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HR Data

Total Workforce (active as of Dec 31, 2025)

Business Unit	2023	2024	2025
AEV and Managed	326	298	267
Power	3,681	3,927	5,160
Banking	5,482	5,288	8,529
Food	3,749	3,876	3,827
Infrastructure	521	734	676
Real Estate	320	334	500
Total	14,079	14,457	18,959

Banking data for 2023 and 2024 reflects UBP only. For 2025, the scope expanded to include UBP subsidiaries, City Savings Bank and Bangko Kabayan. AEV and Managed data has been updated to include Aboitiz Data Innovation, which is now consolidated into this category rather than reported separately.

Headcount by Gender

Business Unit	2023		2024		2025	
	Male	Female	Male	Female	Male	Female
AEV and Managed	158	168	137	161	142	125
Power	2,526	1,155	2,641	1,286	3,521	1,639
Banking	2,137	3,345	2,060	3,228	3,957	4,572
Food	2,806	943	2,894	982	2,832	995
Infrastructure	285	236	387	347	440	236
Real Estate	143	177	145	189	206	294

Headcount by Age Group

	2023	2024	2025
Below 30	3,997	3,990	5,004
30 to 50	8,724	9,178	12,396
Over 50	1,358	1,289	1,559

Headcount by Region

Country	2023	2024	2025
China	525	521	522
Indonesia	554	620	590
Malaysia	364	345	396
Philippines	11,475	11,758	16,378
Singapore	71	79	56
Thailand	5	6	7
Vietnam	1,027	1,063	1,003
Other Countries	58	65	7

Headcount by Nationality/Race

Business Unit	Filipino	Asian	European	Other Nationality/Race
AEV and Managed	249	14	2	2
Power	5,122	15	5	18
Banking	8,514	11	1	3
Food	1,262	2,556	6	3
Infrastructure	673	1	-	2
Real Estate	499	1	-	-

Headcount by Tenure

Tenure Group	2023	2024	2025
Less Than 1 year	2,462	2,144	3,274
1 to 5 years	5,892	6,527	8,216
6 to 10 years	2,493	2,617	3,301
11 to 15 years	1,466	1,319	1,991
16 to 20 years	940	1,038	1,283
21 to 25 years	273	251	332
More than 25 years	553	561	562

New Hire Rates

	AEV and Managed	Power	Banking	Food	Infrastructure	Real Estate	Total
New Hire	45	1,250	1,515	668	308	68	3,854
Total Workforce	370	5,799	9,685	4,522	780	638	21,794
New Hire Rate	12.16%	21.56%	15.64%	14.77%	39.49%	10.66%	17.68%

Includes active and inactive team members.

New Hire Profiles

	AEV and Managed	Power	Banking	Food	Infrastructure	Real Estate
Female	19	394	658	146	104	43
Male	26	856	857	522	204	25
Below 30	17	609	786	335	98	36
30 to 50	28	554	708	323	17	31
Over 50	-	87	21	10	193	1
Staff/Associate/Specialist	19	913	585	548	227	32
Officer/Supervisor	10	163	578	73	61	28
Manager	12	128	273	38	16	8
Executives (AVPs & Up)	4	46	79	9	4	-
External	43	1,250	1,515	646	304	68
Internal	2	-	0	22	4	-

Includes active and inactive team members.

Turnover Metrics

	AEV and Managed	Power	Banking	Food	Infrastructure	Real Estate
Female	48	187	575	134	60	83
Male	55	452	581	561	44	55
Below 30	18	193	483	199	23	58
30 to 50	76	348	610	436	74	76
Over 50	9	98	63	60	7	4
Staff/Associate/Specialist	32	396	312	563	40	52
Officer/Supervisor	24	110	574	75	29	64
Manager	31	91	210	42	19	16
Executives (AVPs & Up)	16	42	60	15	16	6
Involuntary	27	241	84	237	6	18
Voluntary	70	395	1,072	458	86	120
Others	6	3	-	-	12	-

Turnover Rate

	AEV and Managed	Power	Banking	Food	Infrastructure	Real Estate	Total
Voluntary Turnover	70	395	1,072	458	86	120	2,201
Ave HC	277	4,886	8,272	3,832	583	535	18,385
Voluntary Turnover Rate	25.3%	8.1%	13.0%	12.0%	14.8%	22.4%	12.0%
Total Turnover Rate	37.2%	13.1%	14.0%	18.1%	17.8%	25.8%	15.4%

Collective Bargaining Agreement Metrics

	AEV and Managed	Power	Banking	Food	Infrastructure	Real Estate	Total
Workforce covered by CBA (HC)	0	351	1,511	767	0	0	2,629
% of Workforce covered by CBA	0%	6.8%	17.7%	20.0%	0%	0%	13.9%

Women in Workforce (%)

	AEV and Managed	Power	Banking	Food	Infrastructure	Real Estate	Total
Share of women in total workforce	46.8%	31.8%	53.6%	26.0%	34.9%	58.8%	41.5%
Share of women in all management positions	49.3%	39.0%	57.9%	35.7%	26.9%	41.8%	52.6%
Share of women in junior management positions	44.9%	37.1%	57.3%	36.1%	31.3%	43.6%	52.4%
Share of women in top management positions	55.2%	43.0%	6.4%	34.4%	16.7%	35.0%	21.5%
Share of women in STEM-related positions	55.8%	25.0%	34.3%	32.4%	14.8%	-	28.1%
Share of women in management positions in revenue-generating functions	66.7%	36.2%	26.3%	27.2%	36.4%	-	26.7%

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Environment

Employee Engagement

Business Unit	Framework Used	Engagement Score	% of Employee Respondents (of Target)	% of Employees Achieving Top-Level Scores
AEV and Managed	Gallup Q12	4.13	94.1%	57.5%
AEV and Managed: Data Science	Gallup Q12	3.73	46.2%	33.3%
Power	Gallup Q12	4.21	97.4%	53.0%
Banking: UBP	Gallup Q12	4.35	84.5%	-
Banking: CSB	Gallup Q12	4.47	93.2%	34.1%
Food	Amber EX	4.36 ¹	96.1%	78.6%
Infrastructure	Amber EX	4.4 ¹	89.9%	62.5%
Real Estate	Gallup-Inspired Questions	4.3	81.4%	-

¹ For visualization purposes of engagement trends, some engagement scores are converted into a 5-point scale.

Required Learning Courses

Learning Course	No. of Employees Completing the Course	Total Learning Hours
Anti-Bribery and Anti-Corruption	1,184	873
Code of Conduct	1,588	3,658
Discrimination & Harassment	2,474	1,905
Information Security/Cybersecurity	15,497	9,746
Occupational Health & Safety	2,735	19,035
Risk Management	13,420	4,898
Total	36,898	40,114

Employee Training and Development

Ave. Training Hours/FTE	AEV and Managed	Power	Banking	Food	Infrastructure	Real Estate
Female	125	21	27	7	23	-
Male	63	27	21	3	24	-
Below 30	76	28	12	4	24	-
30 to 50	98	25	12	4	24	-
Over 50	81	13	23	3	23	-
Staff/Associate/Specialist	50	23	8	2	24	-
Officer/Supervisor	80	35	27	5	24	-
Manager	80	22	9	12	21	-
Executives (AVPs & Up)	179	13	4	12	18	-

Total Learning Hours	613,648
Ave. Hours/FTE	31

Greenhouse Gas Emissions Data

GHG Emissions	2023	2024	2025
Scope 1	4,351,897	4,588,307	17,115,682
Scope 2	755,429	796,424	891,488
SCOPE 1 + 2 (tCO₂e)	5,107,326	5,384,731	18,007,170

Other Emissions

	2023	2024	2025
Biogenic Emissions (tCO ₂ e)	53,856	201,160	206,713

Energy Consumption Data

Energy Consumption	2023	2024	2025
Renewable Energy	424,559	1,211,789	1,214,262
Non-renewable Energy	38,711,840	30,870,293	67,263,591
Total Energy Consumption (MWh)	39,136,399	32,082,083	68,477,853

Consumption By Source

Fuel Consumption - Mobile (MWh)	2023	2024	2025
Diesel Oil	19,127	21,562	23,386
Gasoline	1,859	4,798	5,647
LPG	0	1,626	469
Natural Gas	5,629	1,066	0
Fuel Consumption - Stationary (MWh)	2023	2024	2025
Diesel Oil	81,563	67,175	70,078
Gasoline	105	418	414
Natural Gas	2,016	11,335	18,254
LPG	2,021	4,334	4,457
Heavy Fuel Oil - Bunker	820,008	545,129	496,356
Sub-bituminous Coal	10,602,078	11,497,162	47,620,562
Fuel Consumption - Biogenic (MWh)	2023	2024	2025
Biomass Steam	29,834	808,892	836,214
Biomass (Wood)	32,435	44,945	53,491
Biomass (Other)	96,983	66,786	57,722
Purchased and Generated Energy (MWh)	2023	2024	2025
Purchased Electricity and Steam	26,678,229	18,195,214	17,420,238
Purchased Electricity (RE)	2,038	0	0
Generated Electricity	500,883	522,091	1,603,730
Generated Electricity (RE)	261,593	289,551	266,835
Total Energy Consumption (MWh)	39,136,399	32,082,083	68,477,853

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2025 Energy Management Initiative Highlights

Business Unit	Key Initiative	Primary Impact
Aboitiz Real Estate (LIMA Estate)	Electric Minibus Fleet	40,000 kg CO2 reduction per unit/year
Aboitiz Foods	Solar PV Deployment	Reduced grid reliance at farm sites
	Electric Forklifts	Transition away from diesel fuel
UnionBank	VFD Installation	Optimized energy consumption at UnionBank Plaza

Water Data

Water Interaction Summary	2023	2024	2025
Total Water Withdrawal (m³)	1,184,518,441	1,245,276,330	511,507,084,041
Total Water Consumption (m³)	10,495,292	105,212,631	652,800,691
Total Water Discharge (m³)	460,859,495	469,919,373	510,109,735,105

Water Withdrawal by Source	2023	2024	2025
All Other Areas			
Brackish Surface Water/Seawater (m³)	1,127,090,677	1,111,791,133	511,370,828,896
Fresh Surface Water (m³)	50,488,214	126,254,241	128,438,796
Groundwater (m³)	3,633,673	6,269,670	6,940,320
Third Party Sources (m³)	1,650,310	957,296	869,915

Areas with Water Stress	2023	2024	2025
Fresh Surface Water (m³)	8,429	1,284	2,884
Groundwater (m³)	1,647,138	998	1,450
Third Party Sources (m³)	-	1,707	1,780
Total Water Withdrawal (m³)	1,184,518,441	1,245,276,330	511,507,084,041

Water Consumption by Source	2023	2024	2025
Brackish Surface Water/Seawater (m³)	7,065,521	224,312	647,039,344
Fresh Surface Water (m³)	94,800	101,862,606	1,317,483
Groundwater (m³)	2,429,426	2,512,148	3,636,206
Third Party Sources (m³)	905,545	613,564	807,658
Total Water Consumption (m³)	10,495,292	105,212,631	652,800,691

Water Consumption by SBU	2023	2024	2025
AEV	2,661	1,653	2,820
Power	7,735,720	491,350	647,958,297
Banking and Financial Services	130,702	99,996	107,281
Food	2,040,209	1,937,897	2,280,550
Infrastructure	263,496	102,507,090	1,562,940
Real Estate	322,504	174,645	888,803
Total Water Consumption (m³)	10,495,292	105,212,631	652,800,691

Water Discharge by Destination	2023	2024	2025
Brackish Surface Water/Seawater (m³)	458,687,972	467,439,931	510,084,186,580
Fresh Surface Water (m³)	2,043,452	2,378,704	23,479,382
Groundwater (m³)	-	1,397	-
Onsite Destination (m³)	62,546	60,521	78,209
Third-party Destinations (m³)	65,526	38,820	1,990,934
Total Water Discharge (m³)	460,859,495	469,919,373	510,109,735,105

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2025 Water Management Initiative Highlights

Business Unit	Key Initiative	Primary Impact
Aboitiz Real Estate (LIMA Estate)	Greywater Recycling Facility	Operationalized a recycling unit with a 3.3 cu. meter storage capacity to repurpose treated wastewater for estate-wide irrigation
Aboitiz Power	STP Effluent Reuse	Reused 1,303 cu. meter of treated sewage plant water for non-food crop irrigation at Ambuklao grounds, eliminating direct discharge into the Agno River
UnionBank	Water Resource Management	Optimized septic tank inspections and desludging intervals at UnionBank Plaza, ensuring 100% compliance with Wastewater Discharge Permits
Aboitiz Foods	Circular Water Systems	Achieved zero water discharge in key facilities by capturing steam condensate for production and repurposing 100% of treated wastewater for hydrant systems and irrigation

Waste Data

Generated Waste	2023	2024	2025
Non-Hazardous Waste			
Disposed Waste (tonne)	4,966	33,133	6,907
Diverted Waste (tonne)	144,842	136,618	310,610
Hazardous Waste			
Disposed Waste (tonne)	1,797	773	758
Diverted Waste (tonne)	359	1,593	945
Total Waste Generated (tonne)	151,964	172,117	319,221

Disposal Method	2023	2024	2025
Non-Hazardous Waste			
Waste landfilled	2,836	5,063	3,369
Waste incinerated with energy recovery	58	-	0.25
Waste incinerated without energy recovery	0.41	0.19	0.15
Waste otherwise disposed	-	-	2
Waste with unknown disposal method	350	19	467
Waste disposed by Third Party	1,721	28,051	3,069
Total Waste Generated (tonne)	4,966	33,133	6,907
Hazardous Waste			
Waste landfilled	189	10	-
Waste incinerated with energy recovery	140	-	0.38
Waste incinerated without energy recovery	105	2	0.08
Waste otherwise disposed	17	29	0.20
Waste with unknown disposal method	6	4	-
Waste disposed by Third Party	1,340	728	757
Total Waste Generated (tonne)	1,797	773	758

2025 Water Management Initiative Highlights

Business Unit	Key Initiative	Primary Impact
Aboitiz Foods	EPR Plastic Recovery	Recovery of more than 1.7 million kg of plastic packaging waste, surpassing a 82% recovery rate based on 2024 plastic footprint
	Packaging Reduction	Redesign of packaging to reduce plastic use by at least 20%, trials to be conducted in 2026
	Agricultural Waste Circularity	Gold Coin (Yunnan) diverted 150 tonnes of biomass slag and production waste to farms for composting, saving CNY 10,000 in annual disposal costs
Aboitiz Real Estate (LIMA Estate)	Sustainability Hub	Daily production of 1,500+ eco-building materials
UnionBank	FFE Circular Management	Institutionalized the redeployment, donation, or accredited recycling of Furniture, Fixtures, and Equipment (FFE) to extend asset lifecycles and ensure regulatory compliance

Materials Data

	2023	2024	2025
Total Renewable Materials Used (tonne)	218,581,106	34,157,586	43,023,810
Total Non-Renewable Materials Used (tonne)	2,667,456	3,619,458	9,860,716

*Material usage is not material to our Banking subsidiary.

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Socials

Occupational Health and Safety

The Aboitiz Group demonstrates a commitment to Occupational Health and Safety (OHS), treating it not just as a policy, but as a fundamental value and a top-tier material topic within our Culture & Pillar pillar of the #OneAboitiz Sustainability Framework. This commitment transcends mere regulatory compliance and serves as a core strategic enabler that directly strengthens our productivity, reputation, and capacity for innovation.

Across all subsidiaries, our OHS policies apply to operations, employees, and supervised contractors, fostering a resilient and empowered workforce. Recognizing that different operational environments present unique hazards, each subsidiary tailors its OHS initiatives to its specific industry risks. These specialized programs create a unified front against workplace hazards, ensuring every business unit actively advances the Group's goal towards continuous safety evolution.

Employees	2023	2024	2025
Total No. of Workers	13,991	16,621	17,955
Fatalities	0	1	3
LTI	11	10	5
Occupational Illness	0	0	0
Lost Time Injury Frequency Rate (LTIFR)	0.330	0.297	0.126
Occupational Illness Frequency Rate (OIFR)	0.000	0.000	0.000
Total Recordable Injury Rate (TRIR)	0.330	0.327	0.201

Contractors	2023	2024	2025
Total No. of Workers	13,733	12,646	23,767
Fatalities	2	2	3
LTI	15	20	11
Occupational Illness	0	0	24
Lost Time Injury Frequency Rate (LTIFR)	0.397	0.535	0.254
Occupational Illness Frequency Rate (OIFR)	0.000	0.000	0.554
Total Recordable Injury Rate (TRIR)	0.450	0.588	0.877

1. TRIR was calculated based on 1,000,000 hours worked.
3. 2024 and 2025 Banking coverage includes data from City Savings and Bangko Kabayan.

2025 Occupational Health & Safety Initiative Highlights

Business Unit	Key Initiative	Primary Impact
AEV	NSED Schedules Fire/Earthquake Safety Seminars Safety Committee Meetings	Monthly reviews of inspection findings ensure executive oversight of baseline preparedness, while specific unannounced drills evaluate the actual response effectiveness of responders and security forces.
AboitizPower	Permit to Work System SHE Cross-BU Audits Digital Behavior-Based Safety (BBS) Program	Mitigates high-risk generation and distribution hazards through a rigorous check-and-balance system for non-routine tasks, while digital BBS provides real-time visibility into behavior-driven risks.
UnionBank	DOLE Online Compliance Reporting Risk-Based Action Plans General Services Procurement Policy	Strategic focus remains on regulatory compliance via the DOLE portal and embedding safety criteria into procurement to manage office-based and facility risks.
Aboitiz Foods	Lockout-Tagout-Tryout (LOTOTO) HIRAC Rigor Dust Hazard Analysis Chemical Management	Specifically targets high-risk operations like Silo Augers and Wheat Receiving; LOTOTO prevents mechanical entrapment/asphyxiation, while Dust Hazard Analysis prevents combustible dust explosions.
Aboitiz Real Estate	Weekly Toolbox Meetings Safety and Security Refresher Sessions for Contractors	Directly addresses the risks of a diverse contractor workforce and high turnover in construction sites by maintaining a constant cadence of safety literacy and alignment with Group standards.

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Incident Report

Incident Type	2024		2025	
	No. of Incidents	Status of the Incident	No. of Incidents	Status of the Incident
Bribery and Corruption	6	Resolved	10	Resolved
Conflicts of Interest	1	Resolved	-	-
Data Privacy & Security	-	-	1	Resolved
Discrimination	1	Resolved	-	-

Customer Focus

	2023	2024	2025
Total No. of Customers Served	23,893,102	30,849,100	31,320,768
Total No. Using Online Services/Products	8,137,125	6,598,979	6,977,896
Customer Satisfaction Rate	95.71%	89.68%	92.58%

1. For the purpose of consolidation, groupwide satisfaction rating was calculated as the proportion of the total number of satisfied customers relative to the total number of customers surveyed from all SBUs.
2. The different SBUs employ their own method of gauging customer satisfaction. For the purpose of consolidation, we are tracking "satisfied" customers as defined by the methodologies employed by the SBUs.
3. The customers in Total No. of Customers Served refers to both b2c and b2b customers.

Supply Chain

The Aboitiz Group operates a federalized supply chain model that balances subsidiary-specific policies with group-wide standards of transparency and integrity. Business units maintain tailored workflows and have an accreditation process that verifies the technical and financial stability of all partners. This ensures that diverse operations meet core ethical standards, fostering fair commercial dealings across the portfolio.

Strategic sourcing is executed through bidding and digital approval systems, ensuring the procurement of high-quality goods at the most competitive total cost. Once engaged, partners are managed through strict delivery inspections and acceptance protocols to maintain stringent quality and safety requirements. This systematic approach ensures consistency in excellence despite the specialized needs of different industries.

Continuous supplier performance management remains critical to maintaining a resilient value chain. Regular evaluations and active engagement ensure partners comply with environmental, labor, and safety regulations. By prioritizing local sourcing and ethical conduct, the Group fosters a culture of accountability and sustainability that supports long-term growth and the reliable delivery of essential services.

Supplier Type	2023	2024	2025
Critical Supplier	1,339	1,144	1,280
Tier 1 Supplier	2,568	4,144	3,410
Critical Non-Tier 1 Supplier	442	255	554
Non-Tier 1 Supplier	2,421	2,029	1,837
TOTAL	6,770	7,572	7,081
% Spending on Tier 1 Suppliers	59.9%	10.3%	80.8%
% Local Suppliers	93.2%	70.3%	76.8%
% Spending on Local Suppliers	50.1%	21.0%	15.4%

Data reported does not represent the whole Aboitiz supply chain. Majority of subsidiaries only reported data for critical and tier 1 suppliers.
2023 spend data excludes figures from our Food subsidiary.
The 2025 supply chain figures exclude data from our Infrastructure subsidiary.

2025 Supplier Assessment and Development

Supplier Practice	Critical Supplier	Tier 1 Supplier	Critical Non-Tier 1 Supplier
Assessed via Desk or On-Site Assessments	948	3,093	392
Assessed with Substantial Actual/Potential Negative Impacts	424	321	163
Assessed with Negative Impacts that Were Terminated	65	-	163
Supported in Corrective Action Plan Implementation	1	-	-
Suppliers in Capacity Building Programs	150	-	-

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Corporate Social Responsibility

	2023	2024	2025
No. of direct and group beneficiaries	927,283	130,915	229,010
Amount of CSR fund allocation (in Php)	206 million	242.5 million	357.9 million
No. of CSR projects	1,414	1,366	1,011

Memberships and Associations

AEV	
APEC Business Advisory Council	Philippine Business for Social Progress
Philippine Disaster Resilience Foundation	
Power	
Philippine Business Coalition for Women Empowerment	American Chamber of Commerce of the Philippines
People Management Association of the Philippines	Philippine Financial & Inter-Industry Pride
Banking	
Bankers Association of the Philippines	Trust Officers Association of the Philippines
Credit Card Association of the Philippines	Financial Executives Institute of the Philippines
Food	
United Swine Producers Association	Philippine Association of Feed Millers, Inc.
Philippine Association of Flour Millers Inc.	Philippine Egg Board Association
Infrastructure	
Airports Council International (ACI) Asia-Pacific & Middle East	Independent Tower Companies Association of the Philippines
Davao City Chamber of Commerce and Industry	
Real Estate	
Chamber of Real Estate and Builders' Associations	Subdivision and Housing Developers Association
Philippine Ecozones Associations	Urban Land Institute Philippines
Corporate Foundation	
Philanthropy Asia Alliance	League of Corporate Foundations, Inc.
Philippine Council for NGO Certification Inc.	Association of Foundations
Center for Asia Philanthropy and Society	

The list above shows a selection of Aboitiz Group memberships but is not the complete list.

Type	Membership Costs and Fees (in PHP)
Business Group	817,404.95
Chamber of Commerce	489,942.86
Industry Organization	7,566,255.86
Foundations/NGOs	1,550,000.00
Other	176,000.00

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Certifications

SBU	Certification Type	Details of Certification	Facilities Covered by Certification
AboitizPower	International Standards	Quality Management Systems - ISO 9001:2015	AP Renewables, Inc. (MakBan) AP Renewables, Inc. (Tiwi) San Carlos Sun Power, Inc. Hedcor, Inc. Hedcor Sibulan, Inc. Hedcor Tudaya, Inc. Hedcor Sabangan, Inc. Hedcor Bukidnon, Inc. Luzon Hydro Corporation SN Aboitiz Power, Inc. - Magat SN Aboitiz Power, Inc. - Benguet Therma Mobile, Inc. (Malabon) Therma Mobile, Inc. (Navotas) Therma Marine, Inc. (Maco) Therma Marine, Inc. (Nasipit) East Asia Utilities Corporation Therma South, Inc. Therma Visayas, Inc. Visayan Electric Company, Inc. Davao Light and Power Company, Inc. Cotabato Light and Power Company Subic Enerzone Corporation Mactan Enerzone Corporation Balamban Enerzone Corporation Lima Enerzone Corporation GNPower Dinginin Ltd. Co. GNPower Mariveles Coal Plant Ltd. Co.
	International Standards	Occupational Health & Safety - ISO 45001:2018	AP Renewables, Inc. (MakBan) AP Renewables, Inc. (Tiwi) San Carlos Sun Power, Inc. Hedcor, Inc. Hedcor Sibulan, Inc. Hedcor Tudaya, Inc. Hedcor Sabangan, Inc. Hedcor Bukidnon, Inc. Luzon Hydro Corporation SN Aboitiz Power, Inc. - Magat SN Aboitiz Power, Inc. - Benguet Therma Mobile, Inc. (Malabon) Therma Mobile, Inc. (Navotas) Therma Marine, Inc. (Maco) Therma Marine, Inc. (Nasipit) East Asia Utilities Corporation Therma South, Inc. Therma Visayas, Inc. Therma Power-Visayas, Inc. Visayan Electric Company, Inc. Davao Light and Power Company, Inc. Cotabato Light and Power Company Subic Enerzone Corporation Mactan Enerzone Corporation Balamban Enerzone Corporation Lima Enerzone Corporation GNPower Dinginin Ltd. Co. GNPower Mariveles Coal Plant Ltd. Co.
	International Standards	Environmental Management Systems - ISO 14001:2015	AP Renewables, Inc. (MakBan) AP Renewables, Inc. (Tiwi) San Carlos Sun Power, Inc. Hedcor, Inc. Hedcor Sibulan, Inc. Hedcor Tudaya, Inc. Hedcor Sabangan, Inc. Hedcor Bukidnon, Inc. Luzon Hydro Corporation SN Aboitiz Power, Inc. - Benguet Therma Mobile, Inc. (Malabon) Therma Mobile, Inc. (Navotas) Therma Marine, Inc. (Maco) Therma Marine, Inc. (Nasipit) East Asia Utilities Corporation Therma South, Inc. Therma Visayas, Inc. Therma Power-Visayas, Inc. Visayan Electric Company, Inc. Davao Light and Power Company, Inc. Cotabato Light and Power Company Subic Enerzone Corporation Mactan Enerzone Corporation Balamban Enerzone Corporation Lima Enerzone Corporation GNPower Dinginin Ltd. Co. GNPower Mariveles Coal Plant Ltd. Co.

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SBU	Certification Type	Details of Certification	Facilities Covered by Certification
AboitizPower	International Standards	Asset Management - ISO 55001:2014	Hedcor, Inc. Hedcor Sibulan, Inc. Hedcor Tudaya, Inc. Hedcor Sabangan, Inc. Hedcor Bukidnon, Inc. Luzon Hydro Corporation SN Aboitiz Power, Inc. - Magat SN Aboitiz Power, Inc. - Benguet Therma Mobile, Inc. (Malabon) Therma Mobile, Inc. (Navotas) Therma Marine, Inc. (Maco) Therma Marine, Inc. (Nasipit) East Asia Utilities Corporation Therma South, Inc. Therma Visayas, Inc. Visayan Electric Company, Inc. Davao Light and Power Company, Inc. Cotabato Light and Power Company Subic Enerzone Corporation
	International Standards	Information Security Management - ISO 27001:2013	Hedcor, Inc. Hedcor Sibulan, Inc. Hedcor Tudaya, Inc. Hedcor Sabangan, Inc. Hedcor Bukidnon, Inc. Luzon Hydro Corporation Therma Mobile, Inc. (Malabon) Therma Mobile, Inc. (Navotas) Therma Marine, Inc. (Maco) Therma Marine, Inc. (Nasipit) East Asia Utilities Corporation Therma South, Inc. Therma Visayas, Inc.
	International Standards	Business Continuity Management Systems - ISO 22301:2012	"Hedcor Sibulan, Inc. Hedcor Tudaya, Inc. Hedcor Sabangan, Inc. Hedcor Bukidnon, Inc. Luzon Hydro Corporation Therma Mobile, Inc. (Malabon) Therma Mobile, Inc. (Navotas) Therma Marine, Inc. (Maco) Therma Marine, Inc. (Nasipit) East Asia Utilities Corporation Therma South, Inc. Therma Visayas, Inc. "
	International Standards	Energy Management System - ISO 50001:2018	"Therma Mobile, Inc. (Malabon) Therma Mobile, Inc. (Navotas) Therma Marine, Inc. (Maco) Therma Marine, Inc. (Nasipit) East Asia Utilities Corporation Therma South, Inc. Therma Visayas, Inc. "
Aboitiz Foods	International Standards	ISO 22000:2018 - Food Safety Management System	Gold Coin (Zhangzhou) Co., Ltd Gold Coin (Zhuhai) Co., Ltd Gold Coin Feedmill (Dongguan) Co., Ltd Gold Coin Feedmill (Malaysia) S/B - Port Klang Gold Coin Sarawak Sdn Bhd Gold Coin Specialities Sdn Bhd PT Gold Coin Indonesia - Bekasi PT Gold Coin Indonesia - Surabaya PT Gold Coin Specialities - Lampung Pilmico Vietnam Company Ltd
	International Standards	Quality Management Systems - ISO 9001:2015	Gold Coin Feedmill Ha Nam Co., Ltd Klean Greentech Co., Ltd Pilmico Animal Nutrition Corporation - Tarlac Feedmill Pilmico Foods Corporation
	International Standards	Environmental Management Systems - ISO 14001:2015	Gold Coin (Zhangzhou) Co., Ltd
	International Standards	ISO/IEC 17025 - Testing and calibration laboratories	Pilmico Vietnam Company Ltd
	International Standards	Hazard Analysis and Critical Control Point (HACCP)	"Gold Coin Feedmill (B) Sdn Bhd Gold Coin Feedmill Ha Nam Co., Ltd Klean Greentech Co., Ltd Pilmico Animal Nutrition Corporation - Tarlac Feedmill Pilmico Animal Nutrition Corporation - Tarlac Meat Masters Pilmico Foods Corporation - Iligan Feeds Plant PT Gold Coin Indonesia - Surabaya"
	International Standards	Good Manufacturing Practices (GMP)	Gold Coin Feedmill (B) Sdn Bhd Pilmico Animal Nutrition Corporation - Tarlac Meat Masters Pilmico Foods Corporation - Iligan Feeds Plant PT Gold Coin Indonesia - Surabaya
	International Standards	Best Aquaculture Practices (BAP)	Gold Coin Specialities Sdn Bhd Pilmico Vietnam Company Ltd PT Gold Coin Specialities - Lampung

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SBU	Certification Type	Details of Certification	Facilities Covered by Certification
Aboitiz Foods	International Standards	FAMI-QS	Gold Coin (Zhuhai) Co., Ltd Klean Greentech Co., Ltd
	International Standards	GLOBALG.A.P. (Good Agricultural Practices)	Pilmico Vietnam Company Ltd
	International Standards	Good Hygiene Practices (GHP)	Klean Greentech Co., Ltd
	International Standards	Food Safety System Certification (FSSC) 22000 Version 5.6	Pilmico Foods Corporation - Iligan Flour Plant
Aboitiz InfraCapital	International Standards	Airport Carbon Accreditation: Level 1 (Renewal)	Mactan-Cebu International Airport
	Third-party verification	PEZA Certificate of Water Safety Plan Acceptance	LIMA Water Corporation
	Third-party verification	DENR-EMB Environmental Laboratory Recognition	Apo Agua Infraestructura, Inc.
Aboitiz Real Estate	International Standards	Quality Management Systems - ISO 9001:2015	LIMA Land, Inc. (LIMA Estate)
	International Standards	Occupational Health & Safety - ISO 45001:2018	
	International Standards	Environmental Management Systems - ISO 14001:2015	LIMA Land, Inc. (LIMA Tower One)
	International Standards	WELL Core Gold	
	Third-party verification	BERDE Certification	

Certification/Audit Verification	Coverage (%)
ISO 45001:2018 - Occupational Health and Safety Management Systems	45%
ISO 14001:2015 - Environmental Management Systems	33%

The percent coverage indicated only pertains to relevant facilities.