing needs and aspirations of our customers, creating ideas that are bigger and sharing dreams that give birth to new ones.

Core Values

Entrepreneurial Mindset

We strive for growth with a resilient, passionate and agile mindset with focus on living out our purpose to provide our customers with better choices.

Stewardship

We are fully responsible for the resources entrusted to us, be they financial, environmental, and people. We make sure that they are managed well and cared for, all with sustainability at the forefront.

Integrity

We will act with honor in all our undertakings and with all our stakeholders, upholding the principle of always doing the right thing because it is the right thing to do, even when no one else is watching.



- 53 Malls
- 79 Condominiums
- 3 Townhouse Complexes
- 39 Subdivisions
- 13 Office Buildings
- 5 Flexible Spaces
- 21 Hotels and Resorts
- 7 Industrial Facilities
- 3 Integrated Developments



Our Businesses

GRI 102-7, 102-9

Malls

This division develops, leases, and manages Robinsons Malls, one of the largest and most successful mall chains in the country.

Our commercial centers each started with a vision, and then developed into a concept, designed by expert architects and engineers, constructed by dependable firms, leased by dynamic marketing teams, and operated by service-oriented and customer-focused personnel.

To date, there are 53 Robinsons Malls nationwide, nine of which are located in Metro Manila and the rest located in major urban centers across the Philippines. Our latest mall, Robinsons La Union, opened in September 2021.

53
total malls

9 malls
in Metro Manila

Residential

This division develops residential projects for every kind of homeowner. Working in synergy with other business units under RLC, this division has created a number of successful mixed-use properties in key locations across the Philippines.

Robinsons Residences caters to young professionals in key urban hubs. Robinsons Luxuria, strategically built in prime locations, offers generous living spaces for an upscale lifestyle. Robinsons Communities, on the other hand, offers affordable and quality condominium living. These three brands, collectively known as RLC Residences, represent our vertical residential developments.

Robinsons Homes represents our horizontal residential developments. Through its Brighton, Springdale, Bloomfields, and Happy Homes brands, we provide different homeowners subdivision living in emerging cities and thriving provinces at different price points.

79
condominiums

39
subdivisions

3
townhouse complexes

Office Buildings

This division develops office buildings for lease. Our office buildings are designed by seasoned professionals and feature above-industry standards, premier choice of locations and geographical spread, and world-class facilities and infrastructure.

We offer our office locators large floor plates and contiguous spaces with widely spaced columns. All these qualities enabled us to become the leading provider of office spaces to business process outsourcing (BPO) companies in the country.

To date, the division leases and manages 13 office buildings located in three cities in Metro Manila and in four provincial growth areas, namely Iloilo, Davao, Ilocos, and Tarlac. In 2021, we transferred ownership of 14 of our office buildings to Robinsons Land Commercial REIT (RCR), a new real estate investment trust company under RLC.

13
office buildings

8 cities
in the Philippines

Hotels and Resorts

This division develops and operates the diverse portfolio of Robinsons Hotels and Resorts (RHR). It has three brand segments, namely: 5-star international hotels in major cities and resort destinations, business and leisure hotels in key commercial districts, and essential service hotels.

With 21 owned properties in operation as of 2021, RHR is on the path to becoming one of the biggest and best hotel groups in the country, boasting the most diverse formats, brands, and geographic reach. As of the end of 2021, RHR has a total unit-wide portfolio of 3,200 operational rooms.

21
owned properties

3,200
operational rooms

Industrial and Integrated Developments

This division focuses on mixed-used developments and masterplanned communities. These developments incorporate different property formats such as residences, workplaces, commercial centers, logistics facilities, and other institutional developments into a single location. Due to the nature of its development, this division can seek business opportunities through public-private partnerships (PPP).

To date, we have three destination estates spanning 266.10 hectares across three provinces: Bridgetown, Sierra Valley, and Montclair. We also have seven logistics facilities to serve the storage needs of our business partners.

266.10
estate hectares

7
logistics facilities

3
destination estates





Performance Highlights: ESG Scorecard

GRI 102-7, 102-8

Environment

OFFICE BUILDINGS

385.21 kWh/sqm

0.0010 tCO₂e/sqm

0.049 tCO₂e/sqm

0.60 m³/sqm

MALLS

194 kWh/sqm

0.0051 tCO₂e/sqm

0.12 tCO₂e/sqm

1.13 m³/sqm

HOTELS

5.30 kWh/room sold

0.00014 tCO₂e/room sold

0.004 tCO₂e/room sold

0.43 m³/room sold



Energy Intensity



GHG Emissions Intensity (Scope 1)



GHG Emissions Intensity (Scope 2)



Water Intensity

Social

2,534
Employee Headcount

2:3
Male to Female Ratio

5.5
Average Training Hours per Employee

Economic

₱ 36,539.42M
Economic Value Generated

₱ 32,253.12M
Economic Value Distributed

₱ 4,286.30M
Economic Value Retained

108,000
Jobs Supported

8,100
Number of tenants (malls)

3.0 million sqm
GFA of malls as of 2021

36,399
Average Number of Transactions per Day at Lingkod Pinoy Centers

285,491 sqm
GFA of office buildings as of 2021

4,686.54 sqm
Co-working space at work.able



Performance Highlights: SDG Targets and Contributions

RLC's commitment towards becoming a sustainable property development company drives contribution to the UN's Global Sustainable Development Goals.

22,401 metric tons
CO₂-equivalent avoided from the generation of renewable energy used in malls and office buildings

30.24 GWh
used in malls and office buildings in 2021 sourced from renewable energy

₱ 148M
invested in solar power in 2021

24 malls
with solar power installations

1 office
with 100% renewable energy

13 CLIMATE ACTION

11 SUSTAINABLE CITIES AND COMMUNITIES

266.2 hectares of township developments

62,239 sqm allotted for transport terminals in malls

8 DECENT WORK AND ECONOMIC GROWTH

10,424 total training hours

108,000 jobs supported

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

all new **employees** trained on anti-corruption

all new **directors** trained on code of conduct and corporate governance framework



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

364 m³ capacity of rainwater / greywater harvesting facilities in residential and office buildings sewage treatment plants and rainwater / greywater harvesting in malls

4,806,226 safe man-hours

0 disabling injuries

0 fatalities

3 GOOD HEALTH AND WELL-BEING

Sustainability Framework

GRI 102-15, 102-47, 102-48

Our updated sustainability framework illustrates our comprehensive approach to achieving thriving, sustainable communities. It reflects the close links in the three pillars of sustainability, namely environment, social, and governance (ESG).

We have updated our framework to better reflect the connections in our seven sustainability focus areas, which guide the way we create value for our stakeholders and society at large. These seven focus areas represent the sustainability issues aligned with our business objectives, where we are most strategically positioned to effect positive change at scale. Through the key material topics underpinning these focus areas, we exhibit how we incorporate sustainability into all our business decisions and actions.

Environment

Resilient and Eco-efficient Spaces



Climate Action



Responsible Land Use



Water and Waste

[Message to Stakeholders](#)

Social

Putting People First



Supporting Our People



Stakeholder Well-being

Governance

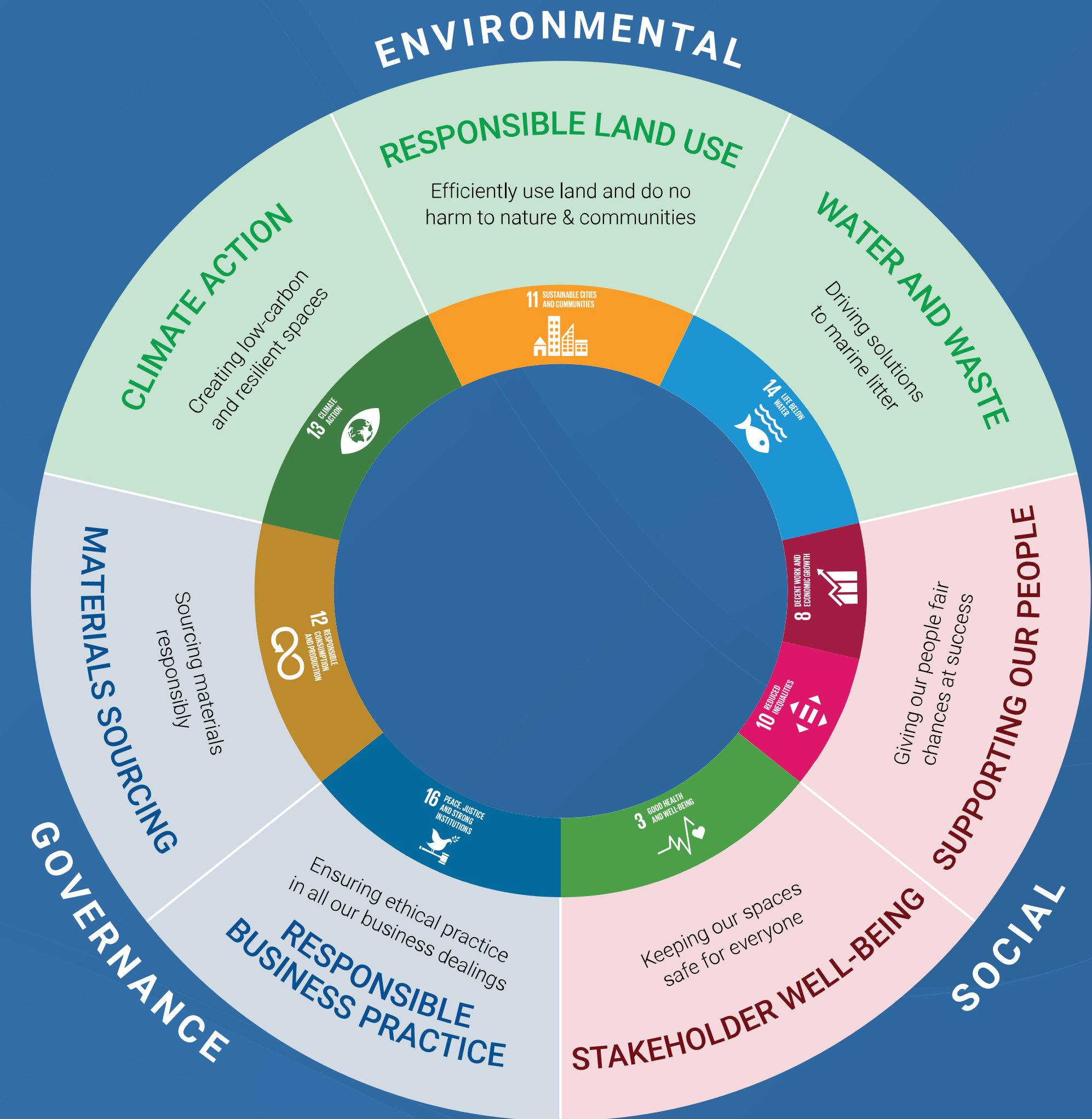
Integrating Ethical Business Practices



Responsible Business Practice



Materials Sourcing





Materiality Process

GRI 102-15, 102-46, 102-47, 102-48, 102-49

To help us identify where we make the biggest impact as a company, we conducted a series of workshops with our key management personnel, and this helped us widen our perspective about our greater role in society.








ESG impact scanning

An extensive macro-scanning of our key ESG impacts was conducted across our value chain, factoring in risks that can compromise our business objectives and value creation as well. Considering our business model and overall strategy, we then identified which global sustainability issues we can best address and contribute to, and these issues were validated with our senior management.

Identifying our material topics

From these overarching sustainability issues, we identified key sustainability topics that matter to us, our businesses, and our different stakeholders. Building on metrics reported in our previous sustainability reports, we refined our economic, environmental, and social topics and their corresponding metrics we must monitor and improve on moving forward.

Our Material Topics

Focus Area	Material Topics	Related GRI Topics	Boundary and impact
 Climate Action	<ul style="list-style-type: none"> ▶ Energy and emissions management ▶ Efficient buildings 	<ul style="list-style-type: none"> ▶ GRI 302: Energy 2016 ▶ GRI 305: Emissions 2016 	Internal and External
 Responsible Land Use	<ul style="list-style-type: none"> ▶ Indirect economic contribution ▶ Materials management ▶ Efficient use of space 	<ul style="list-style-type: none"> ▶ GRI 203: Indirect economic impacts 2016 ▶ GRI 301: Materials 2016 	
 Water and Waste	<ul style="list-style-type: none"> ▶ Water management ▶ Waste management 	<ul style="list-style-type: none"> ▶ GRI 303: Water and effluents 2018 ▶ GRI 306: Waste 2020 	
 Supporting Our People	<ul style="list-style-type: none"> ▶ Direct economic contribution ▶ Diversity ▶ Training and career development ▶ Non-discrimination ▶ Labor-management relations ▶ Local sourcing 	<ul style="list-style-type: none"> ▶ GRI 201: Economic performance 2016 ▶ GRI 204: Procurement 2016 ▶ GRI 401: Employment 2016 ▶ GRI 402: Labor/management relations 2016 ▶ GRI 404: Training and education 2016 ▶ GRI 405: Diversity and equal opportunity 2016 ▶ GRI 406: Non-Discrimination 2016 	
 Stakeholder Well-being	<ul style="list-style-type: none"> ▶ Stakeholder engagement ▶ Health and safety ▶ Data privacy 	<ul style="list-style-type: none"> ▶ GRI 102-40 to 102-44: General disclosures on governance ▶ GRI 403: Occupational health and safety 2018 ▶ GRI 413: Local communities 2016 ▶ GRI 418: Customer Privacy 	
 Responsible Business Practice	<ul style="list-style-type: none"> ▶ Sound business practices and risk management ▶ Effective corporate governance ▶ Regulatory compliance 	<ul style="list-style-type: none"> ▶ GRI 102-18 to 102-39: General disclosures on governance ▶ GRI 205: Anti-corruption 2016 ▶ GRI 307: Environmental compliance 2016 ▶ GRI 419: Socioeconomic compliance 2016 	Internal
 Materials Sourcing	<ul style="list-style-type: none"> ▶ Supplier ESG assessment 	<ul style="list-style-type: none"> ▶ GRI 308: Supplier environmental assessment 2016 ▶ GRI 414: Supplier social assessment 2016 	Internal and External



Sustainability Focus Areas and Target Statements

GRI 102-47



Climate Action Creating low-carbon and resilient spaces



Components

- ▶ Low-carbon Development (RE & Efficiency)
- ▶ Resilient Designs and locations

Metrics

- ▶ % of energy use sourced from Renewable Energy
- ▶ % of Assets assessed and improved for resilience

Target Statement

Draw up by 2025 a roadmap leading to the 2050 net zero emissions ambition



Responsible Land Use Efficiently use land and do no harm to nature and communities



Components

- ▶ Efficient land utilization
- ▶ Green & Open Spaces
- ▶ Pollution, Noise, Floodwater management
- ▶ Repurposing unused spaces

Metrics

- ▶ % of properties meeting standards for responsible developments

Target Statement

Aspire to assess all our properties for impact on nature and communities by 2030



Water and Waste Driving solutions to marine litter



Components

- ▶ Reduction & Driving shift to circular materials
- ▶ Waste recovery and diversion

Metrics

- ▶ % of waste generated diverted into recycling and waste processing

Target Statement

Aim to divert most of non-bio waste generated in all our properties to recycling and other waste processing facilities by 2030



Supporting Our People Giving our people fair chances at success



Components

- ▶ Social Safeguards
- ▶ Diversity
- ▶ Career Growth
- ▶ Local Sourcing

Metrics

- ▶ % of employees with social safeguards

Target Statement

Provide all direct workers opportunities to earn a decent living, grow, and achieve well-being by 2030



Stakeholder Well-being Keeping our spaces safe for everyone



Components

- ▶ Health and safety protocols
- ▶ Cybersecurity
- ▶ Efficient flow of people
- ▶ Assistance in recovery

Metrics

- ▶ Safety incidence per safe hours

Target Statement

Strive for comprehensive safety protocol placement with continuous assessment in all our properties by 2025



Responsible Business Practice Ensuring ethical practice in all our business dealings



Components

- ▶ Anti-corruption and Bribery
- ▶ Fair treatment of all stakeholders

Metrics

- ▶ % of operations assessed and improved for anti-corruption systems

Target Statement

Aim at training all units on ethical business practice, and strengthening anti-corruption mechanisms in all our operations by 2030



Materials Sourcing Sourcing materials responsibly



Components

- ▶ Supplier ESG Assessment and due diligence

Metrics

- ▶ % of materials suppliers assessed and compliant with ESG standards

Target Statement

Seek to make all our major suppliers compliant with RLC's ESG standards by 2030



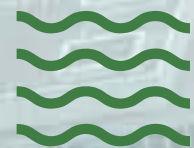
Sustainability Focus Areas



Climate Action



Responsible Land Use



Water and Waste



Supporting Our People



Stakeholder Well-being



Responsible Business Practice



Materials Sourcing





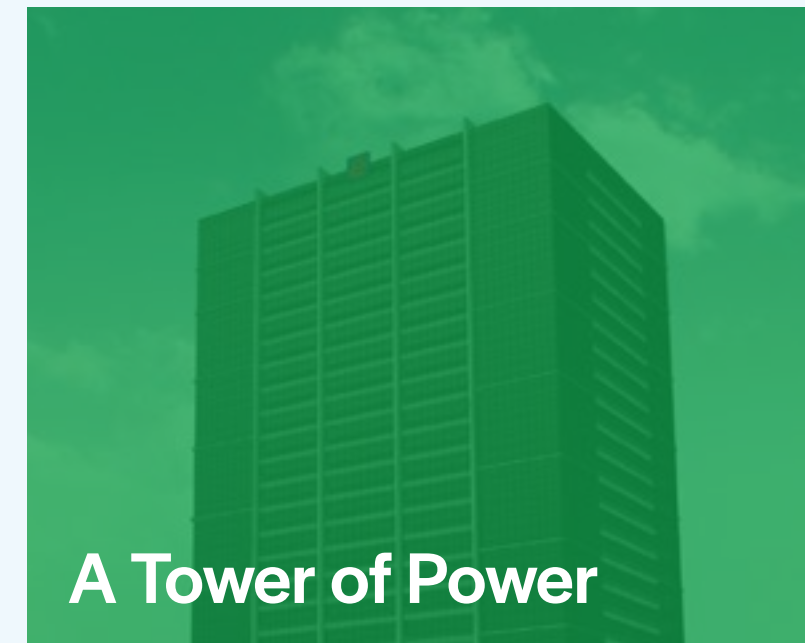
Strategic Areas of Action

Sustainability is aligned with RLC's core values, vision, and mission. RLC is proud of its leadership role in sustainability and ESG compliance; and its customers, suppliers, employees, and stakeholders are all part of the sustainable and resilient community it is building.

To uphold RLC's sustainability beliefs, seven Sustainability Focus Areas (SFA) were carefully selected. These SFAs will be central to RLC's sustainability agenda and are accompanied by realistic and achievable targets.

Through partnerships, the use of new technologies, the strength of its people, and its open-mindedness to explore the uncharted, RLC hopes to be able to meet its sustainability promises and is recognized for being a pace-setter in its industry.

Climate Action Creating low-carbon and resilient spaces



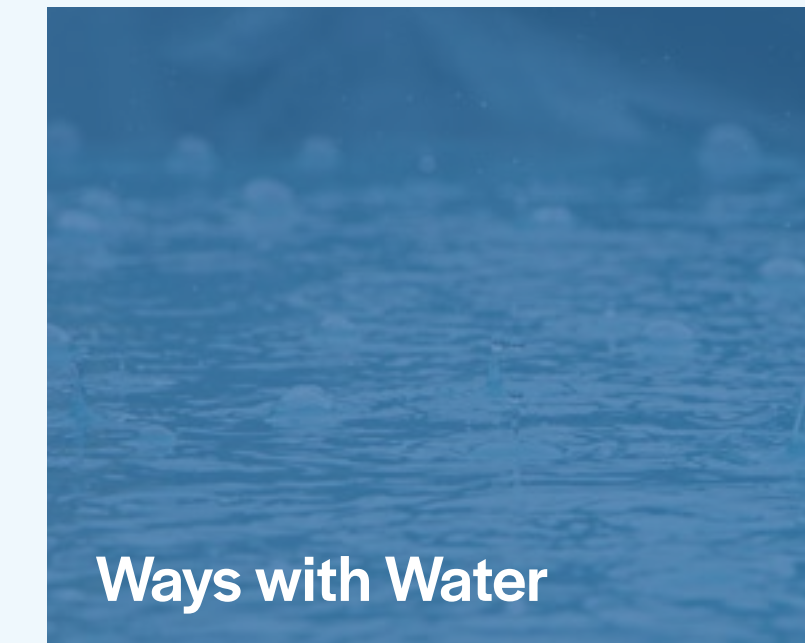
  pg. 16

Responsible Land Use Efficiently use land and do no harm to nature and communities



  pg. 20

Water and Waste Driving solutions to marine litter



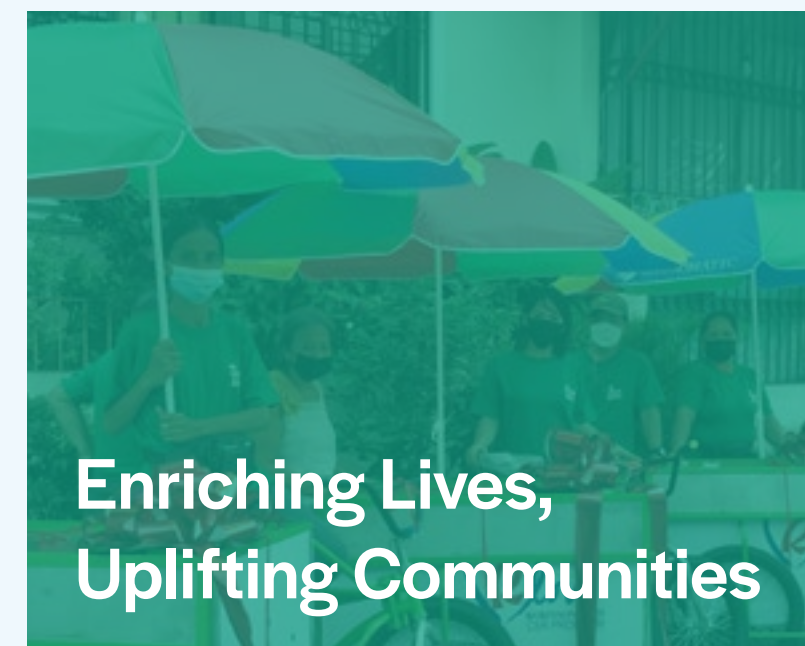
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Supporting Our People Giving our people fair chances at success



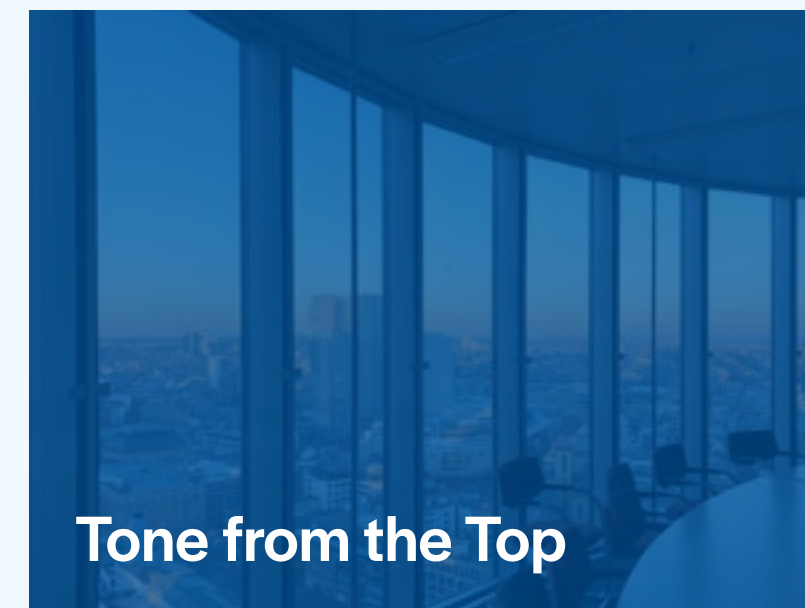
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Stakeholder Well-being Keeping our spaces safe for everyone



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Responsible Business Practice Ensuring ethical practice in all our business dealings



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Materials Sourcing Sourcing matter responsibly



  pg. 49



Although the Philippines accounts for only 0.39% of global GHG emissions, it is committed to a projected GHG emissions reduction and avoidance of 75% by 2030 compared to business-as-usual. With a current land bank of 797 hectares from Ilocos Norte to South Cotabato, RLC is and will be doing its part by optimizing its use of renewable energy sources, low-emission materials, energy-efficient technologies, and smart architecture in its commercial development projects.



Environment

2022

Creating low-carbon and resilient spaces

2025

Draw up a roadmap leading to the 2050 Net Zero Carbon ambition

2035

Aim to switch most of our power requirement to renewable energy sources

2050

Net Zero Carbon Ambition

 **Climate Action**

“Creating low-carbon and resilient spaces.”

GRI 302-1, 302-2, 302-3, 305-1, 305-2, 305-4



Climate Action

Creating low-carbon and resilient spaces



A Tower of Power

Giga Tower, a 29-storey premium-grade office building in Quezon City, was awarded a Leadership in Energy and Environment Design (LEED) Gold certification for sustainable building design and construction in 2021.

All the paving and roof areas of Giga Tower's covered parking area comply with the Solar Reflectance Index. It has multiple energy-saving features; and makes use of non-CFC refrigerant (R-410A) to reduce stratospheric ozone depletion. By using renewable energy source, this RLC property helped decrease the GHG intensity of RLC's office buildings, from 0.091 in 2020 to 0.049 in 2021.



Giga tower was awarded **LEED Gold in 2021**

Any successful climate protection strategy must consider commercial buildings. In the Philippines, these are the fourth largest (7%) contributor to energy-related CO₂ emissions. RLC is committed to lower emissions across the life cycle of its offices and malls—from construction to turnover to operation.



30.24GWh used in malls and office buildings in 2021 sourced from renewable energy

Approach

Activities & Projects

Outcomes

Reduction of property emissions

Buy energy from a RES that supplies 100% RE

Office Buildings

₱2.34M investment as a form of deposit for a supply agreement with Retail Electricity Supplier (RES) that supplies 100% Renewable Energy (RE)

▶ 3.65 GWh of renewable energy consumed in tenant and common areas of Giga Tower in 2021

▶ Giga Tower was awarded LEED Gold certification for Building Design and Construction (LEED BD+C) in 2021

Replacement of old R22 VRF AC units with high EER R410A VRF AC units

Office Buildings

₱32M invested on AC units with high Energy Efficiency Ratio (EER) with zero ozone-depleting refrigerant. About 500 kg of R22 refrigerant charged to 16 VRF systems installed in two floors of Robinsons Cybergate Center 1

*Actual savings not yet measurable due to the pandemic

OBD GHG emissions¹ (tons Co₂e)



¹This covers office buildings fully owned by RLC as of December 31, 2021



Climate Action

Creating low-carbon and resilient spaces

GRI 305-1, 305-2, 305-4



Success Amid a Pandemic

The country's largest mall operator powered by solar, RLC has 24 malls with onsite solar power source. In 2020, the company decreased mall emissions by 40.3%. Shorter operating hours due to the COVID-19 pandemic contributed to reduced energy consumption.

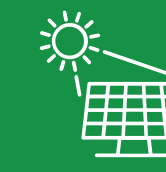
This is one silver lining to the pandemic that disrupted business operations and affected all nations. It strengthened the resolve of businesses, RLC among them, to shift to clean power. We are committed to use renewable energy sources in all of our current malls and future projects.

Achievements



79,025.83t
avoided CO₂ emission

53.1% increase
in avoided CO₂ emissions relative to 2020



24 malls
installed with solar panels

Approach

Activities & Projects

Outcomes

Reduction of property emissions

Reduction of mall emissions

Malls

₱148,003,376.89 investment in onsite solar panels

- ▶ 24 Malls with onsite solar panels
 - 2 malls energized in 2021
 - 3.27 MW added in 2021, in our malls in Santiago and Butuan

- ▶ 1 mall (Robinsons Magnolia Expansion) with power supply agreement with RES that supplies 100% RE
 - Started on April 26, 2021

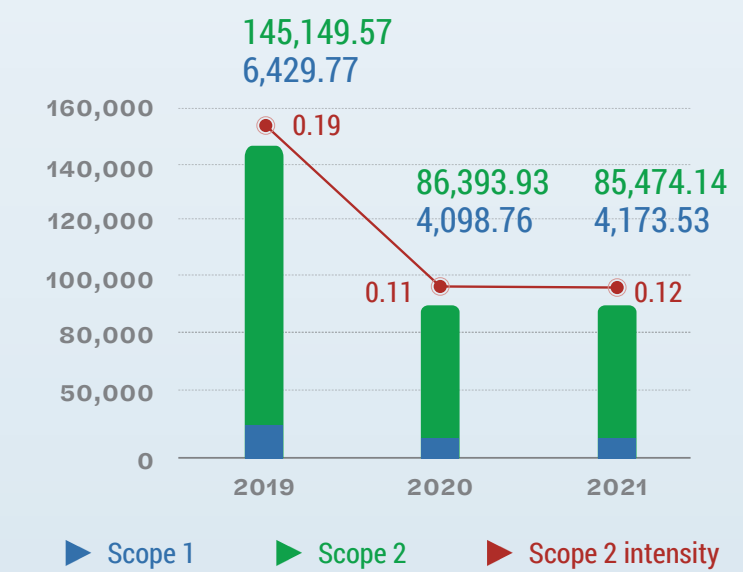
More efficient chiller replacement

Malls

₱67,160,000 investment cost for chiller replacement in 2021

Total 6 units chiller replaced, in 4 malls, with on-going chiller replacement for other malls

Scope 1 and 2 emissions



Combined Scope 1 and 2 emissions of malls decreased by 40.3% (from 151,579.34 metric tons CO₂e to 90,492.69 metric tons CO₂e) due to the onset of the COVID-19 pandemic, because of reduced mall operating hours and overall lower electricity consumption and emissions.

Avoided CO₂ emissions (malls)



Even as our emissions steadily decreased, we continued to invest on more solar panels for our malls. Because of this, we have recorded a 35.4% increase in avoided CO₂ emissions, from 12,131.46 metric tons CO₂ to 19,804.94 metric tons CO₂, relative to 2020.



2022

Creating low-carbon and resilient spaces

2025

Draw up a roadmap leading to the 2050 Net Zero Carbon ambition

2035

Aim to switch most of our power requirement to renewable energy sources

2050

Net Zero Carbon Ambition

Opportunities

Carbon Neutrality and Project Resiliency

Our Approach for the Future



RLC aims to research on project plans that assist in carbon neutrality and improve resiliency for new projects. This includes engaging with green certified contractors / consultants and establishing guidelines on landscaping.

Future Outcomes



More green spaces for homeowners in our communities.

Shifting to Renewable Energy



RLC seeks investment opportunities for Renewable Energy from RE Market or Wholesale Electricity Spot Market. Shifting to RE includes engaging with Philippine energy companies for both Luzon and provincial areas.



- ▶ Lower carbon emission from residential areas despite the growing population.
- ▶ Improved company profits.

Green Investments



RLC will explore partnerships with banks and financial institutions for "green home loans" for projects with green certifications.



- ▶ Increased savings from lower interest for buyers availing green home loans.
- ▶ Availability of subsidized loans for marginalized sectors.



Responsible Land Use

"Efficiently use land and do no harm to nature and communities"

GRI 203-1, 203-2



Land use has many economic and social benefits, but these often come at a substantial cost to the environment. At RLC, we maximize the potential of our landbank and operating assets, meet our development planning priorities, and at the same time conserve green, open spaces.

In the context of the COVID-19 pandemic, responsible land use also meant converting and repurposing our unused spaces to deliver essential goods and services that address the changing needs of our market.



Environment

2022
Convert or repurpose unused spaces

2030
Aspire to assess all our properties for impact on nature and communities



Responsible Land Use

Efficiently use land and do no harm to nature and communities



Putting Down Roots

Robinsons Place Dumaguete al fresco area takes a cue from Robinsons Magnolia when it comes to the provision of a large outdoor landscaped component not just as an adjunct to its many restaurants and cafes but as a destination in themselves. Inspired by the works of National Artist for Architecture I.P. Santos, who pioneered the use of indigenous plant and tree species in landscaping, the two malls' gardens grow native ground cover, shrubs, vines and trees such as the banaba tree (*Lagerstroemia speciosa*), with its vibrant and bright purple flowers; and white angel (*Wrightia hanleyi* and *Wrightia palawensis* are endemic to Palawan, and *Wrightia candollei*, endemic to the Philippines).

Native plants—most of which are perennial, and have extensive root systems that hold soil and slow runoff when used as buffer strips—create sustainable landscapes. They are also self-sustaining, and they support wildlife including beneficial insects, pollinators, and native birds.

Land use planning—which shapes rural and urban development, supports adaptation to climate change, and helps ensure sustainable use of natural resources— is often underlined by challenging socio-economic conditions, such as unequal economic opportunities and poverty. Guided by tenets of responsible land use, RLC hopes to address some of these challenges and make a difference in the lives of Filipinos.

Achievements



62,239 sqm

Space in RLC malls dedicated for transport terminals

Approach

Activities & Projects

Outcomes

Maximizing our land use

Malls

We design our project sites for maximum utility, ensuring all portions of the lot are used either for the mall building or for functional outdoor spaces or facilities, such as transport terminals, parking lots, and even al fresco dining areas

Maximum potential of our landbank and operating assets is reached.

Continuing our investments in green and open spaces

Malls

- ▶ We integrate green, open spaces into the design of our new malls. For existing malls, we identify which unused land areas may be repurposed.
- ▶ For landscaping, we consider indigenous plants; not only are they more acclimated to the local environment, but they also support the health of the local ecosystem. By 2030, we aim to have at least 75% of all plants and trees in our new and existing malls be indigenous or endemic species.

Large outdoor landscaped areas, which are safer and healthier for customers, are a destination, and not mere embellishments. They attract more foot traffic, hence, more customers for our retail outlets.



Responsible Land Use

Efficiently use land and do no harm to nature and communities



Transforming our Spaces Amid COVID-19

Shutdowns aimed at reducing the spread of the novel coronavirus came at a time when enclosed shopping malls were already starting to see consumer traffic shifting to e-commerce and discount outlets. It was a heavy blow but it was also a catalyst.

RLC mall spaces evolved to accommodate changing health and safety protocols, all while assisting tenants with their sales and providing customers options for safe and convenient shopping and dining experience.

A prime example of this is the transformation in 2020 of Robinsons Galleria's Veranda parking area into a pick-up station for various establishments. In February 2021, around 650 square meters of this space was transformed into an al fresco dining area.

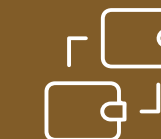
Achievements



37
Lingkod Pinoy Centers in RLC malls nationwide



25,367.22 sqm
Space in RLC malls dedicated for Lingkod Pinoy Centers



36,399
Average daily number of transactions across all Lingkod Pinoy Center agencies

Approach

Factoring in pollution, noise, and floodwater management in property development

Residential

Activities & Projects

- ▶ To ensure compliance with DENR policies, we integrate responsible resource consumption in our designs, which have minimal disruption on project site ecological balance.
- ▶ We engage with green-certified contractors and consultants, and regularly assess current construction methodologies and processes to make them more efficient.
- ▶ In the future, we plan to develop design pillars that focus on people, ecosystems, and resources and apply this new design philosophy to our upcoming projects.

Outcomes

We design and implement programs that help lower our environmental footprint, ensuring that we do not harm nature and communities.



Responsible Land Use

Efficiently use land and do no harm to nature and communities



Approach

Converting and repurposing unused spaces

Malls

Activities & Projects

- ▶ On top of making accommodations for health and safety protocols, we factored in changing consumer preferences, as well as helped mall tenants thrive amid the pandemic.
- ▶ An example is when we transformed the Veranda parking of Robinsons Galleria into an alfresco dining area, which benefited our tenants and mall goers.

Outcomes

Our new approach to spaces is more flexible and agile to disruptions and changing market needs.

Connected Communities

At RLC, we maximize the value of our land. Every inch of our properties is usable, functional, and flexible. As communities expand and develop, demand for more public transport options and ways to enhance commuter connectivity continue to grow.

The presence of Robinsons Malls in key cities puts us in a strategic position to become a hub for transport connectivity and accessibility. As of 2021, we have allotted 62,239 square meters of space in our malls for transport terminals, hosting P2P buses, UV Express vans, jeepneys, and even tricycles.

Accessibility through transport connectivity is also a key component of the masterplan of RLC's Bridgetowne District. The mixed township and business park, poised to become the country's first integrated smart city, will host a ferry station to help alleviate the traffic congestion in the surrounding areas of Pasig and Quezon City.



Something Old, Something New

Sense of place, which frames and shapes human relationships with land and the environment, is an integral part of responsible land use. Efforts to improve land use often stems from people's connection with special places and the desire to protect them.

While accessibility, convenience, comfort, safety, and security are essentials in the design and development of its shopping malls, RLC's mantra of improving and making life more meaningful for Filipinos takes into consideration their strong ties with built heritage. And nowhere is this seen better than preserving the memory of the iconic Magnolia

Ice Cream House in the redevelopment of the former site of a stand-alone ice cream parlor that meant so much to Filipinos in the pre-shopping mall decades of 1970's and 1980's. Robinsons Magnolia's name—extended to the other developments in the area such as the Magnolia Residences—pays homage to the place's significance in our people's collective memory.



2022

Convert or repurpose unused spaces

2030

Aspire to assess all our properties for impact on nature and communities

Opportunities

Improving the care and maintenance of plants and landscaping

Malls

Our Approach for the Future



Investing in temporary plant fillers and mulch for our upcoming malls to prevent plant crowding

Future Outcomes



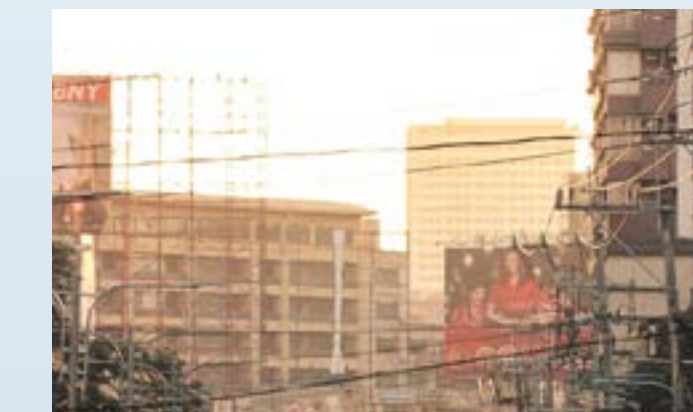
- ▶ Plants and trees will grow more healthily
- ▶ Landscaped areas will be more full and lush due to the mulch and temporary plant fillers
- ▶ Less horticultural problems due to reduced plant crowding

Improving the care and maintenance of plants and landscaping

Malls



Converting unused spaces by investing in their proper lighting, electrical wirings, and other aesthetic and finishing improvements



Formerly unused spaces will be transformed into high-value, revenue-generating spaces



Repurposing unused, high-potential spaces into activity areas or tenant space for new concepts. For example, the roof deck of Robinsons Place La Union will be converted into a Sky Deck, an activity area with a night market



Water and Waste

"Driving solutions for marine litter"

GRI 303-2

Enhanced production and consumption, indicators of economic growth, lead to higher waste generation in the Philippines. With 0.28 – 0.75 million tons per year of plastic entering oceans from coastal areas in Manila Bay, the country is one of the world's top marine plastic polluters. This leads to poor water quality and sanitation access.

As an industry leader, RLC promotes responsible water use and proper waste management; and pursues innovations in waste recovery and diversion that result in a circular economy.



Environment

2022

Decrease our food spoilage by 5% year-on-year in our resorts and hotels

2025

Integrate wastewater treatment and materials recovery facilities in the design of new and existing developments

2030

Aim to divert most of non-bio waste generated in all our properties to recycling and other waste processing facilities



Water and Waste

Driving solutions for marine litter

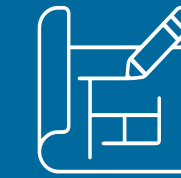


Our various developments consume high volumes of water daily. Recognizing the value of intelligent use of water resources, our malls and office buildings have water-efficient fixtures. Robinsons Malls have also been designed with rainwater collection and wastewater treatment systems.

Achievements



29 Robinsons Malls have rainwater collection systems



15 Robinsons Malls reuse treated wastewater for landscaping, irrigation, and sanitation purposes



25.6% potential savings on landscaping water for Magnolia Residences thanks to maximized use of collected rainwater

Ways with Water

One in 10 people in the Philippines still do not have access to improved water sources, according to the World Health Organization, but the government is working to achieve universal coverage for water by 2028.

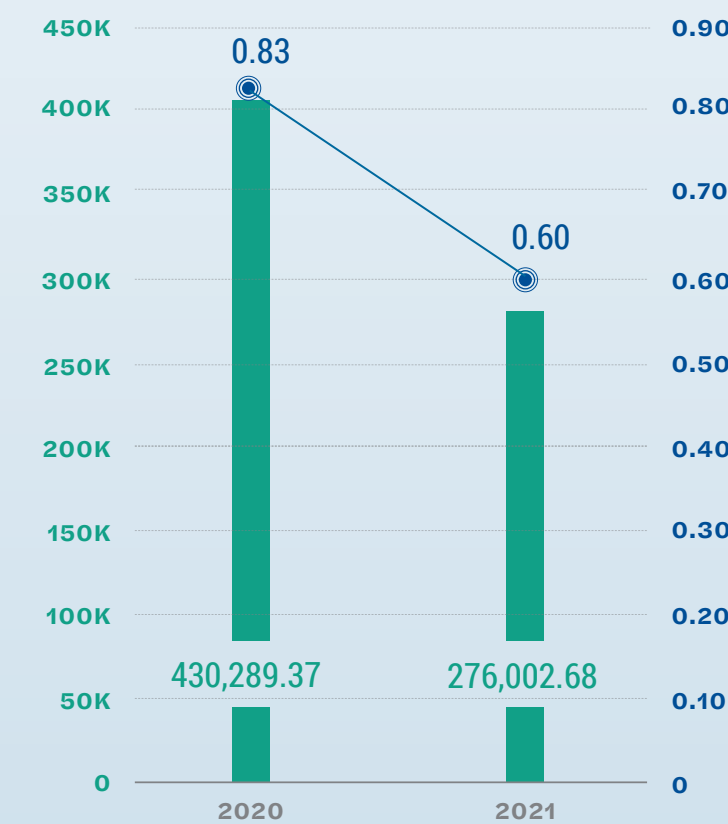
At RLC, we find ways to use treated rainwater, wastewater, and greywater in our operations not only to reduce water consumption but to also help curb water pollution. In our various developments, we integrate rainwater collection systems, wastewater treatment facilities, as well as sewerage treatment plants, enabling us to reuse 100% treated wastewater. Hence, our minimal wastewater discharge to public sewers and bodies of water.

Some of our existing malls, which have wastewater facilities in place, are being retrofitted for additional treatment of the product water so that it meets the water quality standard used for landscaping and sanitation. Two of our residential projects, Magnolia Residences and Escalades at the 20th, also have rainwater and greywater collection systems, respectively.

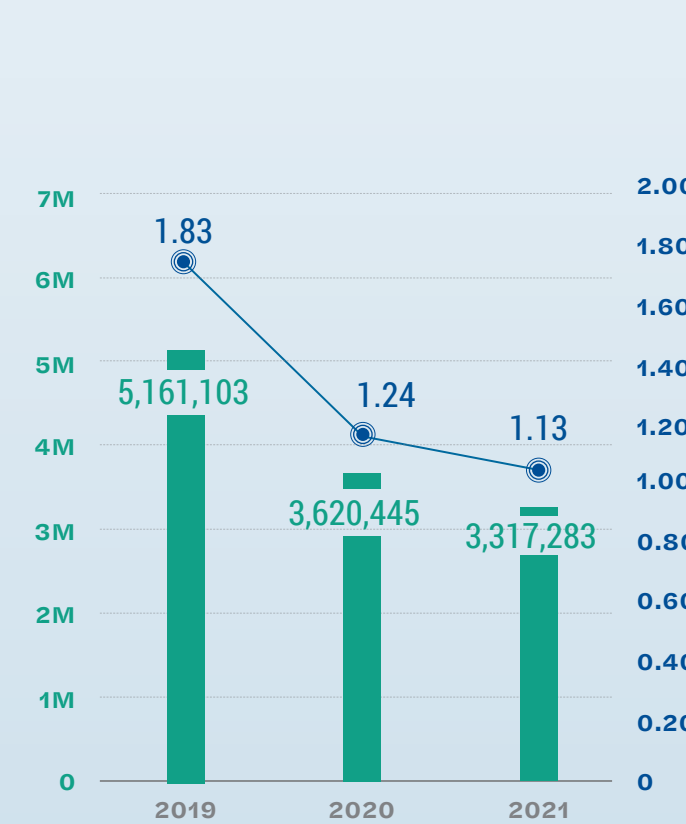
Water Withdrawal

in cubic meters

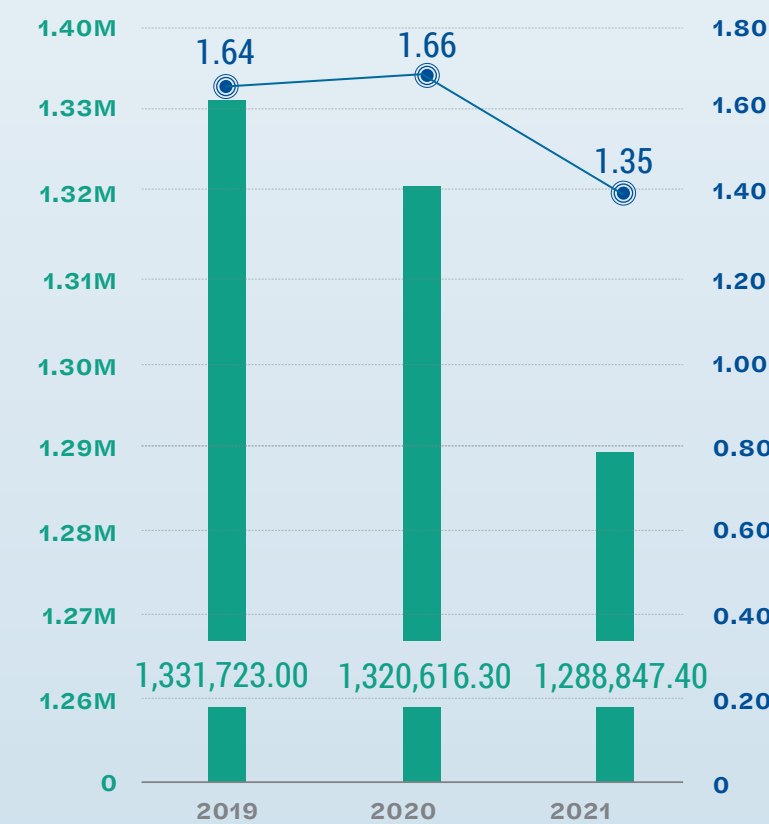
Office Buildings



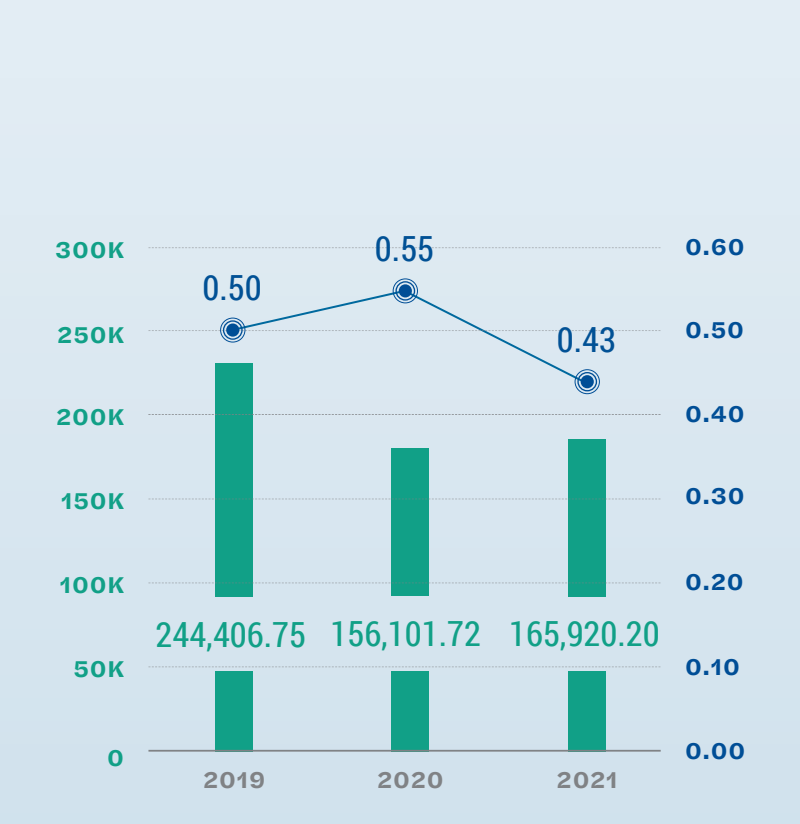
Malls



Residential



Hotels and Resorts





Water and Waste

Driving solutions for marine litter

306-2



How does one solve the challenge of solid waste management? At RLC, we start by understanding the behavior of our different tenants, residents, guests, and customers. If waste cannot be outright eliminated, we have waste segregation and recycling measures in place to help minimize trash.



70% of our managed residential buildings have color-coded garbage bins to encourage segregation at source

Approach

Activities & Projects

Outcomes

Promoting and implementing proper waste segregation

- Malls
- Residential

- ▶ We deployed properly labeled trash bins to different areas in our malls.
- ▶ In our managed residential buildings, we implemented color-coded garbage bins for our tenants to help encourage segregation at the source. We also trained our housekeeping personnel to observe waste segregation when collecting trash.

It became easier to recycle and more convenient to transport trash to their proper disposal sites. There is also less trash brought to landfills.

Recycling

- Residential

- ▶ We trained housekeeping personnel on the proper storage of recyclable materials.
- ▶ Through our partner organizations, we developed new products out of collected recyclable materials

Through recycling, not only did we develop new products, but we also minimized pollution in bodies of water and other natural environments.

Reducing the waste generated in our developments

We incorporated a materials recovery facility (MRF) in the design of our new and existing developments.

By reducing our waste, we help reduce pollution and promote environmental protection and conservation.

Eco-efficiency Begins at Home

If you're a homeowner, chances are, your home is already filled with items you don't find useful anymore. Think of clothes, shoes, books, appliances, and even furniture that have worn out their welcome.

In a bid to help residents declutter their homes, RLC Residences launched the "Minimize Waste, Maximize Space" program in partnership with Humble Sustainability, a startup focused on circular living. Humble collects pre-loved home and office items and finds ways to reuse, recycle, or upcycle them. Currently, Humble accepts pre-loved items dropped off at the Sapphire Bloc, The Pearl Place, and The Galleria Regency. There are plans to expand the program to other RLC residential properties and business units in 2022.



2022

Decrease our food spoilage by 5% year-on-year in hotels and resorts

2025

Integrate wastewater treatment and materials recovery facilities in the design of new and existing developments

2030

Aim to divert most of non-bio waste generated in all our properties to recycling and other waste processing facilities

Opportunities

With the current re-entry into the workplace post-pandemic, there are opportunities to develop appropriate interventions to better manage waste produced in our office buildings.

Office Buildings

Our Approach for the Future



We plan to establish waste reduction programs, as well as waste segregation policies, with our office tenants. To better understand the nature of the waste produced by our office buildings, we will also conduct a solid waste profiling project.

Future Outcomes



Through these programs, we can better manage, handle, and dispose of the waste produced in our office buildings.

We can reduce the waste generated in our residential developments.

Residential



- ▶ We will integrate sewage treatment and materials recovery facilities in the design of our future residential projects. As part of the onboarding for housekeeping personnel, we will conduct solid waste management briefings on the proper use of these facilities.
- ▶ Particular to Robinsons Homes, we will create a policy on single-use plastics and launch an education campaign on reusable materials for the employees and residents of our subdivisions.



Through these programs, we can better manage and monitor the volume of waste generated in our residential developments even after the units have been turned over to the homeowners.



2022

Decrease our food spoilage by 5% year-on-year in hotels and resorts

2025

Integrate wastewater treatment and materials recovery facilities in the design of new and existing developments

2030

Aim to divert most of non-bio waste generated in all our properties to recycling and other waste processing facilities

Opportunities

Food and beverage sales constitute over 20% of our revenue from our hotels and resorts. This has been greatly impacted by the COVID-19 pandemic, as our restaurants had limited operations. As such, it is in our best interest to optimize the management of our food and beverages.

Hotels and Resorts

Our Approach for the Future



We aim to decrease our food spoilage by 5% year-on-year, starting in 2022. To gain better insight on food quality and preferences, we will gather feedback regularly from our guests.

Future Outcomes



This will allow us to identify which food items to serve to optimize our menu cycles and decrease food wastage.

As restrictions ease and mallgoers return in droves, there are opportunities to improve solid waste management in our malls.

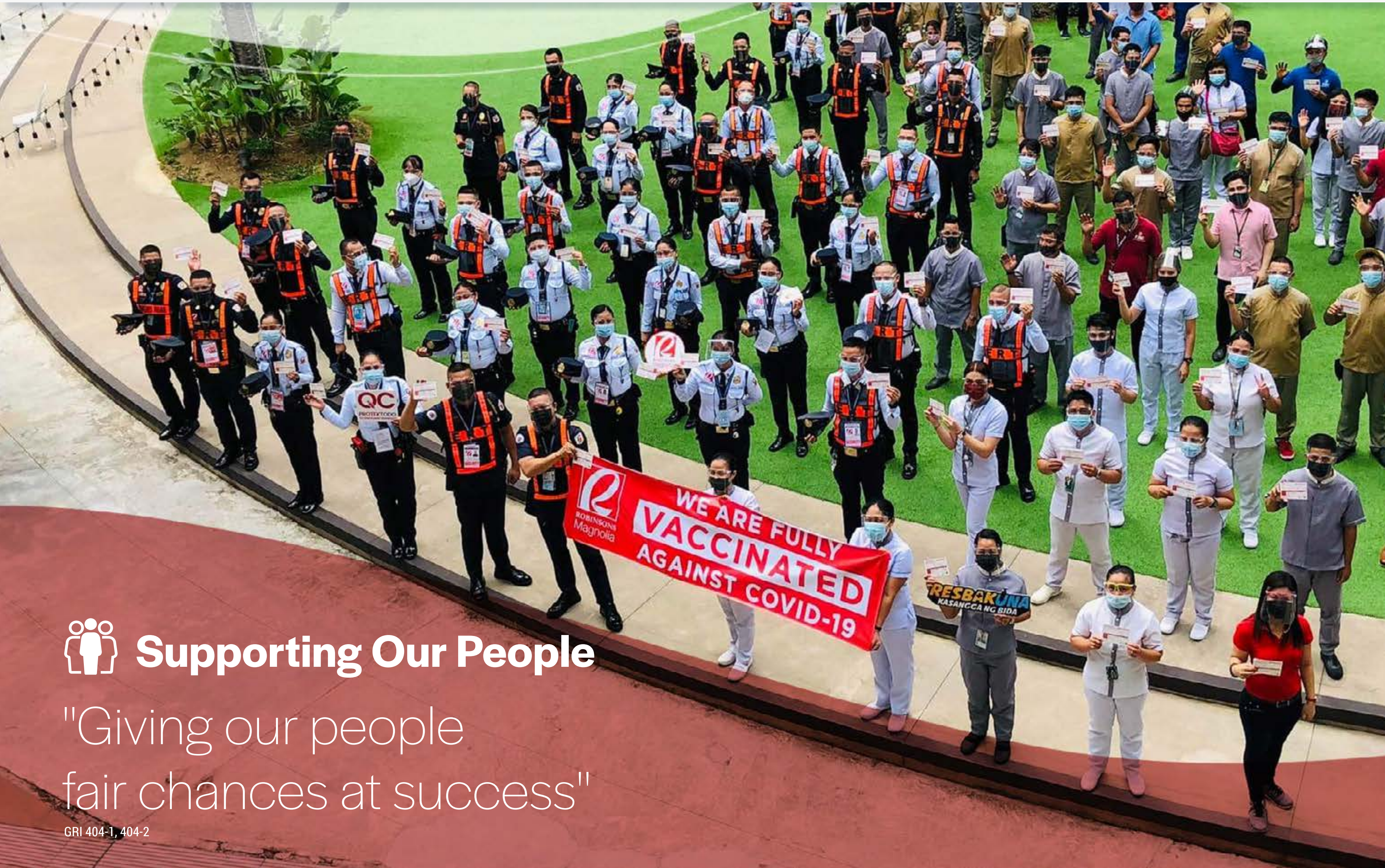
Malls



Aside from installing and rehabilitating MRFs in our new and existing malls, we will invest in additional facilities and emerging technologies on solid waste management and wastewater treatment.



- ▶ This will improve our waste segregation practices and better facilitate proper waste disposal and recycling.
- ▶ Additionally, this will also improve our resource efficiency, the capital outlay for our waste treatment facilities, and our effluent quality.

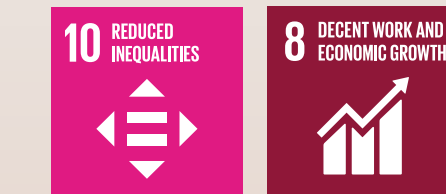


Supporting Our People

"Giving our people fair chances at success"

GRI 404-1, 404-2

Equality, diversity, and inclusion are focal points in our promise to create a fair and engaging employee experience, which gives each one the opportunity to be more productive and reach personal and professional goals as a valued member of the RLC team.



Social

- 2022**
Strive to give fair chances at success for our employees
- 2025**
Beef up training and development programs, and make them more accessible
- 2030**
Provide all direct workers opportunities to earn a decent living, grow, and achieve well-being



Supporting Our People

Giving our people fair chances at success

GRI 102-8, 405-2



Culture of Meritocracy

The best people and ideas win. This is what meritocracy in the workplace means. And it works. RLC's inclusive, merit-driven culture encourages employees to express their opinions, and share them openly. These opinions are listened to, and considered in making decisions. But people who are listened to have earned that right by building a reputation of contributing good ideas that have positive impact for the company.

At RLC where women account for majority (58%) of its total workforce and management base, with women fulfilling leadership roles across all levels of management, the meritocratic approach has clearly provided equal opportunity for employees to forge their own path to leadership regardless of gender, race, ethnicity, age, political persuasion or religious belief.

In 2020, RLC was one of only two Philippine firms included in the Bloomberg GEI. We scored high in equal representation in the workplace, which shows it is among top companies around the globe employing best-in-class policies and benefits to support gender equality.

The presence of RLC in 29 growth areas across an archipelago with at least 77 major ethnolinguistic groups necessarily makes our worker base culturally diverse. We believe each employee contributes not only skills but also unique perspectives that lead to better decision making, and promote openness and collaboration.

Achievements

6:4
female to male employee ratio

31
students in OJT program

60%
increase in training hours

Approach

Activities & Projects

Outcomes

Diversity
Optimizing our multi-generational workforce

- ▶ Nearly half of 2,543 employees are between 30 and 50 years old
- ▶ Significant number of under 30 among employees

- ▶ Shared breadth and depth of industry experience and expertise is a great strength
- ▶ Innovative thinking, and flexibility and resilience in the face of change is a big advantage for next generation RLC leaders

Training & Development
Guiding people on their career growth

- ▶ Development plan
- ▶ 10,424 training hours in 2021
- ▶ 4.63 average training hours (female employees)*
- ▶ 6.90 average training hours (male employees)*

- ▶ 112 RLC people got job promotion in 2021
- ▶ 60% increase in training hours thanks to accessibility of online learning resources via *LinkedIn* and *Coursera*, which encouraged participation from employees in other regions. Training areas included: customer service, communication, coaching, leadership, finance, negotiation, and problem solving; as well as engineering, leasing, and marketing.

*Average is based on the 1,886 employees who were trained in 2021



Supporting Our People

Giving our people fair chances at success

GRI 401-2



HR Gone Digital

Critical to an employee-focused workplace is a robust human resources (HR) department, which ensures that employees are highly engaged, energized, and productive. In a bid to provide the ideal workplace experience, JG Summit Holdings, Inc., RLC's mother company, partnered with Darwinbox to digitalize its HR operations and prepare the organization for the future.

A mobile-first HR technology platform provider, Darwinbox can digitalize various HR functions—from recruitment, onboarding, performance management, career planning, to retirement. Prior to DarwinBox, RLC used SAP SuccessFactors to support and automate HR-related processes in Recruitment, Performance and Goal Management, and Learning and Development. Now that RLC is using DarwinBox, the group aims to make these processes easier and more user-friendly for employees.

Approach

Activities & Projects

Outcomes

On-the-job training (OJT) for university students

Residential

Gateway Garden Ridge and Robinsons Gateway Residences OJT program started in 2019 to promote youth training in various aspects of property management, administration, maintenance, and engineering

31 OJT participants were trained in the Residences facilities, with one eventually being hired by the property management office of Gateway Garden Ridge in 2020

Employee Retention
Offering competitive remuneration and benefits package

More than mere compliance to minimum pay mandates, we provide healthcare coverage (HMOs), life insurance, medical allowance, rice subsidy, bereavement assistance, discounts to our products, and access to affordable emergency loans. We also offer preferential rates for real estate purchases from RLC, and loans with Robinsons Bank.

- ▶ Our attrition rate for 2021 was 2%. We opened a mall in La Union; and began hiring more employees for our hotels as the hotel industry reopened.
- ▶ Retaining employees is critical to our long-term success in the real estate industry, ensuring customer satisfaction, increased sales, satisfied coworkers, and effective succession planning as well as organizational knowledge and learning.

Ensuring social safeguards through staff housing provisions during the pandemic

Hotels and Resorts

Oplan Kalinga (OK) until December 2021 (full board accommodation in OK Hotels; priority quarantine facility for RHR colleagues)

Minimal exposure of staff to COVID virus; increased employee morale and safety




Supporting Our People

Giving our people fair chances at success



Do Well, Work Well

Mental health conditions cost the Philippine economy a staggering ₱68.9 billion each year, equivalent to 0.4% of its GDP. Around 96% of this cost comes from loss in productivity, with the remaining 4% due to healthcare costs. Along with physical health impact, COVID-19 has had other ill effects such as grief, anxiety and depression due to self and social isolation, disconnection from family and friends.

At RLC, mental health is one of the pillars of employee well-being. Through our DWELL Wellness Program, we provide different avenues to focus on their physical, emotional, mental, and spiritual health.

DWELL, short for DoWELL, is open to all our employees. We partnered with InfinitCare for our mental health services. Through the InfinitCare app, employees can book a counseling session, access a chat helpline, and read health and wellness articles. Since the program's launch in February 2021, we have organized Wellness Wednesdays where we hold webinars and give tips on mental health matters such as managing stress and anxiety and practicing mindfulness.

Approach

Activities & Projects

Outcomes

Workplace Environment
Implementing necessary health practices during this pandemic

Office Buildings

Established work-from-home arrangement, and used available work.able co-working space facilities for some OBD head office based employees to serve as their temporary office to ensure social distancing practice and prevent close contacts.

Kept COVID cases to a minimum; maintained uninterrupted operations

Sourcing
Maintaining a select talent pool

Malls

Annual review of third-party manpower contract rates both in NCR and those in the regions

Relatively stable manpower supply base; manageable turnover rate for third-party suppliers

Local recruitment for regional branches and offices through online sourcing such as LinkedIn, Jobstreet, and Facebook

In hiring for regional branches or offices, priority is given to locally-sourced candidates by coordinating with the LGU or the DOLE Public Employment Service Office (PESO) in the locality

Good relationship with the LGU; easier coordination for the local team



2022

Strive to give fair chances at success for our employees

2025

Beef up training and development programs, and make them more accessible

2030

Provide all direct workers opportunities to earn a decent living, grow, and achieve well-being

Opportunities

Ensuring minimum social safeguards for our third-party manpower (TPM) workers are in place

Residential

Our Approach for the Future



- ▶ Requiring regular reports or verification that TPM workers have social safeguards
- ▶ Requiring or giving weight to group insurance coverage as part of the requirements for contractors and TPM workers

Future Outcomes



There will be safety nets for contractors and TPM workers for any incidents that may happen in our project sites

Planning a career path for all employees at all levels

Residential



Enhancing our current practices in crafting career paths for our employees by documenting our advancement planning, from entry-level to executive positions



- ▶ Proper documentation of our processes will help us develop clearer career paths and advancement plans for all our employees at all levels
- ▶ Increased focus and productivity among our employees
- ▶ Potential reduction in our attrition rate



The success of RLC's online training programs, with a 60% increase in the number of training hours across the archipelago in 2021, is a good jump-off point for future training and development initiatives. Not only are online courses cost-effective, there are also no down time, travel or accommodation

expenses incurred; and they have the smallest carbon footprint, too. Their popularity among employees is also due to time efficiency. Research shows that virtual training is generally 25% to 60% shorter compared to in person courses on the same subject.



Stakeholder Well-being

“Keeping our spaces safe for everyone”

GRI 413-1

We understand the impact different stakeholders have on our business operations. As such, we maintain various communication channels and facilitate meaningful interactions with our different stakeholders. This allows us to better address their needs and strengthen our relationships with them, while improving our systems in the process. The information and feedback we receive are processed through the appropriate business units, ensuring these are addressed immediately and incorporated into our business strategies.



Social

2022

Ensure safety for our stakeholders

2025

Strive for comprehensive safety protocol placement with continuous assessment in all our properties



Stakeholder Well-being

Keeping our spaces safe for everyone

GRI 403-1, 403-2



Joining the Fight Against COVID-19

Our continuing drive against COVID-19 calls for unity and collaboration. As part of our commitment, we at RLC use the spaces and resources available at our disposal to contribute to this fight.

Their accessibility, strategic locations, and clean, spacious activity areas made Robinsons Malls ideal for COVID-19 vaccination drives of local governments. To date, 38 Robinsons Malls are recognized as COVID-19 vaccination hubs. Additionally, the Philippine Red Cross (PRC) located 19 of its drive-thru saliva collection sites for RT-PCR testing in select Robinsons Malls.

Robinsons Hotels and Resorts (RHR) also transformed some of their properties into makeshift quarantine facilities for frontline health workers and returning overseas Filipino workers (OFWs). In partnership with the Gokongwei Brothers Foundation (GBF), we also donated 50 desktop computers and 10 laptops to the City Government of Pasig to help set up their COVID-19 contact tracing facility.

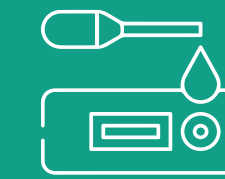
The COVID-19 pandemic forced our operations to evolve at a faster rate. During this unprecedented time in history, we prioritized the health and safety of all our stakeholders. We made our spaces safe for our employees and customers alike by putting in place relevant COVID-related health and safety protocols.

Achievements



2 million doses

of COVID-19 vaccines administered in our mall vaccination sites



19 malls

nationwide used as RT-PCR testing sites, in partnership with the Philippine Red Cross (PRC)

Approach

Investing approximately 50% of our offices' OPEX supplies budget for COVID-related safety measures

Office Buildings

Activities & Projects

- ▶ Purchasing various COVID-related safety supplies and equipment
- ▶ Implementing COVID-related safety protocols in all our buildings and properties
- ▶ Securing Safety Seal for our buildings and properties

Outcomes

Increased sense of safety and confidence among our employees and tenants

Contactless inspection and automatic temperature scanning

Investing ₱3 million to purchase a walkthrough metal detector with a built-in thermal camera and scanner

- ▶ More efficient security checks in our buildings and properties
- ▶ Limited contact between security personnel and individuals entering our buildings and properties
- ▶ Avoided long queuing at entrances
- ▶ Individuals entering our buildings and properties feel safer and more secure.



Stakeholder Well-being

Keeping our spaces safe for everyone



Achievements



44 voter registration sites

in our malls nationwide to allow more eligible voters to participate in the 2022 National Elections



42 registration sites

in our malls nationwide to assist the Philippine Statistics Authority (PSA) in the rollout of the National ID



112 families

benefited from our Adopt-a-Community project, a four-month livelihood program for select marginalized communities in Bacolod, Roxas, and Cebu

Approach

Activities & Projects

Outcomes

Enriching Lives, Uplifting Communities

At RLC, we have always been driven to create a better future for the communities where we operate. This is best seen in RLove, a corporate social responsibility (CSR) program we launched in 2016, which focused on philanthropy, volunteerism, and partnerships. Earlier, in 2011, we launched the Lingkod Pinoy Center in select Robinsons Malls to make essential government services accessible to more Filipinos. This one-stop shop is now a common fixture in Robinsons Malls at no cost to the government.

To further expand our reach and be more responsive to the changing needs of our communities, we built on what RLove and Lingkod Pinoy started and established Robinsons Land Foundation, Inc. (RLF) in 2020. A non-stock and non-profit foundation, RLF develops sustainable programs to address four focus areas, namely: community development, health and nutrition, emergency response, and child welfare and education. By focusing on these strategic areas, we can provide meaningful opportunities that uplift local communities.

Flexible work arrangements

Allowing flexible work-from-home arrangements for our employees

- ▶ Increased public safety
- ▶ Less carbon footprint from fuel and electricity consumption generated by reporting to work
- ▶ Increased savings for the company and our employees
- ▶ Reduced risk and exposure to COVID-19
- ▶ Increased productivity among employees

Proper disposal of pandemic-related waste, i.e., personal protective equipment (PPE)

Hotels and Resorts

Monitoring the amount of PPE waste generated monthly and separating PPE waste disposal in our hotels and resorts

- ▶ Hotel staff are more aware of the amount of PPE waste generated
- ▶ Accidentally getting the COVID-19 virus from improper PPE waste disposal is prevented
- ▶ Secured accreditations from the Department of Health (DOH) and the Department of Tourism (DOT)



Stakeholder Well-being

Keeping our spaces safe for everyone

GRI 403-5, 416-1



When Disaster Strikes

Relief operations make a huge difference in alleviating hardships experienced by our partner communities in the aftermath of disasters.

Through our malls and hotels, we were able to provide communities with emergency assistance in the aftermath of Typhoon Odette and the eruption of Taal Volcano in 2021. We held donation drives in Robinsons Place Iloilo Pavia and Galleria Cebu to benefit the displaced families from Tagaytay and from the Olango, Pangan-an, Caobyan, Gilutongan, and Caohagan islands in Mactan, Cebu

During the onslaught of Typhoons Bising, Fabian, Jolina, Maring, and Odette, various Robinsons Malls provided free parking, charging, and Wi-Fi stations for stranded individuals.

Approach

Activities & Projects

Outcomes

Facilitating and ensuring the health and safety of our employees

Occupational Safety and Health (OSH) Management System

The health, safety, and welfare of individual employees who build, operate, and maintain our facilities are protected.

Minimizing, if not completely eliminating, safety incidents in our project sites

- ▶ Providing basic safety training for managers and project heads
- ▶ Enforcing strict compliance to government regulations on occupational safety, such as standards set by the Department of Labor and Employment (DOLE)

The health, safety, and welfare of individual employees who build and maintain our facilities are protected.

Preventing fire incidents in our malls, and minimizing potential damage resulting from fire incidents

Malls

- ▶ Launching fire awareness and fire prevention programs for all our stakeholders, including mall tenants
- ▶ Ensuring strict compliance with the requirements of the Fire Code of the Philippines and other relevant regulations
- ▶ Providing fire pumps to mall properties, with a dedicated power source independent of the mall's power system

- ▶ Fire incidents are prevented.
- ▶ Fire incidents, when they occur, are easier to contain due to the assured functionality of fire pumps.



Stakeholder Well-being

Keeping our spaces safe for everyone



Keeping Digital Data Safe

Cybersecurity is an area of concern in our industry. Businesses are constantly being targeted for cyber attacks, which can significantly hurt business operations and put stakeholder data at risk. According to IBM, data breaches can cost companies \$4.24 million per incident, on average, with the rapid shift to remote work during the COVID-19 pandemic leading to more expensive data breaches. The most common root of data breaches? Compromised log-in credentials, which was responsible for 20% of all data breaches reported in 2021.

Given this current landscape, we are working towards strengthening our cybersecurity features. Across JG Summit and RLC, we have installed cybersecurity systems to protect our integrated database. Through regular email newsletters and presentations from RLC Information Systems, we educate our employees about cybersecurity and the best practices in digital hygiene.

The COVID-19 pandemic and the onslaught of natural disasters over the past year have impacted not just our operations, but the lives of our different stakeholders as well. As a responsible business, we have committed to providing assistance where we can in order to help our stakeholders adjust to the new normal.

Achievements



Over 2,000 relief packs distributed to communities affected by the onslaught of Typhoon Odette, Typhoon Maring, and the eruption of Taal Volcano



Over 7,000 beneficiaries of our COVID-19 pandemic relief efforts in partner communities

Approach

Activities & Projects

Outcomes

Support tenants for better pandemic recovery

Office Buildings

Provided rental discount to our food retail tenants. To date, 54% of our food retail tenants have received a rental discount during the pandemic.

Food retail tenants continued to operate during the pandemic.

Enforcing pandemic control measures in our malls

Malls

- ▶ Conducting temperature checks on customers upon entry
- ▶ Deploying health and safety marshals to remind customers of relevant protocols (e.g., wearing of face masks, keeping distance)
- ▶ Installing sanitation stations in strategic areas of the mall
- ▶ Cleaning high-contact points in the mall more frequently (e.g., hand railings, elevator buttons)

- ▶ More customers became confident about visiting the mall again
- ▶ We helped control the spread of the COVID-19 virus

2022

Ensure safety for our stakeholders

2025

Strive for comprehensive safety protocol placement with continuous assessment in all our properties

Opportunities

Improve health and safety in project sites

Residential

Our Approach for the Future



Assign and train safety officers in project sites and branch offices

Future Outcomes



- ▶ Minimize cases of diseases and injuries in our work environments
- ▶ Minimize medical and hospital expenses of workers
- ▶ Higher worker productivity

Develop disaster preparedness programs

Residential



- ▶ Develop disaster risk management programs in our subdivisions in partnership with local government units
- ▶ Create internal emergency response protocols for employees and residents
- ▶ Create internal emergency response teams for our project sites and branch offices



- ▶ Increased preparedness for unforeseen circumstances
- ▶ Faster mobilization of people and resources for community recovery and assistance
- ▶ Increased overall community resiliency

Prevent fire incidents in mall properties and minimize the potential damage resulting from fire incidents

Malls



Design mall mechanical system to have separate ducting provisions for fire-risk tenants (e.g., food retail tenants with grilling and open-fire facilities)



Through this ducting system, fire will not spread throughout the mall.



Stakeholder Engagement

We understand the impact different stakeholders have on our business operations. As such, we maintain various communication channels and facilitate meaningful interactions with our different stakeholders. This allows us to better address their needs and strengthen our relationships with them, while improving our systems in the process. The information and feedback we receive are processed through the appropriate business units, ensuring these are addressed immediately and incorporated into our business strategies.

Related focus area:

[Stakeholder Well-being](#)

Stakeholder Engagement

GRI 102-40, 102-43, 102-44



Suppliers

How we engage

Regular channels of engagement

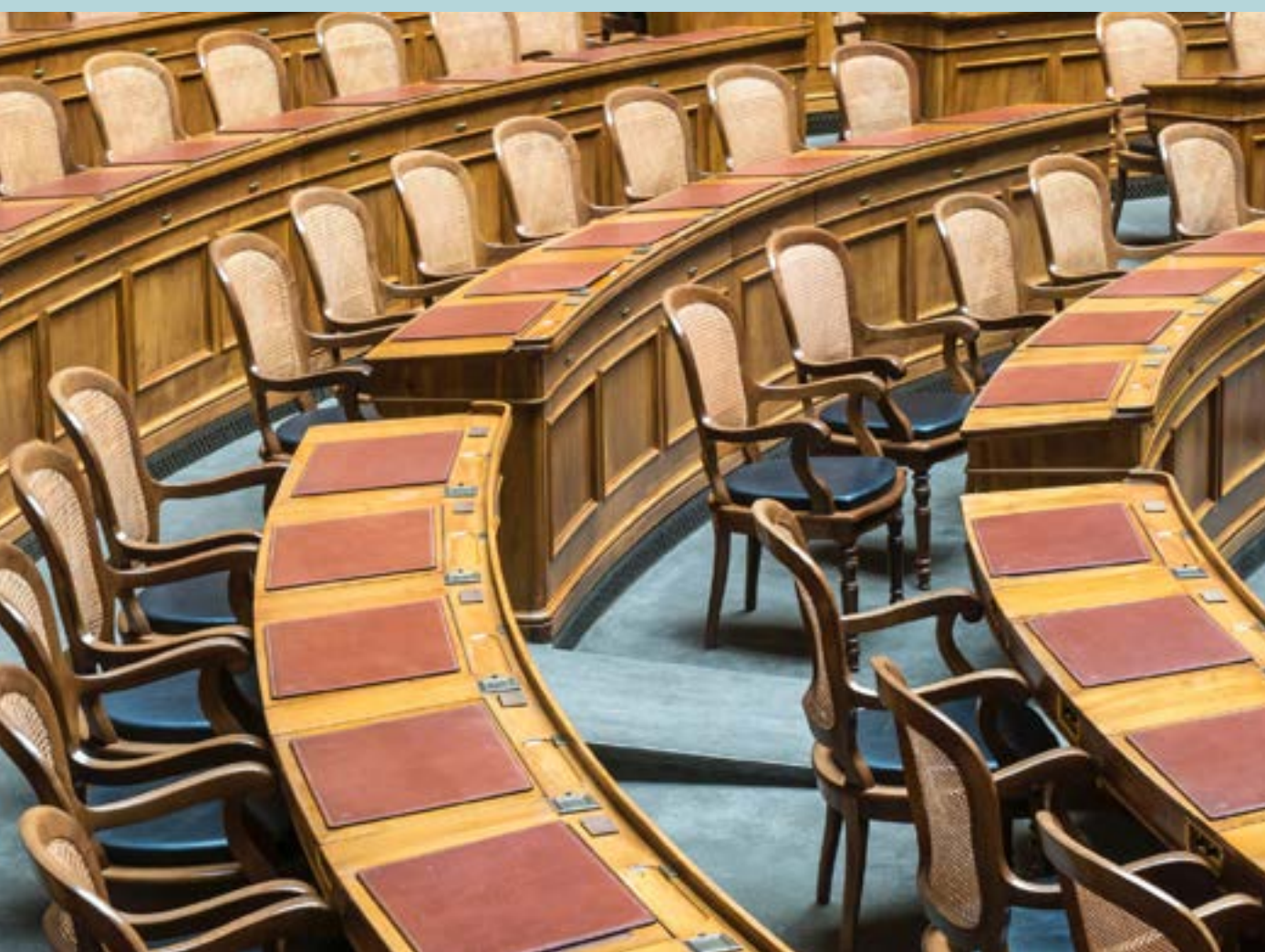
- ▶ Dedicated procurement teams
- ▶ Digital channels: email, social media, online messaging, and company website

Key concerns raised

Delayed response time for urgent requirements, such as processing of files and delivery of services

Our strategic response

Streamlining our systems and enhancing processes to facilitate improved service delivery



Government

How we engage

Regular channels of engagement

- ▶ Meetings with RLC representatives
- ▶ Written communications
- ▶ Digital channels: email, social media, online messaging, and company website

Key concerns raised

Ensuring RLC's compliance with all applicable laws and regulations

Our strategic response

Initiating written communications and meetings to address issues affecting the planning and development of projects

Stakeholder Engagement

GRI 102-40, 102-43, 102-44



Investors and Shareholders

Key concerns raised

Our strategic response

How we engage

Regular channels of engagement

- ▶ Annual stockholders' meetings
Investor Relations team
- ▶ Digital channels: email, social media,
online messaging, and company website

Status of ongoing
construction projects

Disclosures on financial outlook
and business performance

Adjusting our forecasts on ongoing projects and
rescheduling restarts on construction activities
based on COVID-19 restrictions

Communicating financial outlook and business
performance through our Investor Relations team,
digital channels, and other public disclosures



Stakeholder Engagement

GRI 102-40, 102-43, 102-44



Employees

How we engage

Regular channels of engagement

- ▶ Town hall meetings
- ▶ Company newsletters
- ▶ Annual organizational climate surveys
- ▶ Employee engagement surveys
- ▶ Focus group discussions
- ▶ Digital channels such as email, social media, online messaging, and company website

Programs and Activities

- ▶ Online training programs
- ▶ Online learning resources such as *LinkedIn Learning* and *Coursera*
- ▶ Technical and skills training
- ▶ Robinsons Malls career ladder
- ▶ DWELL program
- ▶ Wellness Wednesdays
- ▶ Engagement activities via the RLC Daily Grit Facebook Group

Key concerns raised

Employee growth, development, and engagement

COVID-related workplace changes

Mental health support in the workplace

Our strategic response

- ▶ Providing virtual training programs and online learning courses in lieu of in person trainings
- ▶ Developing a career ladder for Robinsons Malls employees, which defines salary structure, career growth, and promotion
- ▶ Implementing work-from-home setups to ensure employee health and safety
- ▶ For employees reporting on-site, providing shuttle services and personal protective equipment, as well as revising office layout and procedures for better observance of social distancing and other health and safety protocols
- ▶ Launching DWELL, RLC's total well-being framework for employees
- ▶ Partnering with InfnitCare for mental health services, such as booking counseling sessions and accessing chat helpline and wellness articles
- ▶ Conducting wellness webinars and providing other wellness tips via Wellness Wednesdays
- ▶ Practicing an open-door policy where employees may directly communicate their concerns to their immediate supervisors or to the HR Department



Stakeholder Engagement

GRI 102-40, 102-43, 102-44



Customers

How we engage

Regular channels of engagement

- ▶ Digital channels: dedicated customer service emails, social media, online messaging, and company website
- ▶ Customer satisfaction surveys
- ▶ Customer hotline numbers
- ▶ Customer feedback forms

Group

Key concerns raised

Our strategic response

Mallgoers

- ▶ COVID-related safety concerns in malls
- ▶ Inquiries on mall operating hours, store openings, and schedule of services in the Lingkod Pinoy Centers

- ▶ Regularly providing accurate and updated information on IATF guidelines
- ▶ Posting updates on our Robinsons Malls Facebook page and our virtual mall directory
- ▶ Mall concerns and complaints are acknowledged within 24 hours and forwarded to concerned mall, department, or business unit for appropriate action

Potential home buyers

Safely viewing units for sale prior to purchase

- ▶ Strictly adhering to health and safety protocols for onsite viewing
- ▶ Shifting to digital platforms such as virtual showrooms with 360-degree views, online appointments booking, chatbots, and sales and marketing emails

New home owners

Delays in the turnover of units due to community quarantine restrictions

Managing client expectations by communicating the impact of IATF regulations on our operations and emphasizing efforts to fast-track unit completion and turnover

Stakeholder Engagement

GRI 102-40, 102-43, 102-44



Customers

Group

Key concerns raised

Our strategic response

How we engage

Regular channels of engagement

- ▶ Digital channels: dedicated customer service emails, social media, online messaging, and company website
- ▶ Customer satisfaction surveys
- ▶ Customer hotline numbers
- ▶ Customer feedback forms

Long-time residents in vertical developments

Availing value-added services in our properties

- ▶ Circulating community news through the property management offices
- ▶ Email marketing for ongoing community promos
- ▶ Launching the myRLC portal, a web-based service platform for homeowners

Long-time residents in horizontal developments

- ▶ COVID-related safety practices in our properties
- ▶ Use of amenities and facilities
- ▶ Maintenance concerns, such as grasscutting and garbage hauling

- ▶ Implementing health and safety protocols aligned with the IATF guidelines
- ▶ Assisting households with COVID-positive members by coordinating with LGUs
- ▶ Providing updates to homeowners and enhancing our billings system
- ▶ Deploying onsite utility personnel to do maintenance work



Responsible Business Practice

"Ensuring ethical practices in all our business dealings"

GRI 102-17

Our businesses do not operate in a vacuum—they exist in particular contexts and involve diverse stakeholders with unique needs and responsibilities. Upholding respect and integrity for the fair treatment of all our stakeholders has been the key to RCL's continued success over the years.

Good governance is built into our company and underpins our purposeful transformation. Our corporate governance framework is built on the foundations of transparency, accountability, and responsibility and integrates all the recognized principles of sustainability.



Governance

2022

Assess operations and improve anti-corruption mechanisms

2030

Aim at training all units on ethical business practice, and strengthening anti-corruption mechanisms in all our operations



Responsible Business Practice

Ensuring ethical practices in all our business dealings



Tone from the Top

Our Board of Directors sets the tone for good governance and makes a firm stand against corrupt business practices. The company's anti-corruption programs are embedded in our Code of Business Conduct and Ethics, as well as in our policies on Conflict of Interest and Offenses Subject to Disciplinary Action (OSDA), among others.

New employees are oriented on our policies related to business conduct and ethics. All concerned employees must also disclose their activities with conflicts of interest and declare corporate gifts they receive on an annual basis. Through regular training and strict implementation, these good governance practices are ingrained in the company culture.

We also have an established framework for whistleblowing. This ensures stern enforcement and allows employees and other stakeholders to freely communicate their concerns about illegal or unethical business practices without fear of retaliation.

2022

Assess operations and improve anti-corruption mechanisms

2030

Aim at training all units on ethical business practice, and strengthening anti-corruption mechanisms in all our operations

Opportunities

Anti-corruption and bribery

Our Approach for the Future

- ▶ We will cascade JG Summit's anti-corruption policies and codes of business ethics to all our employees and ensure proper control mechanisms are in place in all our business operations.
- ▶ To further engage employees on the importance of ethical business practices, we will work with third-party providers to implement best practices on anti-corruption and bribery. We are also working on securing certification for ISO 37001: Anti-bribery management systems.

Future Outcomes

Transparency and fairness to all our stakeholders is achieved.

Integrity is the mark of RLC—in everything we do, we uphold the right thing at all times. We conduct our business in an ethical and honest manner, and we remain fully compliant with all the applicable laws and regulations in the areas where we operate. In all our dealings, we take a stand against corruption and bribery.



For more information on our anti-corruption policies and codes on business ethics, go to:

[Corporate Governance](#)



Materials Sourcing

"Sourcing materials responsibly"

Considering the significant amount of social and environmental impact of certain procurement and labor practices in our industry's supply chain, strategic sourcing is more important to RLC than ever.

We seek to examine our supply chain risks not just from a financial and operational lens, but also from a sustainability lens, looking at the possibility of supply disruption, cost volatility, threats to brand reputation and challenges related to compliance with local laws and regulations.

We conduct due diligence on our major suppliers and assess their compliance with ESG standards. By building collaborative solutions with our major suppliers, we can all work towards a more responsible supply chain.



Governance

2022
Align with suppliers on ESG goals

2030
Seek to make all our major suppliers compliant with RLC's ESG standards



Materials Sourcing

Sourcing materials responsibly



Investing in sustainable building materials is a strategic priority for RLC. We are working on supplier development programs, and strengthening our ties with local suppliers to expand our network of sustainable material sources, considering the cost and environmental implications of locally-sourced materials.

Approach

Sustainable design through the use of innovative materials and technologies

Residential

A Fresh Coat of Paint

That “fresh paint” smell in your new house? Not good for you. This often signals the presence of volatile organic compounds (VOC) in the air. Inhaling VOCs from paint has numerous health risks such as nausea, and can even damage nasal passage and airways.

To help our tenants breathe easy, RLC Residences only uses low-VOC paints in its developments. Compared to traditional paints, low-VOC paints contain reduced amounts of VOCs, which can become toxic vapors or gasses when released into natural environments.

Low-VOC paints have less odor and less impact on air quality, thereby helping improve indoor air quality in our residential developments. Additionally, the production and use of low-VOC paints cause less toxic emissions, thereby helping reduce the concentration of harmful contaminants in the atmosphere, as well in our groundwater and landfills.

Activities & Projects

Use of pre-cast concrete

Use of low-flow plumbing fixtures, such as low-flow faucets and toilets

Outcomes

- ▶ Pre-cast concrete is ready for installation; no need for additional land for storage and construction activities
- ▶ Water efficiency is achieved as pre-cast concrete has a low water-cement ratio

- ▶ Water flow is reduced
- ▶ Total water consumption is reduced



2022

Align with suppliers on ESG goals

2030

Seek to make all our major suppliers compliant with RLC's ESG standards

Opportunities

Develop ESG standards for major suppliers and key construction materials

Residential

Our Approach for the Future



- ▶ We will conduct workshops on sustainable material selection guidelines for our direct-hire architects and planners. This will help identify our priority commodities for sustainable procurement.
- ▶ We will also distribute a primer on ESG standards, which will form part of our requirement from suppliers. To promote improved product quality from our suppliers, we are also considering making the submission of product and material certifications a requirement as proof of their product quality and sustainability.

Future Outcomes



- ▶ This will produce positive changes in the supply chain and encourage other suppliers to also adopt sustainable practices.
- ▶ In the process, we will also maintain strong, long-term partnerships with suppliers. Together, we will improve our performance in terms of ESG compliance, supporting RLC's purposeful transformation.

Expand our network of suppliers for key sustainable materials

Residential



- ▶ We will re-examine our network to see if there are any underrepresented local suppliers or materials we can incorporate in our operations.
- ▶ Moving forward, we will also participate in relevant product briefings, trade shows, and industry conventions to further expand our network of suppliers.



We will have more options thanks to a diverse pool of suppliers for different kinds of sustainable materials.



Corporate Governance

Robinsons Land Corporation's strong and effective corporate governance practices cultivate a company culture of integrity, leading to positive performance and a sustainable business overall. The company's competitive advantage is ensured by building a competent board, and solid foundations for oversight; aligning strategies with goals, and aiming for long-term value creation; prioritizing risk management; adhering to high standards of ethics; promoting accountability; fostering reporting integrity and adequate disclosures; and treating stakeholders equitably.

Related focus area:

[Responsible Business Practice](#)



Commitment to Corporate Governance

Robinsons Land Corporation (“The Company”) acknowledges that good corporate governance is essential to build an environment of trust, transparency and accountability necessary for fostering long-term performance, financial stability, business integrity and sustainability of the company for the protection of the interests of shareholders and other stakeholders.

Corporate governance is the framework of rules, systems and processes of the corporation that governs the performance by the Board of Directors and Management of their respective duties and responsibilities to the stakeholders. The Revised Corporate Governance Manual was adopted to institutionalize corporate governance principles as a guide for the daily conduct of business.

The Company continuously strives to strengthen and improve corporate governance by adopting best practices that include building a competent board, aligning strategies with goals, managing risk effectively, adhering to high standards of ethics and integrity and promoting accountability by defining roles and responsibilities.

Corporate Governance Highlights

GRI 102-12

Consistent with the Revised Corporate Governance Manual and pursuant to the recommendations provided in the Code of Corporate Governance for Publicly Listed Companies (PLCs), the Company strengthened its policies on Board Diversity, Board Nomination and Election, Succession Planning and Remuneration, Material Related Party Transactions and Whistleblowing to reinforce the governance framework of the Company. These policies may be accessed through the Company’s website, in the Governance section, <https://www.robinsonsland.com/company-policies>.

The Company submitted the Integrated Corporate Governance Report (I-ACGR) to the Securities and Exchange Commission (SEC) and Philippine Stock Exchange (PSE) on June 7, 2021. The I-ACGR is a reportorial requirement under SEC Memorandum Circular No. 15 series of 2017 mandating all PLCs to disclose the Company’s compliance/non-compliance with the recommendations provided under the Corporate Governance Code for PLCs. With the “comply or explain” approach, voluntary compliance to recommended CG best practices is combined with mandatory disclosure. Moreover, the Board of Directors approved the Company’s Money Laundering, Terrorist and Proliferation Financing Prevention Program (MTPP) on December 20, 2021.

The Company’s I-ACGR may be accessed through the Company website, <https://www.robinsonsland.com/governance-reports>.

Business Conduct and Code of Ethics

GRI 102-16, 102-17, 102-25, 204-1, 307-1, 402-1 419-1

Policy Statement

Conflict of Interest	The Company’s Code of Business Conduct and Conflicts of Interest Policy require employees to make a conscious effort to avoid conflict of interest situations- that his judgment and discretion are not influenced by considerations of personal gain or benefit. A conflict of interest may also occur because of the actions, employment, or investments of an immediate family member of an employee.
Conduct of Business and Fair Dealings	The Company’s employees that recommend, endorse, or approve the procurement or sale of goods and services should make a conscious effort to avoid any conflict of interest situation in transactions that they are involved in.
Receipt of Gifts from Third Parties	The Company discourages the acceptance of gifts. However, gifts like advertising novelties maybe given or accepted during the Christmas season. There is no restriction in the value of the gift accepted. However, accepted gift with estimated value over P2,000.00 must be disclosed to the Conflicts of Interest Committee.
Compliance with Laws and Regulations	The Company ensures that all transactions comply with relevant laws and regulations. Any deficiencies are immediately rectified.
Respect for Trade Secrets / Use of Nonpublic Information	The Company has policies that ensure proper and authorized disclosure of confidential information. Disclosures to the public can only be done after the disclosure to SEC and PSE by the Company’s authorized officers.
Use of Company Funds, Assets and Information	Employees are required to safeguard the Company resources and assets with honesty and integrity. Employees must ensure that these assets are efficiently, effectively, and responsibly utilized.

Corporate Governance

**Business Conduct
and Code of Ethics****Policy Statement**

Employment and Labor Laws and Policies	The Company ensures the observance, strict implementation and compliance with employment and labor laws and policies with regards to recruitment, employment, retention and benefits of the employees.
Disciplinary Action	Violation of any provision of the Code of Business Conduct may result to disciplinary action, including dismissal and reimbursement for any loss to the Company that result from the employee's action. If appropriate, a violation may result in legal action against the employee or referral to the appropriate government authorities.
Whistleblowing	<p>The stakeholders may discuss or disclose in writing any concern on potential violation of the Code of Business Conduct with the Conflicts of Interest Committee. Reports or disclosures can be made in writing or by email using the following contact details:</p> <ul style="list-style-type: none"> ▶ email address: cicom@robinsonsland.com ▶ mailing address: Must be sent in a sealed envelope clearly marked "Strictly Private and Confidential—To Be Opened by Addressee Only" <p>Office of the Compliance Officer Robinsons Land Corporation 15th Flr. Robinsons Cyberscape Alpha Sapphire and Garnet Roads, Pasig City</p> <p>The complaint shall be filed using the Complaint Disclosure Form, which is available in the company website.</p> <p>All information received in connection with the reports or disclosures shall be strictly confidential and shall not be disclosed to any person without prior consent of CICOM.</p> <p>The Company commits to protect those who report in good faith from retaliation, harassment and even informal pressures. It will take the necessary and appropriate action to do so in enforcing the policy.</p>
Conflict Resolution	The Conflicts of Interest Committee submits recommendations on courses of action to be taken on conflicts of interest situations. The decision is made by the Executive Committee.



Board of Directors

GRI 102-8, 102-23



James L. Go
Chairman Emeritus



Lance Y. Gokongwei
Chairman



Frederick D. Go
President and Chief Executive Officer



Patrick Henry C. Go
Director



Johnson Robert G. Go, Jr.
Director



Robina Gokongwei-Pe
Director



Roberto F. De Ocampo
Director



Bienvenido S. Bautista
Director



Omar Byron T. Mier
Director

Board of Directors

GRI 102-22, 102-23, 405-2



Mr. James L. Go, 82, is the Chairman Emeritus of Robinsons Land Corporation. He is the Chairman of JG Summit Holdings, Inc. (JGSHI) and Cebu Air, Inc. He is also the Chairman and Chief Executive Officer of Oriental Petroleum and Minerals Corporation and Vice Chairman of Robinsons Retail Holdings, Inc. He is the Chairman Emeritus of Universal Robina Corporation and JG Summit Olefins Corporation. He is the President and Trustee of the Gokongwei Brothers Foundation, Inc. He has been a Director of PLDT, Inc. since November 3, 2011. He is a member of the Technology Strategy and Risk Committees and Advisor of the Audit Committee of the Board of Directors of PLDT, Inc. He was elected a Director of Manila Electric Company on December 16, 2013. He received his Bachelor of Science Degree and Master of Science Degree in Chemical Engineering from the Massachusetts Institute of Technology, USA.



Mr. Lance Gokongwei, 55, is the Chairman of Robinsons Land Corporation. He is the President and Chief Executive Officer of JGSHI and Cebu Air, Inc., and the Chairman of Universal Robina Corporation, Robinsons Land Corporation, Robinsons Retail Holdings, Inc., Altus Property Ventures, Inc., Robinsons Bank Corporation, and JG Summit Olefins Corporation. He is the Vice Chairman and Director of Manila Electric Company, and a Director of RL Commercial REIT, Inc., Oriental Petroleum and Minerals Corporation, Singapore Land Group Limited, Shakey's Asia Pizza Ventures, Inc., AB Capital and Investment Corporation, and Endeavor Acquisition Corporation. He is a Trustee and the Chairman of the Gokongwei Brothers Foundation, Inc. He received two Bachelor of Science degrees—one in Finance, and another in Applied Science—from the University of Pennsylvania.



Mr. Frederick D. Go, 52, is the President and Chief Executive Officer of RLC. He is the President and Chief Executive Officer of Altus Property Ventures, Inc., and the President of Robinsons Recreation Corporation. He is the Group General Manager of Shanghai Ding Feng Real Estate Development Company Limited, Xiamen Pacific Estate Investment Company Limited, Chengdu Ding Feng Real Estate Development Company Limited, Taicang Ding Feng Real Estate Development Company Limited, Taicang Ding Sheng Real Estate Development Company Limited, Chongqing Robinsons Land Real Estate Company Limited, and Chongqing Ding Hong Real Estate Development Company Limited. He is the Chairman of Luzon International Premier Airport Development Corporation. He is the Vice Chairman of the Board of Directors of Robinsons Bank Corporation, and also serves as the Vice Chairman of the Executive Committee of the said bank. He also serves as a director of Cebu Air, Inc., Manila Electric Company, JG Summit Petrochemical Corporation, JG Summit Olefins Corporation, and Cebu Light Industrial Park. He is the Vice Chairman of the Philippine Retailers Association. He received a Bachelor of Science degree in Management Engineering from the Ateneo de Manila University.



Mr. Patrick Henry C. Go, 51, was elected as a director of RLC on January 17, 2000. He is the President and Chief Executive Officer of JG Summit Olefins Corporation, and a Director and Executive Vice President of Universal Robina Corporation. He is also a Director of JG Summit Holdings, Inc., Robinsons Bank Corporation and Meralco Powergen Corporation. He is a Trustee and Treasurer of the Gokongwei Brothers Foundation, Inc. He received a Bachelor of Science degree in Management from the Ateneo de Manila University, and attended the General Management Program at Harvard Business School. Mr. Patrick Henry C. Go is the nephew of Mr. John L. Gokongwei, Jr.



Mr. Johnson Robert G. Go, Jr., 57, was elected as a director of RLC on May 29, 2005. He is currently a director of JG Summit Holdings, Inc., Universal Robina Corporation, Robinsons Bank Corporation and A. Soriano Corporation. He is also a trustee of the Gokongwei Brothers Foundation, Inc. He received a Bachelor of Arts degree in Interdisciplinary Studies (Liberal Arts) from the Ateneo de Manila University. Mr. Johnson Robert G. Go, Jr. is the nephew of Mr. John L. Gokongwei, Jr.

Corporate Governance



Ms. Robina Gokongwei-Pe, 60, was elected as a director of RLC on May 5, 2005. She is the President and Chief Executive Officer of Robinsons Retail Holdings, Inc. She is also a director of JG Summit Holdings, Inc., Robinsons Land Corporation, Robinsons Bank Corporation and Cebu Air, Inc. She is a trustee and the secretary of the Gokongwei Brothers Foundation, Inc. and a trustee and Vice Chairman of the Immaculate Conception Academy Scholarship Fund. She is also a member of the Xavier School Board of Trustees. She was formerly a member of the University of the Philippines Centennial Commission, and was a former Trustee of the Ramon Magsaysay Awards Foundation. She attended UP Diliman from 1978 to 1981, and obtained a Bachelor of Arts degree in Journalism from New York University in 1984. She is married to Atty. Perry Pe.



Mr. Omar Byron T. Mier, 75, was appointed as an Independent Director of RLC on August 13, 2015. Prior to joining RLC, he was the President and CEO of the Philippine National Bank from 2005-2010, then from 2012 to 2014. He also worked at Deutsche Bank Manila as Deputy General Manager, and Head of the Corporate Banking Group. He worked for Citibank Manila in various positions such as Head of the Multinational Corporations Group, Head of the Local Corporate Group, Head of the Risk Management Group, Head of the Remedial Management Group, and as Senior Credit Officer. He was also a Senior Credit Officer at Citibank Malaysia (for both Kuala Lumpur and Penang branches). He is a lecturer for credit and corporate finance at the Citibank Training Center in Singapore, and Guest Risk Asset and Credit Reviewer for various branches in Malaysia, South Korea, Indonesia, Thailand, and Hongkong. He obtained a Bachelor of Science degree in Business Administration, Major in Accounting, and a Bachelor of Arts degree in Economics. He also completed all the academic requirements and passed the comprehensive exams for Master of Arts in Economics at the UP Graduate School of Economics. He is a Certified Public Accountant.



Mr. Roberto F. De Ocampo, 76, was elected as an independent director of RLC on May 28, 2003. He is the former Secretary of Finance, and former President of the Asian Institute of Management (AIM), one of Asia's leading international business management graduate schools based in the Philippines. He is currently the Chairman of the Philippine Veterans Bank, and is Chairman of the Board of Advisors of the RFO Center for Public Finance and Regional Economic Cooperation (an Asian Development Bank Regional Knowledge Hub), Vice Chairman of the Makati Business Club, Chairman of the Foundation for Economic Freedom (FEF), and past President of the Management Association of the Philippines. As Secretary of Finance of the Philippines from 1994-1998 during the presidency of Fidel V. Ramos, Dr. De Ocampo was named Global Finance Minister of the year in 1995, 1996, and 1997. He was previously Chairman and Chief Executive Officer of the Development Bank of the Philippines during the presidency of Corazon C. Aquino, and Chairman of the Land Bank of the Philippines during the Ramos Administration. Mr. De Ocampo was a member of the Board of Governors of the World Bank, IMF, and ADB, and was Chairman of the APEC and ASEAN Finance Ministers in 1997-1998. He was awarded by Queen Elizabeth the Most Excellent Order of the British Empire (OBE), by France as a Chevalier (Knight) of the Legion d'Honneur, and by the Vatican as Knight of the Holy Sepulchre of Jerusalem. He is the recipient of many other awards including Ten Outstanding Young Men Award (TOYM) for helping pioneer the Philippine national electrification program and establish the National Electrification Administration (NEA), Philippine Legion of Honor, Association of Development Financing Institutions in Asia and the Pacific (ADFIAP) Man of the Year, CEO Excel Award, several Who's Who Awards and the 2006 Asian Human Resources Development Award for Outstanding Contribution to Society. He is also a member /Advisory Board Member of a number of important global institutions including The Conference Board, the Trilateral Commission, the BOAO Forum for Asia, the Emerging Markets Forum. He was also the first Asian and first Filipino to be elected to the Board of the Amsterdam-based Global Reporting Initiative (GRI), the foremost global authority on sustainability reporting.



Mr. Bienvenido S. Bautista, 74, has been President or Managing Director of many companies in the Pharmaceutical and Fast-Moving Consumer Goods Industries: Universal Robina Corporation, Kraft Foods South/Southeast Asia, San Miguel Beer, San Miguel Foods, Kraft General Foods Philippines, Warner Lambert Indonesia and Philippine International Trading Corporation – Pharma. He is currently an Independent Director of Flexo Manufacturing Corporation, Mega Global Corporation, Director of Philippines Inc., and YMCA Makati. He is Chair of the Audit Committee of the Ateneo De Manila University. He is a Fellow of the Institute of Corporate Directors and is currently a member of the teaching faculty. He was a former Trustee, where he was Chair of the Fellows Committee. He was a Director of Ayala Pineridge Corporation, where he was president for seven (7) years, and Director of QBE Seaboard Insurance where he was Chair of Related Third-Party Transactions Committee. He was a director of Goldilocks Bakeshop, where he was Head of the Finance and Business Development Committee, and member of the Audit Committee. He was also a Chairman and Director of DPP Ventures (Domino's Pizza). He was part of the start-up of the Luxid Rotary Microfinance and Credit Cooperative in Pasig, where he was Coop Secretary. He graduated from the Ateneo De Manila University with a degree in Economics, and took his MBM from the Ateneo Graduate School of Business. He was the first Asian and Filipino to be appointed Chair of the Board of Trustees of the Jakarta International School. He is a recipient of the following citations: Agora Award for Excellence in Marketing Management, CEO Excel award for Excellence, and Boss of the Year award given by the Philippine Association of Secretaries.



About the Board of Directors

GRI 102-5, 102-18, 102-22, 102-26

The Board of Directors (“The Board”) is primarily responsible for the governance of the Company and provides an independent check on management. It has the duty to foster the long-term success of the Company, and to ensure that the Company’s competitiveness and profitability will be sustained in a manner consistent with its corporate objectives for the best interest of the Company and its Stakeholders.

The Board formulates the Company’s vision, mission, strategic objectives, policies and procedures that guide its activities, including the means to effectively monitor Management’s performance. It provides direction and approval in relation to matters concerning the Company’s business strategies, policies and plans, while the day- to-day business operations are delegated to the Executive Committee.

The Board exercises care, skill and judgment and observes good faith and loyalty in the conduct and management of the business and affairs of the Company. It ensures that all its actions are within the scope of power and authority as prescribed in the Articles of Incorporation, By-Laws, and existing laws, rules and regulations. To uphold high standards for the Company, its Shareholders and other Stakeholders, the Board conducts itself with honesty and integrity in the performance of its duties and responsibilities.

Balanced Board Composition

GRI 102-22, 405-1

The Company recognizes the benefits of having a diverse Board and its value in maintaining sound corporate governance while achieving strategic objectives and sustainable growth. The Board Members’s biographical details are set out in the succeeding section and may also be found in the Information Statement. The Board is diverse in terms of expertise, gender, and professional experience. The Board of Directors is composed of nine (9) members, eight (8) of these directors are non-executive, and three (3) are independent directors. The Board has a woman forming part of the non-executive directors. Furthermore, the posts of Chairman and Chief Executive Officer of the Company are separate to ensure a clear distinction between the Chairman’s responsibility to manage the Board and the Chief Executive Officer’s responsibility to manage the Company’s business. The division of responsibilities between the Chairman and the Chief Executive Officer is clearly established and set out in the Revised Corporate Governance Manual.

Board Duties and Responsibilities

The Company’s Corporate Governance Manual specifies the roles, duties and responsibilities of the Board of Directors in compliance with relevant laws, rules and regulations. In adherence to the principles of corporate governance, the Board is tasked to perform the following:

General Responsibilities

It is the Board’s responsibility to foster the long-term success of the Corporation, and to sustain its competitiveness and profitability in a manner consistent with its corporate objectives and in the best interest of the Corporation, its Shareholders and Stakeholders, as a whole.

Duties and Functions

To ensure high standard for the Corporation, its Shareholders and other Stakeholders, the Board shall conduct itself with honesty and integrity in the performance of, among others, the following duties and responsibilities:

- ▶ Act on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the Company and all Stakeholders;
- ▶ Oversee the development of and approve the Company’s business objectives and strategy, and monitor their implementation, in order to sustain the Company’s long-term viability and strength. The Board shall 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;

- ▶ Oversee the adoption of an effective succession planning program and remuneration policies;
- ▶ Adopt policies on board nomination and election that will ensure diversity in board composition in terms of knowledge, expertise, experience and gender;
- ▶ Oversee the implementation of a policy and system on RPTs which shall include the review and approval of material or significant RPTs, and ensure fairness and transparency of the transactions;
- ▶ Oversee the adoption of policies on the selection of Management and Key Officers and the assessment of their performance;
- ▶ Oversee the establishment of an internal control system to monitor and manage potential conflicts of interest and an ERM framework to identify, monitor, assess and manage key business risks;
- ▶ Ensure the Corporation’s compliance with AMLA, its rules and regulations, directives and guidance from AMLC.
- ▶ Annually review, together with Management, the Company’s vision and mission;
- ▶ Ensure the Corporation’s faithful compliance with all applicable laws and regulations, and best business practices;
- ▶ Establish and maintain an Investor Relations Program that will keep the Shareholders informed of important developments in the Corporation. The Corporation’s CEO shall exercise oversight responsibility over this program;



Corporate Governance

- ▶ Identify the Corporation's Stakeholders in the community in which it operates or are directly affected by its operations and formulate a clear policy of accurate, timely, and effective communication with them;
- ▶ Adopt a system of check and balance within the Board. A regular review of the effectiveness of such system should be conducted to ensure the integrity of the decision-making and reporting processes at all times;
- ▶ Ensure that the Corporation has an independent audit mechanism for the proper audit and review of the Corporation's financial statements by independent auditors;
- ▶ Ensure that the Corporation establishes appropriate Corporate Governance policies and procedures pursuant to the Manual and the Governance Code, including but not limited to, policies on conflict of interest, and oversee the effective implementation thereof; and
- ▶ Consider the implementation of an alternative dispute resolution system for the amicable settlement of conflicts or differences between the Corporation and its Shareholders, if applicable.

Board Committees

GRI 102-18, 102-22, 102-29

To enable better and more focused attention on the affairs of the Company and aid in the optimal performance of its roles and responsibilities, the Board delegates particular matters to the Board Committees each set up for a specific purpose. The Board Committees are, namely, the Audit Committee, Corporate Governance Committee, Board Risk Oversight Committee (BROC), and the Related Party Transactions Committee.

Audit Committee

The Audit Committee provides oversight of the Company's financial reporting process, internal control system, internal and external audit processes, and monitors compliance with applicable laws and regulations. It ensures that systems and processes are in place for the consistent adherence to regulations and internal policies, the achievement of efficiency and effectiveness in business operations, and proper safeguarding and use of the Company's resources and assets.

Position	Director
Chairman	Omar Bryon T. Mier (ID)
Members	Bienvenido S. Bautista (ID) Roberto F. De Ocampo (ID) James L. Go (Advisory Member)

Corporate Governance Committee

The Corporate Governance Committee oversees the development and implementation of Corporate Governance principles and policies, and recommends a formal framework on the nomination, remuneration and evaluation of the performance of the Directors and key Management Officers consistent with the Company's culture, strategies and the business environment.

Position	Director
Chairman	Bienvenido S. Bautista (ID)
Members	Roberto F. De Ocampo (ID) Omar Bryon T. Mier (ID)

Board Risk Oversight Committee

The Board Risk Oversight Committee oversees the establishment of an ERM framework that effectively identifies, monitors, assesses, and manages key business risks, and assesses the effectiveness of risk management strategies. The BROC is responsible for defining the Company's level of risk tolerance and for providing oversight of its risk management policies and procedures to anticipate, minimize, and control or manage risks as well as possible threats to its operational and financial viability.

The Committee also oversees the optimal performance, compliance, and cooperation with the Anti-Money Laundering Council (AMLC) and Anti-Money Laundering Act (AMLA).

Position	Director
Chairman	Roberto F. De Ocampo (ID)
Members	Omar Bryon T. Mier (ID) Bienvenido S. Bautista (ID) Frederick D. Go

Related Party Transactions Committee

The Related Party Transactions Committee ensures that there is a group-wide policy and system governing Material Related Party Transactions (MRPTs), particularly those that breach the materiality threshold. The RPT Committee shall perform the appropriate review and approval of MRPTs, which guarantee fairness and transparency of the transactions.

Position	Director
Chairman	Bienvenido S. Bautista (ID)
Members	Roberto F. De Ocampo (ID) Omar Bryon T. Mier (ID)



Corporate Governance

Board Meetings and Quorum Requirement

The Board schedules meetings at the beginning of the year, holds regular meetings in accordance with its By-Laws, and convenes special meetings as required by business exigencies. The notice and agenda of the meeting and other relevant materials are furnished to the Directors at least five (5) business days prior to the meeting, which must be duly minuted. The members of the Board attend regular and special meetings in person or through video/teleconferencing conducted in accordance with the rules and regulations of the SEC, except for justifiable reasons

that prevent them from doing so. The Independent Directors shall always attend Board meetings. Unless otherwise provided in the By-Laws, their absence shall not affect the quorum requirement. However, the Board may, to promote transparency, the Board may require the presence of at least one (1) Independent Director in all its meetings.

To monitor the Directors' compliance with the attendance requirements, the Company submits to the Commission, an advisement letter on Directors' record of attendance in Board meetings.

Attendance of Directors

Board member	Name	Date of Election	No. of Meetings Held during the year	No. of meetings attended	Percent of meetings attended (%)
Director, Chairman Emeritus	James L. Go	May 13, 2021	6	5	83.33%
Director, Chairman	Lance Y. Gokongwei	May 13, 2021	6	6	100.00%
Director, President and CEO	Frederick D. Go	May 13, 2021	6	6	100.00%
Director	Robina Y. Gokongwei-Pe	May 13, 2021	6	5	83.33%
Director	Patrick Henry C. Go	May 13, 2021	6	5	83.33%
Director	Johnson Robert G. Go, Jr.	May 13, 2021	6	5	83.33%
Independent director	Roberto F. De Ocampo	May 13, 2021	6	5	83.33%
Independent director	Omar Byron T. Mier	May 13, 2021	6	5	83.33%
Independent director	Artemio V. Panganiban*	May 13, 2021	3	2	66.66%
Independent director	Emmanuel C. Rojas, Jr.*	May 13, 2021	3	2	66.66%
Independent director	Bienvenido S. Bautista**	May 13, 2021	3	3	100.00%

*Member until May 13, 2021

**Elected on May 13, 2021

The Corporate Secretary

The Corporate Secretary assists the Board and the Board Committees in the conduct of their meetings, which entails the preparation of the annual schedule of Board and Committee meetings and the annual Board calendar. He also assists the Board and Committee Chairmen in setting meeting agendas, safekeeps and preserves the integrity of the minutes of the meetings of the Board and its Committees, as well as other official records of the Company.

The Corporate Secretary keeps abreast of relevant laws, regulations, all governance issuances, relevant industry developments and operations of the Company, and advises the Board and the Chairman on all relevant issues as they arise. He works fairly and objectively with the Board, Management and Shareholders and contributes to the flow of information between the Board and Management, the Board and its Committees, and the Board and its Stakeholders, including Shareholders.

Atty. Juan Antonio M. Evangelista is the Corporate Secretary of the Company. He is also the Corporate Secretary of Altus Property Ventures, Inc. He handles various corporate secretarial functions for a number of companies within the RLC Group. He obtained his Bachelor of Laws degree from Xavier University-Ateneo de Cagayan in 1998. He was admitted to the Philippine Bar in 1999.

The Compliance Officer

The Compliance Officer monitors, reviews, evaluates and ensures the compliance of the Company, its Officers, and Directors with the provisions and requirements of the Corporate Governance Manual and the relevant laws, the Corporate Governance Code, rules and regulations, and all governance issuances of regulatory agencies. He also ensures the integrity and accuracy of all documentary submissions to the regulators, identifies possible areas of compliance issues, and works towards the

resolution of the same. He assists the Board and the Corporate Governance Committee in the performance of their governance functions, including their duties to oversee the formulation or review and implementation of the Corporate Governance structure and policies of the Company.

Kerwin Max S. Tan is the incumbent Compliance Officer, Chief Financial Officer and Chief Risk Officer of RLC. He previously held the position of Vice President-Operations of RLC Residences. Prior to joining RLC, he was Head of Cash Management Operations and Assistant Vice President of Citibank NA. He received his Bachelor of Science in Industrial Engineering Degree from the University of the Philippines-Diliman.



Stakeholders Welfare, Transparency and Anti-Corruption

Duty to Shareholders

The Company believes that sound and effective corporate practices are fundamental to the smooth, effective and transparent operation of the company, its ability to attract investment, and enhance shareholder value. This includes the Company's commitment to ensure fair and equitable treatment of all shareholders, including the minority, and the protection of their rights, including:

1. Right to vote on all matters that require their consent or approval,
2. Right to inspect corporate books and records,
3. Right to information,
4. Right to dividends, and
5. Appraisal right

The Company is transparent and fair in the conduct of the annual and special Shareholders' meetings. To foster active shareholder participation, the Board sends the Notice of Annual and Special Shareholders' Meeting with sufficient and relevant information at least fifteen (15) business days before the meeting, in compliance with the Implementing Rules and Regulations of the Securities Regulation Code. The Shareholders are encouraged to personally attend such meetings. Shareholders who are unable to attend are apprised ahead of time of their right to appoint a proxy. Subject to the requirements of the law, rules and regulations, and the By-Laws, the exercise of that right shall not be unduly restricted and any doubt about the validity of a proxy shall be resolved in favor of the shareholder.

Guided by the principles of fairness, accountability and transparency to the shareholding public, the Company ensures that the results of the votes taken during the most recent Annual or Special Shareholders' Meeting are made available by the next working day.

Duty to Other Stakeholders

The Company recognizes and places importance on the interdependence between business and society, and promotes a mutually beneficial relationship that encourages the Company's sustainable growth, while contributing to the advancement of the society where it operates. The Company employs value chain processes that take into consideration Economic, Environmental and Social Governance (EESG) issues and concerns.

Customers' Welfare

The Company adopts customer relations policies and procedures to protect customers' welfare. This includes providing and making available the customer relations contact information empowered to address and attend to customer questions and concerns.

Supplier/Contractor Selection

The Company follows the Supplier Accreditation Policy to ensure that the Company's suppliers and contractors are qualified to meet its commitments. Apart from the accreditation process, suppliers and contractors also undergo orientation on Company policies and ethical practices.

Employees

The Board also establishes policies, programs and procedures that encourage employees to actively participate in the realization of the Company's goals and its governance including but not limited to:

- ▶ Health, safety and welfare;
- ▶ Training and development; and
- ▶ Reward and compensation

1. Performance-enhancing mechanisms for employee participation

The Company abides by the standards and policies set by the Department of Labor and Employment. Likewise, the Company has Security and Safety Manuals that are implemented, reviewed and regularly updated to ensure the security, safety, health, and welfare of the employees in the workplace.

The Company continuously provides learning and development opportunities for its employees through the John Gokongwei Institute for Leadership and Enterprise Development (JG-ILED), the leadership platform for systematic and sustained development programs across the conglomerate. Its mission is to enable a high-performing organization that will facilitate the learning process and develop the intellectual and personal growth of all employees through targeted and customized training and development programs.

2. Anti-corruption Programs and Procedures

The Company is committed to promoting transparency and fairness for all its stakeholders. The Board sets the tone and makes a stand against corrupt practices by adopting anti-corruption policies and programs. Some of the Company's Anti-Corruption programs are embodied in the Code of Business Conduct and Ethics, Conflict of Interest, and Offenses Subject to Disciplinary Action (OSDA), among others. The same are disseminated to all employees across the Company through training to embed them in the Company's culture. New employees are oriented regarding policies and procedures related to Business Conduct and Ethics, and similar policies. All employees are given periodic

reminders. All concerned employees of the Company are required to comply with the Self-Disclosure Activity on Conflict of Interest and Declaration of Gifts Received on an annual basis.

The Company has an established suitable framework for whistleblowing and ensures its enforcement to allow employees and other stakeholders to freely communicate their concerns about illegal or unethical practices, without fear of retaliation and to have direct access to an independent member of the Board or a unit created to handle whistleblowing concerns.

The anti-corruption programs and procedures of the Company cover the following:

- ▶ Conflict of Interest
- ▶ Conduct of Business and Fair Dealings
- ▶ Receipt of Gifts from Third Parties
- ▶ Compliance with Laws and Regulations
- ▶ Respect for Trade Secrets/ Use of Nonpublic Information
- ▶ Use of Company Funds, Assets and Information
- ▶ Employment and Labor Laws and Policies
- ▶ Disciplinary Action
- ▶ Whistleblowing
- ▶ Conflict Resolution



Enterprise Risk Management and Internal Controls

GRI 102-30

Enterprise Risk Management (ERM)

The role of ERM is to oversee that a sound ERM framework is in place to effectively identify, monitor, assess and manage key business risks. The risk management framework shall guide the Board in identifying units/business lines and enterprise-level risk exposures, as well as the effectiveness of risk management strategies.

Internal Controls

GRI 102-11

With the leadership of the Company's Chief Financial Officer (CFO), internal control is embedded in the operations of the company and in each business unit (BU), thus increasing their accountability and ownership in the execution of the BU's internal control framework. To accomplish the established goals and objectives, BUs implement robust and efficient process controls to ensure:

1. Compliance with policies, procedures, laws and regulations,
2. Economic and efficient use of resources,
3. Check and balance and proper segregation of duties,
4. Identification and remediation control weaknesses,
5. Reliability and integrity of information, and
6. Proper safeguarding of company resources and protection of company assets through early detection and prevention of fraud.

Adequate and Timely Information

To enable the Directors to properly fulfill their duties and responsibilities, Management provides the Directors with complete, adequate, and timely information about the matters to be taken up during their meetings. Information may include the background or explanation of matters

brought before the Board, disclosures, budgets, forecasts, and internal financial documents. If the information provided by Management is not sufficient, further inquiries may be made by a Director to enable him to properly perform his duties and responsibilities. The Directors have independent access to Management and to the Corporate Secretary.

The Directors, either individually or as a Board, and in the performance of their duties and responsibilities, may seek access to independent professional advice within the guidelines set by the Board.

Accountability and Audit

The Board ensures that its Shareholders are provided with a balanced and comprehensible assessment of the Company's performance, position and prospects on a quarterly basis. Interim and other reports that could adversely affect its business are also made available in the Company website, including its submissions and disclosures to the SEC and to the Philippine Stock Exchange (PSE). Management formulates the rules and procedures on financial reporting and internal control for presentation to the Audit Committee in accordance with the following guidelines:

1. The extent of its responsibility in the preparation of the financial statements of the Company, with the corresponding delineation of the responsibilities that pertain to the External Auditor, should be clearly defined;
2. There is an effective system of internal control that will ensure the integrity of the financial reports and protection of the assets of the Company for the benefit of all Shareholders and other Stakeholders;

3. On the basis of the approved Internal Audit Plan, Internal Audit examinations should cover, at the minimum, the evaluation of the adequacy and effectiveness of controls that cover the Company's governance, operations and information systems, including the reliability and integrity of financial and operational information, effectiveness and efficiency of operations, protection of assets, and compliance with contracts, laws, rules, and regulations;

4. The Company consistently complies with the financial reporting requirements of the SEC;

5. The External Auditor shall be rotated or changed every five (5) years or earlier, or the signing partner of the External Auditing firm assigned to the Company, should be changed with the same frequency. The Corporate Internal Audit Head should submit to the Audit Committee and Management an annual report on the Corporate Internal Audit Department's activities, responsibilities, and performance relative to the Internal Audit Plan as approved by the Audit and Risk Committee. The annual report should include significant risk exposures, control issues, and such other matters as may be needed or requested by the Board and Management. The Corporate Internal Audit Head should certify that he conducts his activities in accordance with the International Standards on the Professional Practice of Internal Auditing. If he does not, the Corporate Internal Audit Head shall disclose to the Board and Management the reasons why he has not fully complied with the said documents; and

6. The Board, after consultations with the Audit Committee, shall recommend to the Shareholders an External Auditor duly accredited by the SEC who shall

undertake an independent audit of the Company, and shall provide an objective assurance on the matter by which the financial statements shall be prepared and presented to the Shareholders.

Internal Audit

The Corporate Internal Audit is focused on delivering its mandate of determining whether the governance, risk management and control processes, as designed and represented by Management, are adequate and functioning in a manner that provides a reasonable level of confidence that:

1. Employees' actions are compliant with policies, standards, procedures, and applicable laws and regulations;
2. Quality and continuous improvement are fostered in the control processes;
3. Programs, plans, and objectives are achieved;
4. Resources are acquired economically, used efficiently, and protected adequately;
5. Significant financial, managerial, and operating information is accurate, reliable, and timely;
6. Significant key risks are appropriately identified and managed; and
7. Significant legislative or regulatory issues impacting the Company are recognized and properly addressed.

Opportunities for improving management control, profitability, and the Company's reputation may be identified during audits.



Corporate Governance

Other Matters

Audit and Audit-Related Fees

Name of Auditor	Audit Fee	All Other Fees*
SyCip, Gorres, Velayo & Co. and Punongbayan & Araullo	₱ 6,637,906	₱ 45,000

Note: *All Other Fees pertains to fee on tabulation per SGV Engagement Letter

Shareholder structure

Holding 5% shareholding or more (as of December 31, 2021):

Shareholder	No. of Shares	Percent	Beneficial Owner
JG Summit Holdings, Inc.	3,166,806,886	61.25%	Same as record owner
PCD Nominee Corporation (Non-Filipino)	966,102,652	18.69%	PCD Participants & their clients
PCD Nominee Corporation (Filipino)	1,010,598,888	19.55%	PCD Participants & their clients

Dealing in Securities (Changes in Shareholdings of Directors and Key Officers)

A. Elected Directors for CY 2021

Director	Number of Direct Shares	% of Total Outstanding Shares
James L. Go	13,246,811	0.25%
Lance Y. Gokongwei	805,001	0.02%
Frederick D. Go	3,900,000	0.08%
Robina Y. Gokongwei-Pe	685,094	0.01%
Patrick Henry C. Go	10,000	0.00%
Johnson Robert G. Go, Jr.	1	0.00%
Omar Byron T. Mier	1	0.00%
Roberto F. De Ocampo	1	0.00%
Bienvenido S. Bautista	100	0.00%

B. Elected Officers for CY 2021

Officer	Position / Designation	Number of Direct Shares	% of Total Outstanding Shares
Faraday D. Go	Executive Vice President and Business Unit General Manager	253,738	0.00%
Kerwin Max S. Tan	Chief Financial Officer, Chief Risk Officer, and Compliance Officer	550,000	0.01%
John Richard B. Sotelo	Senior Vice President and Business Unit General Manager	0	0.00%
Arlene G. Magtibay	Senior Vice President and Business Unit General Manager	0	0.00%
Arthur G. Gindap	Senior Vice President and Business Unit General Manager	25,373	0.00%
Ma. Socorro Isabelle V. Aragon-Gobio	Senior Vice President and Business Unit General Manager	0	0.00%
Jericho P. Go	Senior Vice President and Business Unit General Manager	0	0.00%
Ronald D. Paulo	Senior Vice President	0	0.00%
Armando A. Racelis III	Business Unit General Manager	0	0.00%
Corazon L. Ang Ley	Business Unit General Manager	0	0.00%
Constantino C. Felipe	Vice President	0	0.00%
Anna Katrina C. De Leon	Vice President-Group Controller	0	0.00%
Juan Antonio M. Evangelista	Corporate Secretary	0	0.00%
Ma. Clarisse S. Osteria	Assistant Corporate Secretary	0	0.00%
Emmanuel G. Arce	Vice President	0	0.00%
Catalina M. Sanchez	Vice President	0	0.00%
Ernesto B. Aquino	Vice President	0	0.00%
Jonathan Paul P. Balboa	Vice President	0	0.00%
Sylvia B. Hernandez	Vice President-Treasurer	0	0.00%

Dividends

The Board of Directors of the Company approved on May 6, 2021 the declaration of cash dividends in the amount of TWENTY-FIVE CENTAVOS (₱0.25) per share from the unrestricted retained earnings of the Corporation as of December 31, 2020, to all stockholders of record as of May 26, 2021 and paid on June 21, 2021.

Company Website

The Company updates the public with operating and financial results through timely disclosures filed with SEC and PSE. These are available on the company's website: <https://www.robinsonsland.com/>



Appendices



List of Properties

GRI 102-4

Malls

Metro Manila

Name of Mall	Location	Year Opened	GFA CY18 (in sqm)
Robinsons Galleria	EDSA cor. Ortigas Avenue, Quezon City	1990	220,994
Robinsons Place Manila	M. Adriatico St., Ermita, Manila	1997	240,926
Robinsons Novaliches	Quirino Highway, Novaliches, Quezon City	2001	70,190
Robinsons Metro East	Marcos Highway, Brgy. Dela Paz, Pasig City	2001	119,184
Forum Robinsons	EDSA cor. Pioneer Road, Mandaluyong City	2004	55,282
Robinsons Otis	P.M. Guanzon St., Paco, Manila	2007	32,369
Robinsons Magnolia	Doña Hemady Street cor. Aurora Blvd, Quezon City	2012	161,734
Robinsons Town Mall	Malabon Gov. Pascual Ave. cor. Crispin St., Tinajeros, Malabon	2013	17,076
Robinsons Place Las Piñas	Alabang-Zapote Road, Brgy. Talon, Las Piñas City	2014	59,079

Outside Metro Manila: Luzon Ex-Metro Manila

Name of Mall	Location	Year Opened	GFA CY18 (in sqm)
Robinsons Place Imus	Aguinaldo Highway, Tanzang Luma V, Imus, Cavite	1998	65,453
Robinsons Town Mall]Los Baños	Lopez Ave., Batong Malaki, Los Baños, Laguna	2000	9,579
Robinsons Star Mills Pampanga	San Jose, San Fernando, Pampanga	2002	69,402
Robinsons Santa Rosa	Old Nat'l Highway, Brgy Tagapo, Sta. Rosa, Laguna	2002	37,382
Robinsons Place Dasmariñas	Pala-Pala, Dasmariñas, Cavite	2003	96,150
Robinsons Place Lipa	Mataas Na Lupa, Lipa City, Batangas	2003	59,191

Luzon ex-Metro Manila

Name of Mall	Location	Year Opened	GFA CY18 (in sqm)
Robinsons Cainta	Ortigas Ave. Extension, Junction, Cainta, Rizal	2004	31,135
Robinsons Place Angeles	McArthur Highway, Balibago, Angeles City, Pampanga	2004	30,974
Robinsons Luisita	McArthur Highway, Brgy. San Miguel, Tarlac City	2007	17,240
Robinsons Cabanatuan	Km. 3, Maharlika Highway, Cabanatuan City	2008	17,956
Robinsons Pulilan	Trinidad Highway, Brgy. Cutcot, Pulilan, Bulacan	2008	11,541
Summit Ridge Tagaytay	Km. 58, Tagaytay-Nasugbu Road, Tagaytay City	2008	13,877
Robinsons Ilocos Norte	Brgy. 1 San Francisco, San Nicolas, Ilocos Norte	2009	45,127
Robinsons Place Pangasinan	McArthur Highway, Brgy. San Miguel, Calasiao, Pangasinan	2012	32,807
Robinsons Place Palawan	National Highway, Brgy. San Miguel, Puerto Princesa City	2012	44,835
Robinsons Place Malolos	MacArthur Highway, Brgy. Sumapang Matanda, Malolos City, Bulacan	2013	67,501
Robinsons Place Santiago	Maharlika Highway, Brgy. Mabini, Santiago City, Isabela	2014	40,346
Robinsons Place Antipolo	Sumulong Highway, cor. Circumferential Road, Antipolo City	2014	43,329
Robinsons Place Gen Trias	A. Soriano Highway, EPZA-Bacao Diversion Road General Trias, Cavite	2016	56,404
Robinsons Place Naga	Roxas Avenue cor. Almeda Highway, Brgy. Triangulo, Naga City	2017	77,401
Robinsons Galleria South	National Highway, Brgy. Nueva, San Pedro, Laguna	2019	117,590
Robinsons Place La Union	MacArthur Highway, Brgy. Sevilla, San Fernando City, La Union	2021	34,906

Visayas

Robinsons Place Bacolod	Lacson St., Mandalagan, Bacolod City	1997	60,729
Robinsons Fuente Cebu	Fuente Osmeña, Bo. Capitol, Cebu City	2000	17,144
Robinsons Place Iloilo	Quezon-Ledesma St., Rojas Village, Iloilo City	2001	81,956

**Visayas**

Name of Mall	Location	Year Opened	GFA CY18 (in sqm)
Robinsons Cybergate Bacolod	Barrio Tangub, National Road, Bacolod City	2004	17,713
Robinsons Place Tacloban	National Highway, Marasbaras, Tacloban City	2009	62,560
Robinsons Place Dumaguete	Calindagan Business Park, Dumaguete City	2009	37,931
Robinsons Cybergate Cebu	Don Gil Garcia St., Capitol, Cebu City	2009	19,489
Robinsons Place Roxas	Immaculate Heart of Mary Ave., Pueblo de Panay, Brgy. Lawa-an, Roxas City, Capiz	2014	37,402
Robinsons Place Antique	Brgy. Maybato, San Jose, Antique	2015	28,257
Robinsons Galleria Cebu	Gen. Maxilom Ave. Ext., Cebu City	2015	138,910
Robinsons Place Jaro	E. Lopez St., Jaro, Iloilo City	2016	49,973
Robinsons North Tacloban	Brgy. Abucay, Tacloban City	2017	56,148
Robinsons Place Ormoc	Brgy. Cogon, Ormoc City, Leyte	2018	34,901
Robinsons Place Pavia	Brgy. Ungka 2, Pavia, Iloilo City	2018	40,782

Mindanao

Robinsons Cagayan de Oro	Limketkai Complex, Lapasan, Cagayan De Oro City	2002	18,165
Robinsons Cybergate Davao	J. P. Laurel Avenue, Davao City	2009	13,670
Robinsons Place General Santos	Jose Catolico Sr. Ave., Lagao, General Santos City	2009	32,748
Robinsons Place Butuan	J.C. Aquino Avenue, Brgy Libertad, Butuan City	2013	58,631
Robinsons Place Tagum	National Highway, Tagum City	2016	65,483
Robinsons Place Iligan	Macapagal Ave., Brgy. Tubod, Iligan City,	2017	51,350
Robinsons Place Valencia	Sayre Highway, Brgy. Hagkol, Bagontaas Valencia, Bukidnon	2018	47,158
Robinsons Place Tuguegarao	Tanza, Tuguegarao City	2018	68,196

Office Buildings**Metro Manila**

Name	Location	GFA
Galleria Corporate Center	Ortigas, Pasig City	4,450.04
Robinsons Equitable Tower - RLC	Ortigas, Pasig City	2,312.53
Cyberscape Gamma	Ortigas, Pasig City	27,551.45
Cyber Omega	Ortigas, Pasig City	27,606.02
Campus One	Bridgetowne, Brgy. Rosario, Pasig City	8,458.03
Robinsons Cybergate Center 1	Pioneer, Mandaluyong City	45,883.09
Robinsons Cybergate Plaza	Pioneer, Mandaluyong City	10,739.95
Cybergate Magnolia	Aurora Boulevard, Quezon City	5,031.89
Giga Tower	Bridgetowne, Brgy. Ugong Norte, Quezon City	54,255.16

Provincial

Name	Location	GFA
Robinsons Place Ilocos Norte Expansion BPO	San Nicolas, Ilocos Norte	8,458.03
Cybergate Delta 2	JP Laurel Avenue, Davao City	16,628.77
Robinsons Luisita 3	Robinsons Luisita Complex, Tarlac City	6,004.29
Cybergate Iloilo Tower 1	Ungka, Pavia, Iloilo City	13,153.99
Robinsons Luisita 2	Robinsons Luisita Complex, Tarlac City	5,031.89



Hotels and Resorts

Go Hotels

Metro Manila

Property Name	Location
Mandaluyong	Cybergate Plaza EDSA Mandaluyong
Otis	5th Floor Robinsons Otis, Paz Guazon St., Paco, Manila
Ortigas Center	Cyberscape Alpha Ortigas Center, Pasig City

Visayas

Puerto Princesa	Puerto Princesa, Palawan
Dumaguete	Calindagan cor, South Road, Dumaguete Central Business District, Dumaguete City
Tacloban	Marasbaras, Tacloban City
Bacolod	Lacson Street, Brgy. Mandalagan, Bacolod City
Iloilo	Ledesma Street corner Mabini Street, Brgy. Roxas Village, Iloilo City

Mindanao

Butuan	Butuan City, Agusan Del Norte
Lanang Davao	Phoenix Mega Service Station, KM.7 J.P. Laurel Ave. cor. N. Arroyo St., Lanang, Davao City
Iligan	158 Macapagal Ave, Iligan City

Summit Hotel

Luzon

Property Name	Location
Summit Hotel Greenhills	13 Annapolis Street, Greenhills, San Juan City
Summit Hotel Magnolia	Doña Hemady Street cor. Aurora Blvd., New Manila, Quezon City
Summit Ridge Tagaytay	Km. 58 Aguinaldo Highway, Maharlika West, Tagaytay City

Visayas

Summit Circle Cebu	Fuente Osmeña cor. F. Ramos St., Cebu City
Summit Galleria Cebu	Benidicto cor. Maxilom St., Cebu City
Summit Hotel Tacloban	Marasbaras, Tacloban City

Mindanao

Grand Summit Hotel General Santos	General Santos City
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International Brands

Luzon

Crowne Plaza Manila Galleria	Asian Development Bank Ave. cor. Ortigas Ave., Ortigas Center, Quezon City
Holiday Inn Manila Galleria	One Asian Development Bank Avenue, Ortigas Center, Pasig City
Dusit Thani Mactan Cebu Resort	Punta Engaño Rd., Mactan Island, Lapu-Lapu City



Residential

Residences and Luxuria

Property Name	Location
Robinsons Adriatico Residences	Adriatico St. cor. Pedro Gil, Ermita, Manila
Amisa Private Residences	Brgy. Punta Engaño, Lapu-Lapu City
Azalea Place Cebu	Gorordo Ave., Brgy. Lahug, Cebu City
East of Galleria	Topaz Road cor. Ruby Road, Ortigas Center, Pasig City
Fifth Avenue Place	5th Ave. cor. 21st Drive, Bonifacio Global City, Taguig
Galleria Regency	Ortigas Ave. cor. ADB Ave., Quezon City
Mckinley Park Residences	3rd Avenue cor. 31st Street, Crescent Park West, Fort Bonifacio, Taguig City
Robinsons Gateway Residences	Pioneer Street, Mandaluyong City
Robinsons Place Residences	Padre Faura St., Ermita, Manila
Sonata Private Residences	San Miguel Avenue cor. Lourdes St., Mandaluyong City
Signa Designer Residences	Valero Street cor. Rufino Street, Salcedo Village, Makati City
The Sapphire Bloc	Sapphire, Garnet, and Onyx Roads, Ortigas Center, Pasig City
The Trion Towers	8th Avenue cor. McKinley Parkway, Fort Bonifacio, Taguig City
The Fort Residences	8th Avenue cor. McKinley Parkway, Fort Bonifacio, Taguig City
The Magnolia Residences	The Magnolia Residences, Aurora Blvd. cor. Doña Hemady and N. Domingo Streets, New Manila, Quezon City
Vimana Verde Residences	St. Martin, Brgy. Oranbo, Pasig City
Woodsville Residences	West Service Road, Brgy. Merville, Parañaque City
The Radiance Manila Bay	Roxas Boulevard cor. Maytubig St., Pasay City
Chimes Greenhills	13 Annapolis, San Juan City

Communities

Property Name	Location
Acacia Escalades	Amang Rodriguez Ave. cor. Calle Industria, Brgy. Manggahan, Pasig City
Axis Residences	Pioneer St., Brgy. Barangka Ilaya, Mandaluyong City
Escalades at 20th Avenue	Corner 20th Ave. and Aurora Boulevard, Cubao, Quezon City
Escalades East Tower	20th Avenue, San Roque, Cubao, Quezon City
Escalades South Metro	Meralco Rd. cor. Dr. A. Santos, Brgy. Sucat, Muntinlupa City
Gateway Garden Heights	Epifanio Delos Santos Ave., Brgy. Barranca, Mandaluyong City
Gateway Garden Ridge	Epifanio Delos Santos Ave., Brgy. Barranca, Mandaluyong City
Gateway Regency	Pioneer St., Mandaluyong City
One Gateway Place	Robinsons Pioneer Complex, Pioneer St., Mandaluyong
The Pearl Place	Gold Loop cor. Pearl Drive, Brgy. San Antonio, Pasig City
The Wellington Courtyard	J.P. Rizal Avenue cor. Mayor's Drive, Tagaytay City
Woodsville Viverde Mansions	Edison Ave. cor. West Service Rd., Brgy. Merville, Parañaque City

Robinsons Homes

Property Name	Location
Brighton Parkplace	Brgy. Araniw, Laoag City
Brighton Parkplace North	Brgy. Araniw, Laoag City
Hanalei Heights	Brgy. Balacad, Laoag City
Fernwood Parkhomes	Brgy. Magalang, Mabalacat Road, Pampanga
Forest Parkhomes	Brgy. Sto. Niño, Angeles City
Forest Parkhomes North	Brgy. Sto. Niño, Angeles City
Grand Tierra	Capas, Tarlac
Brighton Baliwag	Calle Rizal, Baliuag, Bulacan
Mirada Dos	Brgy. Sindalan, San Fernando, Pampanga
Rosewood Parkhomes	Brgy. Cutcut, Angeles City
Robinsons Homes East	Brgy. San Jose, Antipolo City
San Lorenzo Homes	Brgy. San Jose, Antipolo City
San Jose Estates	Brgy. San Jose, Antipolo City
St. Bernice Estates	Provincial Road, Antipolo City
St. Judith Hills	Brgy. San Jose, Antipolo City
Springdale Phase 1 at Pueblo Angono	Manuel L. Quezon Ext., Brgy. Mahabang Parang, Angono, 1930 Rizal
Springdale Phase 2 at Pueblo Angono	Manuel L. Quezon Ext., Brgy. Mahabang Parang, Angono, 1930 Rizal
Brighton at Pueblo Angono	Manuel L. Quezon Ext., Brgy. Mahabang Parang, Angono, 1930 Rizal
Robinsons Residenza Milano	Barangay San Isidro, Batangas City



Property Name	Location
Robinsons Vineyard Phases 1 to 4A	Emilio Aguinaldo Highway, Brgy. San Agustin, Dasmariñas City
Southsquare Village	Brgy. Pasong Kawayan II, General Trias, Cavite
Bloomfields Heights Lipa	Brgy. Tibig, Lipa City
Bloomfields Heights Tagaytay	Brgy. Maharlika, Tagaytay City
Forbes Estates Lipa	Barangays Marawoy and Inosloban, Lipa City
Brighton Puerto Princesa	Puerto Princesa North Road, Puerto Princesa City
Aspen Heights	Brgy. Consolacion, Cebu City
Blue Coast Residences	Punta Engaño Rd, Lapu-Lapu City
Brighton Bacolod	Brgy. Estefania, Bacolod City
Fresno Parkview	Cagayan De Oro City
Hillsborough Pointe	Upper Carmen, Cagayan De Oro City
Richmond Hills	Brgy. Camaman-an, Cagayan De Oro City
Bloomfields Cagayan De Oro	Brgy. Lumbia, Cagayan De Oro City
Robinsons Davao Highlands	Buhangin, Davao City
Montclair Highlands	Buhangin, Davao City
Nizanta at Ciudades	Buhangin, Davao City
Bloomfields Davao	Brgy. Angliongto Sr., Buhangin District Lanang, Davao City
Bloomfields General Santos	Pan-Philippine Hwy, General Santos City

Industrial and Integrated Developments

Township

Property Name	Location
Bridgetowne	Quezon City and Pasig City
Sierra Valley	Cainta and Taytay, Rizal
Montclair	Porac and Angeles, Pampanga

Logistics

Property Name	Location
RLX Sucat	Sucac, Parañaque City
RLX Calamba 1-A	Calamba City, Laguna
RLX Calamba 1-B	Calamba, Laguna
RLX Sucat 2	Sucac, Parañaque City
RLX Sierra	Cainta, Rizal
RLX San Fernando	San Fernando City, Pampanga
RLX Mexico - A	Mexico, Pampanga



Performance Index

Economic

GRI 201-1, 205-2

	Direct economic value generated and distributed (₱-millions)		
	2019	2020	2021
Direct economic value generated	33,865.40	28,026.22	36,539.42
Direct economic value distributed	28,814.19	25,675.61	32,253.12
Payments to suppliers, other operating costs	19,518.62	17,630.89	24,428.70
Payments to employees	1,192.53	1,240.67	1,505.15
Payments to providers of capital	4,925.68	4,894.74	3,842.43
Payments to government	3,177.36	1,909.31	2,476.59

Communication and training about anti-corruption policies and procedures (2021)	
Disclosure	Quantity
Number of employees to whom the organization's anti-corruption policies and procedures have been communicated	425
Number of business partners to whom the organization's anti-corruption policies and procedures have been communicated	27
Percentage of directors and management who have received anti-corruption training	100
Number of employees who have received anti-corruption training	425

Environment

Construction

GRI 301-1

	Cement Consumption, kg		
	2019	2020	2021
Malls	4,500.00	303,220.00	306,605.00
Residential (Vertical Developments)	60,239,501.65	18,030,236.90	39,571,038.46
RHomes (Horizontal Developments)	6,029,186.10	5,796,274.36	10,052,901.00

	Concrete Consumption, kg		
	2019	2020	2021
Malls	-	500,000.00	501,200.00
Residential (Vertical Developments)	-	-	-
RHomes (Horizontal Developments)	32,573,102.60	13,043,389.81	16,794,046.64



Environment

Construction

GRI 302-1, 303-3

	Glass Consumption, kg		
	2019	2020	2021
Malls	-	10,750.00	10,380.00
Residential (Vertical Developments)	5,670.00	81,763.00	52,060.00
RHomes (Horizontal Developments)	2,832.00	3,035.05	2,622.86

	Masonry Consumption, kg		
	2019	2020	2021
Malls	-	100,000.00	108,100.00
Residential (Vertical Developments)	-	-	-
RHomes (Horizontal Developments)	1,867,911.00	1,606,348.00	1,195,173.00

	Water Withdrawal, m ³		
	2019	2020	2021
Residential (Vertical Developments)	89,915.22	46,747.78	78,202.30
RHomes (Horizontal Developments)	2,257.00	10,167.00	9,071.72

	Rebar Consumption, kg		
	2019	2020	2021
Malls	-	200,000.00	200,140.00
Residential (Vertical Developments)	14,672,140.27	9,618,375.26	12,454,111.14
RHomes (Horizontal Developments)	1,367,867.00	1,608,789.00	1,214,966.56

	Electricity Consumption, kWh		
	2019	2020	2021
Residential (Vertical Developments)	2,358,660.31	1,885,631.23	2,372,925.92
RHomes (Horizontal Developments)	25,528.90	31,131.00	43,820.88



Environment

Operations: Absolutes

GRI 302-1, 302-2, 305-1

	RLC Renewable Energy Electricity Consumption		
	2019	2020	2021
Malls	17,033,786.69	20,495,097.52	27,369,752.10
Office Buildings	-	-	2,867,392.00
TOTAL	17,033,786.69	20,495,097.52	30,237,144.10

	RLC Avoided Emissions (tCO ₂ e)		
	2019	2020	2021
Malls	12,131.46	14,627.89	19,804.94
Office Buildings	-	-	2,596.53
TOTAL	12,131.46	14,627.89	22,401.47

	Energy Consumption (common spaces), kWh		
	2019	2020	2021
Malls	226,696,158.47	144,254,945.16	148,127,573.27
Office Buildings	-	18,145,032.69	13,500,233.16
Industrial and Integrated Developments	32,800.00	35,520.00	32,984.00
RLC Residences (Vertical Developments)	41,085,532.63	35,186,070.72	31,385,190.81
RHomes (Horizontal Developments)	649,090.85	647,787.10	626,794.74
Hotels and Resorts	2,464,729.55	1,984,096.13	2,067,435.19

	Diesel consumption, L		
	2019	2020	2021
Malls	874,195.13	861,721.80	836,448.44
Office Buildings	-	82,483.77	65,294.40
Industrial and Integrated Developments	5,040.00	4,440.00	5,040.00
RLC Residences (Vertical Developments)	13,428.64	11,508.89	31,276.56
RHomes (Horizontal Developments)	7,458.31	3,854.44	5,524.73
Hotels and Resorts	7,125.44	11,988.51	25,024.85

	Scope 1 emissions, tCO ₂ e		
	2019	2020	2021
Malls	6,429.77	4,098.76	4,173.53
Office Buildings	-	220.767	174.760
Industrial and Integrated Developments	24.63	28.85	32.83
RLC Residences (Vertical Developments)	35.94	30.80	45.75
RHomes (Horizontal Developments)	106.38	68.11	78.17
Hotels and Resorts	15.96	26.85	56.04



GRI 305-2	Scope 2 emissions, tCO ₂ e		
	2019	2020	2021
Malls	145,149.57	86,393.93	85,474.14
Office Buildings	-	12,957.91	9,087.84
Industrial and Integrated Developments	23.36	25.30	30.24
RLC Residences (Vertical Developments)	29,261.12	25,059.52	22,352.53
RHomes (Horizontal Developments)	474.06	473.28	475.23
Hotels and Resorts	1787.74	1425.99	1498.35

	Energy consumption outside organization, kWh		
	2019	2020	2021
Malls (tenants)	220,649,303.67	163,741,031.08	157,743,309.29
Office Buildings (tenants)	-	77,215,798.10	52,821,204.15
Hotels and Resorts (rooms)	9,555,859.17	6,316,730.87	6,448,533.72

	Scope 3 emissions, tCO ₂ e		
	2019	2020	2021
Malls (tenants)	158,585.34	117,711.40	113,391.18
Office Buildings (tenants)	-	55,081.96	35,647.97
Hotels and Resorts (rooms)	6,859.36	4,518.80	4,635.79

GRI 303-3	Water withdrawal, m ³		
	2019	2020	2021
Malls	5,161,103	3,620,445	3,317,283
Office Buildings	-	495,925.37	277,890.68
Industrial and Integrated Developments	131.9	274.1	841.9
RLC Residences (Vertical Developments)	1,331,723.00	1,320,616.30	1,288,847.40
RHomes (Horizontal Developments)	512,799.16	675,830.75	592,845.23
Hotels and Resorts	244,406.75	156,101.72	165,920.20

GRI 306-3, 306-4, 306-5	Waste generated (tons)		
	2019	2020	2021
Total waste generated	17,134.57	56,045.90	22,564.82
Recyclable	3,550.50	3,477.47	4,049.65
Compostable	6,702.14	4,696.09	6,797.32
Residual	6,881.91	47,829.61	11,716.24
Others	0.02	42.73	1.61
Waste sent to landfill	17,113.74	56,129.20	22,567.11
Recyclable	3,578.40	3,541.12	4,080.71
Compostable	6,666.77	4,694.09	6,760.10
Residual	6,868.55	47,851.26	11,724.69
Others	0.02	42.73	1.61
Waste diverted from landfill	3.00	3.00	2.75



Environment

Operations: Intensities

GRI 302-3, 305-4

	Energy intensity (common spaces)		
	2019	2020	2021
Malls, kWh/sqm	287.61	188.57	194.26
Office Buildings, kWh/sqm			
RLC buildings	-	553.14	385.21
RLC buildings turned over to RCR ¹			360.41
Industrial and Integrated Developments, kWh/sqm	0.10	0.11	0.085
RLC Residences (Vertical Developments), kWh/sqm	98.40	84.27	72.84
RHomes (Horizontal Developments), kWh/sqm	0.83	0.63	0.66
Hotels and Resorts	5.04	7.00	5.30

	GHG intensity (scope 1)		
	2019	2020	2021
Malls, tCO₂e/sqm	0.0068	0.0043	0.0051
Office Buildings, tCO₂e/sqm			
RLC buildings	-	0.0015	0.0010
RLC buildings turned over to RCR ¹			0.0014
Industrial and Integrated Developments, tCO₂e/sqm	0.000049	0.000058	0.000066
RLC Residences (Vertical Developments), tCO₂e/sqm	0.00009	0.00007	0.00019
RHomes (Horizontal Developments), tCO₂e/sqm	0.043	0.027	0.030
Hotels and Resorts, tCO₂e/rooms sold	0.000033	0.000095	0.00014

	GHG intensity (scope 2)		
	2019	2020	2021
Malls, tCO₂e/sqm	0.19	0.11	0.12
Office Buildings, tCO₂e/sqm			
RLC buildings	-	0.091	0.049
RLC buildings turned over to RCR ¹			0.072
Industrial and Integrated Developments, tCO₂e/sqm	0.000047	0.000051	0.000061
RLC Residences (Vertical Developments), tCO₂e/sqm	0.07	0.06	0.05
RHomes (Horizontal Developments), tCO₂e/sqm	0.00060	0.00046	0.00048
Hotels and Resorts, tCO₂e/rooms sold	0.0037	0.0050	0.0038

	Water intensity		
	2019	2020	2021
Malls, m³/sqm	1.83	1.24	1.13
Office Buildings, m³/sqm			
RLC buildings	-	0.82	0.60
RLC buildings turned over to RCR ¹			0.43
Industrial and Integrated Developments, m³/sqm	0.00042	0.00087	0.0017
RLC Residences (Vertical Developments), m³/sqm	1.64	1.66	1.35
RHomes (Horizontal Developments), m³/sqm	0.73	0.68	0.61
Hotels and Resorts	0.50	0.55	0.43

¹Covers only January - July 2021



Social

GRI 102-8, 401-1, 401-3

	2021
New Hires by Gender	
Male	237
Female	305
TOTAL EMPLOYEES	542

	2021
New Hires by Age (permanent employees only)	
Gen X	10
Millennial	190
Gen Z	292
TOTAL EMPLOYEES	492

	2021
Employee Turnover by Gender	
Male	216
Female	274
TOTAL EMPLOYEES	490

	2021
Employee Turnover by Age	
Gen X	16
Millennial	172
Gen Z	274
TOTAL EMPLOYEES	462

	2021
Parental Leave	
Maternity Leave	
No. of Employees Entitled to Maternity Leave	1,624
No. of Employees Aailed Maternity Leave	62
Number of employee who returned after maternity leave	46
Paternity Leave	
No. of Employees Entitled to Parternity Leave	557
No. of Employees Aailed Paternal Leave	18
Number of employee who returned after Paternity leave	18
Solo Parent Leave	
No. of Employees Entitled to Solo Parent Leave	99
No. of Employees Aailed Solo Parent Leave	7

GRI Content Index

GRI 102-55

For the Materiality Disclosures Service, GRI Services reviewed that the GRI content index is clearly presented and the references for Disclosures 102-40 to 102-49 align with appropriate sections in the body of the report.



GRI Standard	Disclosure	Page no. and direct answers	Omissions
GRI 101: Foundation 2016			
GRI 102: General Disclosures 2016			
Organizational Profile			
102-1	Name of the organization	Robinsons Land Corporation	
102-2	Activities, brands, products, and services	6	
102-3	Location and Headquarters	Level 2, Galleria Corporate Center, EDSA corner Ortigas Avenue, Quezon City, Metro Manila	
102-4	Location of Operations	6-7	
102-5	Ownership and legal form	6, 62	
102-6	Markets served	6	
102-7	Scale of the organization	6-7	
102-8	Information on employees and other workers	8, 30, 74	
102-9	Supply chain	6-7, 2018 SR p. 23	
102-10	Significant changes to the organization and its supply chain	In 2021, 14 office buildings under RLC were transferred to RL Commercial REIT (RCR).	
102-11	Precautionary Principle or approach	61	

GRI Standard	Disclosure	Page no. and direct answers	Omissions
102-12	External initiatives	52	
102-13	Membership of associations	We are a member of Urban and Land Institute, Asia and Pacific Real Estate Association, Philippine Retail Association, Philippine Hotels Federation	
Strategy			
102-14	Statement from senior decision-maker	3-5	
102-15	Key impacts, risks, and opportunities	10-11	
Ethics and integrity			
102-16	Values, principles, standards, and norms of behavior	6	
102-17	Mechanisms for advice and concerns about ethics	46-47, 52-53	
Governance			
102-18	Governance structure	57-58	
102-22	Composition of the highest governance body and its committees	55-58	
102-23	Chair of the highest governance body	54-55	
102-24	Nominating and selecting the highest governance body	https://www.robinsonsland.com/sites/default/files/2021-12/RLC%20Succession%20Planning%20and%20Remuneration%20Policy.pdf	
102-25	Conflicts of interest	52	
102-26	Role of the highest governance body in setting purpose, values, and strategy	57	
102-29	Identifying and managing economic, environmental, and social impacts	58	
102-30	Effectiveness of risk management processes	61	
102-32	Highest governance body's role in sustainability reporting	RLC President and Chief Executive Officer, Mr. Frederick D. Go, formally reviewed and approved this sustainability report	



GRI Standard	Disclosure	Page no. and direct answers	Omissions
Stakeholder engagement			
102-40	List of stakeholder groups	41-45	
102-41	Collective bargaining agreements	0.6% of RLC employees are covered by a collective bargaining agreement.	
102-42	Identifying and selecting stakeholders	2018 SR p. 18	
102-43	Approach to stakeholder engagement	41-45	
102-44	Key topics and concerns raised	41-45	
Reporting practice			
102-45	Entities included in the consolidated financial statements	6; The entities included in the scope of the Sustainability Report is same as with the consolidated financial statements	
102-46	Defining report content and topic Boundaries	11	
102-47	List of material topics	10-12	
102-48	Restatements of information	10-11	
102-49	Changes in reporting	11	
102-50	Reporting period	2	
102-51	Date of most recent report	May 2019	
102-52	Reporting cycle	2	
102-53	Contact point for questions regarding the report	2	
102-54	Claims of reporting in accordance with the GRI Standards	2	
102-55	GRI content index	75-79	
102-56	External assurance	RLC has not undergone external assurance for this sustainability report.	

Material Topics

GRI Standard	Disclosure	Page no. and direct answers	Omissions
Economic			
Economic Performance			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	2018 SR p. 28-30
	103-2	The management approach and its components	2018 SR p. 28-30
	103-3	Evaluation of the management approach	2018 SR p. 28-30
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	69
Indirect Economic Impacts			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	19-23
	103-2	The management approach and its components	19-23
	103-3	Evaluation of the management approach	19-23
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	19-23
	203-2	Significant indirect economic impacts	20-22
Procurement Practices			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	11
	103-2	The management approach and its components	52
	103-3	Evaluation of the management approach	52



GRI Standard	Disclosure		Page no. and direct answers	Omissions
GRI 2014: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	More than 50% of our procurement budget is spent on local suppliers	
Anti-corruption				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	46-47	
	103-2	The management approach and its components	46-47	
	103-3	Evaluation of the management approach	46-47	
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	69	
Environment				
Materials				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	48-50	
	103-2	The management approach and its components	48-50	
	103-3	Evaluation of the management approach	48-50	
GRI 301: Materials 2016	301-1	Materials used by weight or volume	69-70	
Energy				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	15-18	
	103-2	The management approach and its components	15-18	
	103-3	Evaluation of the management approach	15-18	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	70-71	
	302-2	Energy Consumption outside the organization	72	
	302-3	Energy intensity	73	
Water and Effluents				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	24	
	103-2	The management approach and its components	24-25	
	103-3	Evaluation of the management approach	24-25	

GRI Standard	Disclosure		Page no. and direct answers	Omissions
Water and Effluents				
GRI 303: Water and Effluents 2018	303-2	Management of water discharge-related impacts	25	
	303-3	Water withdrawal	70,72	
Emissions				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	15	
	103-2	The management approach and its components	15-18	
	103-3	Evaluation of the management approach	15-18	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	17, 71	
	305-2	Energy indirect (Scope 2) GHG emissions	17, 72	
	305-4	GHG emissions intensity	17, 73	
Waste				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	24	
	103-2	The management approach and its components	24, 26-28	
	103-3	Evaluation of the management approach	24, 26-28	
GRI 306: Waste 2020	306-2	Management of significant waste-related impacts	26	
	306-3	Waste generated	72	
	306-4	Waste diverted from disposal	72	
	306-5	Waste directed to disposal	72	
Environmental Compliance				
GRI 103: Management Approach 2016		Explanation of the material topic and its Boundary	11	
	72	The management approach and its components	52	
	103-3	Evaluation of the management approach	52	
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	There were no significant fines for non-compliance during the reporting period.	



GRI Standard	Disclosure		Page no. and direct answers	Omissions
Supplier Environmental Assessment				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	49-50	
	103-2	The management approach and its components	49-50	
	103-3	Evaluation of the management approach	49-50	
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental data	Environmental criteria are not yet part of the supplier accreditation process, but an update is being considered to include these criteria.	
Social				
Employment				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	29-33	
	103-2	The management approach and its components	29-33	
	103-3	Evaluation of the management approach	29-33	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	74	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	31	
	401-3	Parental leave	74	
Labor Management Relations				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	11	
	103-2	The management approach and its components	52-53	
	103-3	Evaluation of the management approach	52-53	
GRI 402: Labor Management Relations 2016	402-1	Minimum notice periods regarding operational changes	Three to six months, dependent on the proponent of change	

GRI Standard	Disclosure		Page no. and direct answers	Omissions
Occupational Health and Safety				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	34	
	103-2	The management approach and its components	35-37	
	103-3	Evaluation of the management approach	35-37	
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	35-37	
	403-2	Hazard identification, risk assessment, and incident investigation	35-37	
	403-3	Occupational health services	Almost all properties and facilities of RLC have clinics to cater to employees and workers.	
	403-4	Worker participation, consultation, and communication on occupational health and safety	2018 SR p. 84	
	403-5	Worker training on occupational health and safety	37	
	403-6	Promotion of worker health	All RLC regular employees have health insurance.	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2018 SR p. 110	
	403-9	Work-related injuries	81	
	Training and Education			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	29-33	
	103-2	The management approach and its components	29-33	
	103-3	Evaluation of the management approach	29-33	
GRI 404: Training and Education 2016	404-1	Average hours of training that the organization's employees have undertaken during the reporting period by: a) gender b) employee category	30	
	404-2	Programs for upgrading employee skills and transition assistance programs	30-32	



GRI Standard	Disclosure		Page no. and direct answers	Omissions
Social				
Diversity and Equal Opportunity				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	29-33	
	103-2	The management approach and its components	29-33	
	103-3	Evaluation of the management approach	29-33	
GRI 405: Diversity and Equal Opportunity 2016	405-2	Diversity of governance bodies and employees	30, 55-56	
Discrimination				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	2020 SR p. 16	
	103-2	The management approach and its components	2020 SR p. 16	
	103-3	Evaluation of the management approach	2020 SR p. 16	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	There were no recorded incidents of discrimination in the reporting period.	
Local Communities				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	34-39	
	103-2	The management approach and its components	34-39	
	103-3	Evaluation of the management approach	34-39	
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	34-39	
Supplier Social Assessment				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	49-50	
	103-2	The management approach and its components	49-50	
	103-3	Evaluation of the management approach	49-50	
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social data	Under the RHome unit, 24 new suppliers were screened using social data.	

GRI Standard	Disclosure		Page no. and direct answers	Omissions
Supplier Social Assessment				
GRI 414: Supplier Social Assessment 2016	414-2	Negative social impacts in the supply chain and actions taken	Under the RHome unit, 13 suppliers were identified as having negative social impacts	
Customer Health and Safety				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	34	
	103-2	The management approach and its components	37-38	
	103-3	Evaluation of the management approach	37-38	
GRI 416: Customer Health and Safety 2016	416-1	Assessment of health and safety impacts of product and service categories	37-38	
Customer Privacy				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	11	
	103-2	The management approach and its components	There is a Data Privacy Office assigned, headed by Mr. Dennis Llarena	
	103-3	Evaluation of the management approach	Evaluation of our performance on data privacy is undertaken by our Data Privacy Office	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no substantiated complaints regarding customer privacy and losses of customer data	
Socioeconomic compliance				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	11	
	103-2	The management approach and its components	52	
	103-3	Evaluation of the management approach	52	
GRI 419: Socioeconomic compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	There were no significant fines for non-compliance during the reporting period.	



SASB Index

Accounting Metrics

SASB Sustainability Disclosure Topic	SASB Code	Accounting Metric	Property Subsector	2021
Energy Management				
	IF-RE-130a.1	Energy Consumption data coverage as a percentage of total floor area, by property subsector (%)	Office Buildings	86.75%
			Malls	79.82%
			Integrated Developments	18.75%
	IF-RE-130a.2	Total energy consumed by portfolio area with data coverage, by subsector (GJ)	Office Buildings	238,757.17
			Malls	1,101,135.18
			Integrated Developments	118.74
		Total energy consumed by percentage grid electricity, by property subsector (%)	Office Buildings	99.16%
			Malls	92.77%
			Integrated Developments	100.00%
IF-RE-130a.3	Total energy consumed by percentage renewable, by property subsector (%)	Office Buildings	0.84%	
		Malls	7.23%	
		Integrated Developments	0.00%	
	IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector (%)	Office Buildings	-30.45%
			Malls	-0.69%
			Integrated Developments	-7.14%

SASB Sustainability Disclosure Topic	SASB Code	Accounting Metric	Property Subsector	2021
	IF-RE-130a.4	Percentage of eligible portfolio that has an energy rating, by property subsector (%)	Office Buildings	0.00%
			Malls	0.00%
			Integrated Developments	0.00%
		Percentage of eligible portfolio that is certified to ENERGY STAR, by property subsector (%)	Office Buildings	Not applicable to Philippines
			Malls	Not applicable to Philippines
			Integrated Developments	Not applicable to Philippines
	SV-HL-130a.1 GRI 403-9	Total energy consumed, by subsector (GJ)	Hotels & Resorts	30,657.49
			Hotels & Resorts	100.00%
			Hotels & Resorts	0.00%
	IF-RE-140a.1	Water withdrawal data coverage as a percentage of total floor area, by property subsector (%)	Office Buildings	83.69%
			Malls	93.56%
			Integrated Developments	18.75%
		Water withdrawal data coverage as a percentage of total floor area, by property subsector (%) floor area in regions with High or Extremely High Baseline Water Stress, by property subsector (%)	Office Buildings	83.69%
			Malls	86.47%
			Integrated Developments	100.00%
	IF-RE-140a.2	Total water withdrawn by portfolio area with data coverage, by property subsector (m ³)	Office Buildings	277,890.68
			Malls	3,317,282.56
			Integrated Developments	841.90
	IF-RE-140a.2	Total water withdrawn by percentage in regions with High or Extremely High Baseline Water Stress, by property subsector (%)	Office Buildings	100.00%
			Malls	89.28%
			Integrated Developments	100.00%



SASB Sustainability Disclosure Topic	SASB Code	Accounting Metric	Property Subsector	2021
Water Management				
	IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector (%)	Office Buildings	-43.97%
			Malls	-8.37%
			Integrated Developments	-5%
	SV-HL-140a.1	Total water withdrawn, by property subsector (m ³)	Hotels & Resorts	592,845.23
		Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress, by property subsector (%)	Hotels & Resorts	76.38%
Management of Tenant Sustainability Impacts				
	IF-RE-410a.1	Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements, by property subsector (%)	Office Buildings	0.00%
			Malls	0.00%
			Integrated Developments	0.00%
	IF-RE-410a.2	Percentage of tenants are separately metered or submetered for grid electricity consumption, by property subsector (%)	Office Buildings	100%
			Malls	100%
			Integrated Developments	100%
	IF-RE-410a.2	Percentage of tenants that are separately metered or submetered for water withdrawals, by property subsector (%)	Office Buildings	100%
			Malls	100%
			Integrated Developments	100%
	IF-RE-410a.3	Discussion of approach to measuring incentivising and improving sustainability impacts of tenants		We encourage our tenants to practice environmentally-friendly practices such as water and energy conservation through communications such as posters and memos.

SASB Sustainability Disclosure Topic	SASB Code	Accounting Metric	Property Subsector	2021
Land Use & Ecological Impacts				
	IF-HB-160a.1	Number of (1) lots and (2) homes delivered on redevelopment sites	Residential	395
			RHomes	0
	IF-HB-160a.3	Total amount of monetary losses as a result of legal proceedings associated with environmental regulations.	Residential	0
			RHomes	0
Workforce Health & Safety				
	IF-HB-320a.1	Total recordable incident rate (TRIR)	Residential	3.86%
			RHomes	
	IF-HB-320a.1	Total recordable fatality rate for (a) direct employees and (b) contract employees	Residential	0.00%
			RHomes	
Design for Resource Efficiency				
	IF-HB-410a.1	Number of homes that obtained a certified HERS Index Score	Residential	Not applicable to Philippines
			RHomes	
	IF-HB-410a.1	Average HERS Index score	Residential	Not applicable to Philippines
			RHomes	
	IF-HB-410a.2	Percentage of installed water fixtures certified to WaterSense specifications	Residential	Not applicable to Philippines
			RHomes	
	IF-HB-410a.3	Number of homes delivered certified to a third-party multi-attribute green building standard	Residential	0
			RHomes	0
Community Impacts of New Developments				
	IF-HB-410b.2	Number of (1) lots and (2) homes delivered on infill sites	Residential	833
			RHomes	221



SASB Sustainability Disclosure Topic	SASB Code	Accounting Metric	Property Subsector	2021
Community Impacts of New Developments				
	IF-HB-410.3	Number of homes delivered in compact developments	Residential	833
			RHomes	100
		Average density in compact developments	Residential	0.189
Ecological Impacts				
	SV-HL-160a.1	Number of lodging facilities located in or near areas of protected conservation status or endangered species habitat	Hotels & Resorts	0
	SV-HL160a.2	Description of environmental management policies and practices to preserve ecosystem services	Hotels & Resorts	We follow the same policies and guidelines present in RLC's EHS system.
Labor Practices				
	SV-HL310a.1	Voluntary turnover rate for lodging facility employees	Hotels & Resorts	27.00%
		Involuntary turnover rate for lodging facility employees	Hotels & Resorts	27.00%
	SV-HL310a.2	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Hotels & Resorts	0
	SV-HL310a.3	Average hourly wage of lodging facility employees earning minimum wage, by region	Hotels & Resorts	We do not disclose average hourly wages, per region.
		Percentage of lodging facility employees earning minimum wage, by region	Hotels & Resorts	All of our employees earn above minimum wage.
	SV-HL310a.4	Description of policies and programs to prevent worker harassment	Hotels & Resorts	We subscribe to the same anti-harrassment policies and practices of RLC, as regarding whistleblowing practices.

Activity Metrics

SASB Sustainability Disclosure Topic	SASB Code	Activity Metric	Property Subsector	2021	
	IF-RE-000-A	Number of Assets, by property subsector	Office Buildings	13	
			Malls	53	
			Integrated Developments	3	
	IF-RE-000.B	Leasable floor area, by property subsector (sq.m)	Office Buildings	274,274.24	
			Malls	1,577,602	
	IF-RE-000.C	Percentage of indirectly managed assets, by property subsector (%)	Office Buildings	0.00%	
			Malls	0.00%	
			Integrated Developments	0.00%	
	IF-RE-000.D	Average occupancy rate, by property subsector	Office Buildings	63.00%	
			Malls	91%	
			Integrated Developments	87.5%	
	IF-HB-000.A	Number of controlled lots	RHomes	783	
	IF-HB-000.B	Number of homes delivered	Residential	1174	
			RHomes	231	
	IF-HB-000.C	Number of active selling communities	Residential	35	
			RHomes	10	
	SV-HL-000.A	Number of available room-nights	Hotels & Resorts	1,143,939.00	
	SV-HL-000.B	Average occupancy rate	Hotels & Resorts	48.00%	
	SV-HL-000.C	Total area of lodging facilities	Hotels & Resorts	224,214.70	
	SV-HL-000.D	Number of lodging facilities and the percentage that are managed	Hotels & Resorts	21	
			Number of lodging facilities and the percentage that are owned and leased	Hotels & Resorts	None
			Number of lodging facilities and the percentage that are franchised	Hotels & Resorts	4



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