# **SM Group**

SUSTAINABILITY PERFORMANCE Our Scope Our Environment Our People Our Communities

## Our Scope

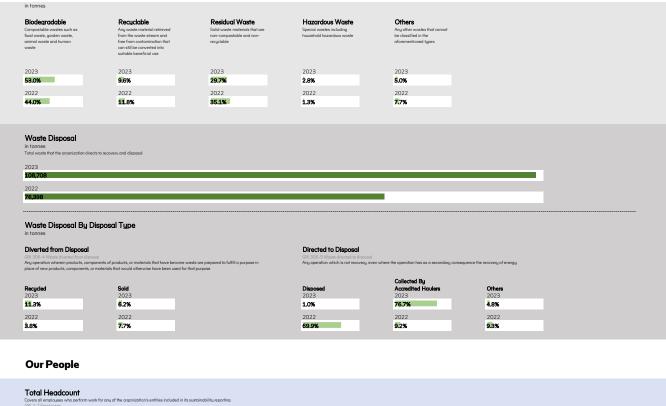
	2023	2022	
SM Investments Corporation (SMIC)	✓	✓	
SM Retail, Inc. (SM Retail)	✓	✓	
SM Prime Holdings, Inc. (SM Prime)	✓	✓	
BDO Unibank, Inc. (BDO)	✓	✓	
China Banking Corporation (China Bank)	✓	✓	
2GO Group, Inc. (2GO)	✓	✓	
Belle Corporation (Belle)	✓	✓	
Atlas Consolidated Mining and Development Corporation (Atlas Mining)	✓	✓	
SM Foundation, Inc. (SM Foundation)	✓	✓	
NEO Group (NEO)	✓	✓	
AIC Group of Companies Holding Corp. (Airspeed)	✓	✓	
Philippine Geothermal Production Company, Inc. (PGPC)	✓	✓	
Goldilocks Bakeshop, Inc. (Goldilocks)	✓	✓	
Philippines Urban Living Solutions, Inc. (PULS)	✓	4	

## **Our Environment**

29 2-20 20 20 20 20 20 20 20 20 20 20 20 20 2	S List of Grid Emission Factors and EPA  silons schlönig in facilities that are fully	A's GHG Emission Foctors Hub.  Scope 3 GRI 305-3 Other indirect (Scope 3) Emissions arising from sources that or company on Included in Scope 1 or 1 services, capital goods, waste general userbrand/downstream leased asset 2023 34% 2022 32%  Nitrous oxide (N 2O) 2023	OHG emissions we neither covered nor controlled by the Scope 2 such as purchased goods and utted in operations and	
Scope 2  Scope 3  Sco	S List of Grid Emission Factors and EPA  silons schlönig in facilities that are fully	A's GHG Emission Foctors Hub.  Scope 3 GRI 305-3 Other indirect (Scope 3) Emissions arising from sources that or company on Included in Scope 1 or 1 services, capital goods, waste general userbrand/downstream leased asset 2023 34% 2022 32%  Nitrous oxide (N 2O) 2023	OHG emissions we neither covered nor controlled by the Scope 2 such as purchased goods and utted in operations and	
Scope 3  Compared to the compared of the Commission State Commission States and Commission States St	S List of Grid Emission Factors and EPA  silons schlönig in facilities that are fully	A's GHG Emission Foctors Hub.  Scope 3 GRI 305-3 Other indirect (Scope 3) Emissions arising from sources that or company on Included in Scope 1 or 1 services, capital goods, waste general userbrand/downstream leased asset 2023 34% 2022 32%  Nitrous oxide (N 2O) 2023	OHG emissions we neither covered nor controlled by the Scope 2 such as purchased goods and utted in operations and	
Lichard Slave of the generational deprecation of the Generations Conference of the 2015 and Conference	S List of Grid Emission Factors and EPA  silons schlönig in facilities that are fully	A's GHG Emission Foctors Hub.  Scope 3 GRI 305-3 Other indirect (Scope 3) Emissions arising from sources that or company on Included in Scope 1 or 1 services, capital goods, waste general userbrand/downstream leased asset 2023 34% 2022 32%  Nitrous oxide (N 2O) 2023	OHG emissions we neither covered nor controlled by the Scope 2 such as purchased goods and utted in operations and	
His Emissions Bu Scope  30 MT CO2e  105 Emissions Bu Scope  20 MT CO2e  30 MT CO2e  40 Scope 2  40 Scope 2  40 Scope 2  40 Scope 3  50 Scope 2  40 Scope 3  50 Sco	S List of Grid Emission Factors and EPA  silons schlönig in facilities that are fully	A's GHG Emission Foctors Hub.  Scope 3 GRI 305-3 Other indirect (Scope 3) Emissions arising from sources that or company on Included in Scope 1 or 1 services, capital goods, waste general userbrand/downstream leased asset 2023 34% 2022 32%  Nitrous oxide (N 2O) 2023	OHG emissions we neither covered nor controlled by the Scope 2 such as purchased goods and utted in operations and	
His Emissions Bu Greenhouse Gas  2022  2022  2022  2027  40 Bonne Bu Greenhouse Gas  Methon (CH <sub>4</sub> )  Milrous code (N 2 O)  Methon (CH <sub>4</sub> )  Milrous code (N 2 O)  2023  2024  2027  2027  2028  2027  2028  2027  2028  2029  202	S List of Grid Emission Factors and EPA  silons schlönig in facilities that are fully	A's GHG Emission Foctors Hub.  Scope 3 GRI 305-3 Other indirect (Scope 3) Emissions arising from sources that or company on Included in Scope 1 or 1 services, capital goods, waste general userbrand/downstream leased asset 2023 34% 2022 32%  Nitrous oxide (N 2O) 2023	OHG emissions we neither covered nor controlled by the Scope 2 such as purchased goods and utted in operations and	
Scope 2  201 Does 1 Conces 10 Civil Commissions  202 Does 1 Conces 10 Civil Commissions  203 Does 1 Conces 10 Civil Commissions  204 Does 1 Conces 10 Civil Commissions  205 Does 1 Conces 10 Civil Commissions  206 Does 1 Conces 10 Civil Commissions  207 Does 1 Conces 10 Civil Commissions  208 Does 1 Conces 10 Civil Commissions  208 Does 1 Conces 10 Civil Commissions  209 Does 1 Conces 10 Civil Commissions  200 Does 1 Conces 10 Civil Commissions  201 Does 1 Conces 10 Civil Commissions  202 Does 1 Conces 10 Civil Commissions  202 Does 1 Conces 10 Civil Commissions  203 Does 1 Conces 10 Civil Commissions  204 Does 1 Conces 10 Civil Commissions  205 Does 1 Conces 10 Civil Commissions  206 Does 1 Conces 10 Civil Commissions  207 Does 1 Conces 10 Civil Commissions  208 Does 1 Conces 10 Civil Commissions  208 Does 1 Conces 10 Civil Commissions  209 Does 1 Conces 10 Civil Conces 10 Civil Commissions  209 Does 1 Conces 10 Civil Commissions  200 Does 1 Conces 10 Civil Conces 10 Civil Commissions  200 Does 1 Conces 10 Civil Conces 10	ectricity in facilities that are fully	GRI 305-3 Other indirect Score 3 of Emissions orising from sources that or company not included in Scope 1 or services, capital goods, water unabled on Scope 2 or services, capital goods, water unabled on Scope 2 or services, capital goods, water unabled on Scope 2 or services or s	are neither owned nor controlled by the Scope 2 such as purchased goods and ated in operations and	
Scope 2  201 Does 1 Conces 10 Civil Commissions  202 Does 1 Conces 10 Civil Commissions  203 Does 1 Conces 10 Civil Commissions  204 Does 1 Conces 10 Civil Commissions  205 Does 1 Conces 10 Civil Commissions  206 Does 1 Conces 10 Civil Commissions  207 Does 1 Conces 10 Civil Commissions  208 Does 1 Conces 10 Civil Commissions  208 Does 1 Conces 10 Civil Commissions  209 Does 1 Conces 10 Civil Commissions  200 Does 1 Conces 10 Civil Commissions  201 Does 1 Conces 10 Civil Commissions  202 Does 1 Conces 10 Civil Commissions  202 Does 1 Conces 10 Civil Commissions  203 Does 1 Conces 10 Civil Commissions  204 Does 1 Conces 10 Civil Commissions  205 Does 1 Conces 10 Civil Commissions  206 Does 1 Conces 10 Civil Commissions  207 Does 1 Conces 10 Civil Commissions  208 Does 1 Conces 10 Civil Commissions  208 Does 1 Conces 10 Civil Commissions  209 Does 1 Conces 10 Civil Conces 10 Civil Commissions  209 Does 1 Conces 10 Civil Commissions  200 Does 1 Conces 10 Civil Conces 10 Civil Commissions  200 Does 1 Conces 10 Civil Conces 10	ectricity in facilities that are fully	GRI 305-3 Other indirect Score 3 of Emissions orising from sources that or company not included in Scope 1 or services, capital goods, water unabled on Scope 2 or services, capital goods, water unabled on Scope 2 or services, capital goods, water unabled on Scope 2 or services or s	are neither owned nor controlled by the Scope 2 such as purchased goods and ated in operations and	
Scope 2  OS - 10 set Closes 10 GHz sensors  Characteristic Closes 10 GHz sensors  CHZ SCO Closes 10 GHz s	ectricity in facilities that are fully	GRI 305-3 Other indirect Score 3 of Emissions orising from sources that or company not included in Scope 1 or services, capital goods, water unabled on Scope 2 or services, capital goods, water unabled on Scope 2 or services, capital goods, water unabled on Scope 2 or services or s	are neither owned nor controlled by the Scope 2 such as purchased goods and ated in operations and	
05% 1 One 1 Office revisions of the form o	ectricity in facilities that are fully	GRI 305-3 Other indirect Score 3 of Emissions orising from sources that or company not included in Scope 1 or services, capital goods, water unabled on Scope 2 or services, capital goods, water unabled on Scope 2 or services, capital goods, water unabled on Scope 2 or services or s	are neither owned nor controlled by the Scope 2 such as purchased goods and ated in operations and	
convent purchased in Score 1 or Score 2 and Score 1 or Score 2 and the special production and section floatings are servined, supplied and Score 1 or Score 2 and the special production and special production anative and special production and special production and special p	location-based emission factors	company not included in Scope 1 or 1 services, capital goods, was capital goods, was capital goods, was genere upshearly/downstream leased asset 2023 34% 2022 32%  Nitrous oxide (N 2O) 2023	Scope 2 such as purchased goods and ated in operations and	
2023   2023   2023   2024   2022   2023		uostream/dovristream leased asset 2023 34% 2022 32%  Nitrous oxide (N 2O) 2023		
Six		34% 2022 32% Nitrous oxide (N <sub>2</sub> O) 2023		
22 2 32%  CHG Emissions Bu Greenhouse Gas  What CO2e  357-71 May a makes (POA), and other significant air emissions  Whethane (CH <sub>4</sub> )  2023  2023  2023  2023  2023  2023  2023  2023  2024  2026  2027  2028  2029  2039  2040  2059  2059  2070  207		2022 32% Nitrous oxide (N <sub>2</sub> O) 2023		
C Emissions Bu Greenhouse Gas		Nitrous oxide (N 2O)		
HG Emissions By Greenhouse Gas  200 MT COZe  2027 Metern anides (CO 2)  Methane (CH 4)  2023  2023  2023  2023  2024  2022  2022  2022  2028  2028  2028  2029  2028  2028  2029  2028  2029  2028  2028  2028  2029  2028  2028  2028  2028  2029  2028  2038  2048  2059  2059  2069  2070  2080  20		Nitrous oxide (N <sub>2</sub> O) 2023		
100 MT COZe   100 PT COZE		2023		
100 MT COZe   100 PT COZE		2023		
Methone (CO 2)  Methone (CH 4)  2023  2023  2023  2023  2029  2022  2022  2025  203%  2005%  2005%  2006%  2008%  2009%		2023		
2023 90% 0.07% 0.03% 22 2022 90% 0.05% 0.05% 0.03%   ODE 1 000 MT CO2e 23 33 34 34 35 36 37 37 38 38 38 38 38 38 38 38 38 38 38 38 38		2023		
90% 0.07% 0.03% 2022 2022 0.05% 0.03%  ODE 1 000 MT COZe 005-1 Direct (Grose 1) GHG emissions 223 3 209 1000 MT COZE 000 MT COZE				
92% 0.05% 0.03%  Ope 1  DOM MT CO2e  33  34  Ope 1 By Source  DOM MT CO2e				
92% 0.05% 0.03%  Ope 1  DOM IT CO2  OS-1 Direct (Score 1) GHG emissions  23  34  Ope 1 By Source  DOM IT CO2e		2022		
000 MT CO2e 005-1 Drest Gross 1) GHG emissors  23 3 22 4 00pe 1 By Source 000 MT CO2e				
ope 1 By Source  NOO MT COZe				
ope 1 By Source 00 MT COZe				
000 MT CO2e				
000 MT CO2e				
	Heating and Cooking	Other Sources	Refrigerants	CNG
of fuel in generator sets use of fuel in transportation of use of bunker fuel use of liquefied petroleum gas use of diesel and gasoline in refrigeration and air use of compressed natural gas		use of diesel and gasoline in	refrigeration and air	use of compressed natural gas
	que me a perrone or 1 gus	other combustion sources	conditioning equipment	(CNG)
moteriols, profucts, waste and (LPG) other combustion sources conditioning equipment (CNG) workers	(LPG)			2023
workers	(LPG)	2023	2023	
moterials, profucts, waste and workers (LPG) effec combustion sources conditioning equipment (CNG)  23 2023 2023 2023 2023 2023  7 7 723 169.12 95.55 134.71 10.64 0.00	(LPG) 2023			
workers 23 2023 2023 2023 2023 2023 2023	(LPG) 2023 <b>95.55</b>	134.71	10.64	0.00
ssions resulting from the Emissions resulting	Emissions resulting from the	Emissions resulting from the	Emissions resulting from	
materials, profucts, waste and (LPG) offer combustion sources conditioning equipment (CNG)	(LPG)			
materials, profucts, waste and (LPG) other combustion sources conditioning equipment (CNG) workers	(LPG)			2023
workers	(LPG)	2023	2023	
workers 23 2023 2023 2023 2023 2023 2023	(LPG) 2023			
workers 23 2023 2023 2023 2023 2023 2023 2023	(LPG) 2023 <b>95.55</b>	134.71	10.64	0.00
workers 23 2023 2023 2023 2023 2023 2023 2023	(LPG) 2023			
workers 23 2023 2023 2023 2023 2023 2023 2023	2023 <b>95.55</b> 2022	<b>134.71</b> 2022	<b>10.64</b> 2022	<b>0.00</b> 2022
ssions resulting from the Emissions resulting from the Emissions resulting from the  of fuel in generator sets use of fuel in transportation of use of bunker fuel		Emissions resulting from the use of liquefied petroleum gas	Emissions resulting from the Emissions resulting from the use of liquefled petroleum gas use of liquefled petroleum gas use of liquefled petroleum gas other combustion sources	Emissions resulting from the Emissions resulting from the Emissions resulting from use of ilquefied petroleum gas use of diseal and gasoline in refrigeration and air other combustion sources conditioning equipment

#### Scope 2 in '000 MT CO2e 2023 1,431 2022 1,336 Scope 2 By Energy Source and By Location Non-Renewable Energy Renewable Energy 1,186 245 2022 2022 1,044 293 Luzon 2023 Visayas 2023 Mindanao 2023 Luzon 2023 Visayas 2023 Mindanao 2023 635.43 394.77 69.76 216.85 26.27 0.06 2022 **537.41** 2022 **359.00** 2022 **65.30** 2022 **292.72** 2022 **0.00** 2022 Hong Kong China 2023 China Singapore 2023 Hong Kong Singapore 0.05 2.04 85.72 0.04 2022 **81.98** 2022 2022 2022 2022 2022 Scope 2 By Greenhouse Gas in '000 MT CO2e Carbon dioxide (CO 2) Methane (CH<sub>4</sub>) Nitrous oxide (N 2O) 1,430.98 0.00 0.00 2022 **1,336.42** 2022 **0.00** 2022 **0.00** Scope 3 By Category 2023 2022 Scope 3 By Category in '000 MT CO2e Category 1 Category 2 Category 5 Category 8 Category 13 2023 **79.2%** 2023 2023 2023 2023 0.5% 19.5% <0.1% 0.8% 2022 **0.0%** 2022 2022 2022 2022 0.0% 26.0% 1.5% 72.5% Fuel Consumption Within the Organization Outside the Organization 2023 3 2022 **148** 2022 **3** Fuel Consumption By Fuel Type Outside the Organization Diesel 2023 Within the Organization Diesel 2023 Gasoline 2023 Bunker 2023 Gasoline 2023 Bunker 2023 54.79 0.26 57.21 2.59 0.04 0.00 2022 2022 2022 2022 2022 2022 51.03 0.29 59.70 2.78 0.03 0.00 LPG 2023 **59.13** Natural Gas 2023 Natural Gas 0.00 0.01 0.00 2022 2022 36.77 0.00 0.01 0.00 Refrigerant Consumption Within the Organization Outside the Organization GRI 302-1 Er 2023 **7,931** 2023 214

34,891			<b>1,3</b> 62			
Electricity Consumption						
n million kWh						
	anization			e organization		
2023 <b>L,641</b>			2023 <b>1,068</b>			
022			2022			
,550		_	893			
Electricity Consumption B	y Source					
Within the Organization			0.4.4.4.40			
Purchased from the Grid	Self-Generated from Solar Panels		Outside the Organization Purchased from the Grid	Self-Generated from Solar Panels		
2023 <b>99%</b>	2023 <b>1%</b>		2023	2023		
2022	2022		2022	2022		
99%	1%					
Percentage of Electricity ( n million kWh	Consumption from Renewable	Energy Sources				
Within the Organization			Outside the Organization			
2023			2023			
25%			32%			
2022 3 <b>2%</b>			2022 <b>47%</b>			
Water Withdrawal						
n million cubic meters SRI 303-3 Water withdrawal						
	water, seawater, or a third party for any use of the org	ganization				
2023 <b>36.3</b>						
022						
4.7						
Water Withdrawal By Sou n million cubic meters	irce					
Third-party water		Surface water		Groundwater		Seawater
Municipal water suppliers and municipal waste private utilities, and other organizations involve	water treatment plants, public or	Water that occurs naturally on the Earth's icebergs, bogs, ponds, lakes, rivers, and st	surface in ice sheets, ice caps, glaciers,	Water that is being held in, and that can be reco	wered from, an underground	Water in a sea or in an ocean
reatment, disposal, or use of water and effluer	it	rainwater	reality, stateding concerns of harvested	MITMENT		
Third-party utility provider 2023	Water hauling 2023	Surface water 2023	Rainwater harvesting 2023	Groundwater 2023	Deep well 2023	Seawater 2023
48.0%	3.5%	46.7%	0.3%	0.0%	1.2%	0.3%
2022 <b>48.3%</b>	2022 <0.1%	2022 <b>45.9%</b>	2022 <b>0.2%</b>	2022 < <b>0.1%</b>	2022 5.4%	2022 <b>0.2%</b>
	-0.270	15.07	OLD	<b>34</b>	J.1.0	JIE IV
Water Discharge						
n million cubic meters GRI 303-4 Water discharge						
	er released to surface water, groundwater, seawater,	or a third party, for which the organization ha	as no further use			
2023 <b>25</b>						
2022						
20						
Water Discharge By Desti	nation					
Third-party water 2023	Surface water 2023	Groundwater 2023	Seawater 2023	Others (Tailings) 2023		
8.5%	4.7%	<0.1%	<0.1%	46.8%		
022	2022 <b>28.9%</b>	2022 <b>7.1%</b>	2022 <b>2.2%</b>	2022 <b>55.3%</b>		
~~	£0.5 %	ATW.	Z.Z.70	J3.5 M		
Mateu De aveled						
Water Recycled in million cubic meters						
GRI 303-1 Interactions with water as a shared Total water recycled from water used of the ord	resource panization					
2023						
14.2						
2022 <b>30.0</b>						
Waste Generated						
in tonnes GRI 306-3 Waste generated						
GKI 305-3 Waste generated Total waste generated in the organization's ow	n activities					
2023 <b>181,013</b>						
181,013 2022						
178,481	1					



#### 2022 By Business Unit SMIC Parent SM Retail Parent SM Retail Affiliates The SM Store SM Markets SM Prime 0.3% 1.1% 16.3% 7.9% 16.3% 9.9% 2022 2022 2022 2022 2022 2022 17.6% 8.3% 13.0% 9.4% 0.3% 1.1% China Bank BDO 2GO 2023 Belle 2023 Atlas Mining SM Foundation 31.8% 8.2% 1.4% 0.3% 2.2% <0.1% 2022 2022 2022 2022 2022 1.7% <0.1% 32.7% 8.6% 2.2% 0.4% PULS/MyTown NEO PGPC Goldilocks Airspeed 0.0% **0.7%** 0.3% 3.3% <0.1% 2022 2022 2022 2022 2022 0.0% **0.8%** 0.3% 3.5% <0.1% By Contract Permanent Employees Fixed-Term Employees Include o Include r 2023 2% 2022 2022 By Gender Male 2023 Female 2023 63% 2022 2022 By Age Group

Above 50 years old 2023

Between 30-50 years old 2023

Below 30 years old 2023

45%		2022 <b>49%</b>		2022 <mark>6%</mark>	
By Level					
GRI 405-1 Diversitu of aavemance bodies and e	molouees				
Rank-and-File 2023	Junior Management 2023	Middle Management 2023	Senior Management 2023		
62%	23%	12%	b%		
2022 <b>63%</b>	2022 22%	2022 13%	2022 <b>2%</b>		
By Region GRI 405-1 Diversity of governance bodies and er					
NCR	Luzon	Visayas	Mindanao	Outside the Philippines	
2023	2023	2023	2023	2023	
28%	52%	12%	7%	1%	
By Citizenship					
GRI 405-1 Diversity of governance bodies and e	mployees				
Filipino 2023		Non-Filipino 2023		Dual Citizenship 2023	
99.30%		D.69%		0.01%	
Gender Diversity By Level					
Provides a quantitative measure of diversity within GRI 405-1 Diversity of governance bodies and er	in an organization and can be used in conjunction imployees	with sectoral or regional benchmarks			
Senior Management					
Male 2023			Female 2023		
42%			58%		
2022 <b>42%</b>			2022 <b>58%</b>		
			JUN		
Middle Management					
Male 2023			Female 2023		
39%			61%		
2022 <b>38%</b>			2022 <b>62%</b>		
Junior Management					
Male 2023			Female 2023		
37%			63%		
2022 <b>37%</b>			2022 <b>63%</b>		
Rank-and-File					
Rank-and-File Male 2023			<b>Female</b> 2023		
Rank-and-File Male 2023 36%			2023 <b>64%</b>		
Rank-and-File Male 2023			2023		
Rank-and-File Male 2023 36% 2022			2023 <b>64%</b> 2022		
Rank-and-File Male 2023 36% 2022 37%  Gender Diversity By Job Fu	nction		2023 <b>64%</b> 2022		
Rank-and-File Male 2023 36% 2022	in an organization and can be used in conjunction	with sectoral or regional benchmarks	2023 <b>64%</b> 2022		
Rank-and-File Male 2023 36% 2022 37%  Gender Diversity By Job Fu Provides a quantificity emeasure of diversity with Get 405-51 threat of applications bades and e Sales Positions	in an organization and can be used in conjunction	with sectoral or regional benchmarks	2023 64% 2022 63%		
Rank-and-File Male 2023 36% 2022 37%  Gender Diversity By Job Fur Provide as contributes and diversity with GR 405-1 Deventy of accessed of diversity with GR 405-1 Deventy of accessed a basic and a Sales Positions Male 2023	in an organization and can be used in conjunction	with sectoral or regional benchmarks	2023 64% 2022 63% Female 2023		
Rank-and-File Male 2023 36% 2022 37%  Gender Diversity By Job Fu Provides a apartitible measure of diversity with a diversity of anywers and e Sales Positions Male 2023 31%	in an organization and can be used in conjunction	with sectoral or regional benchmarks	2023 64% 2022 63% Female 2023 69%		
Rank-and-File Male 2023 36% 2022 37%  Gender Diversity By Job Fur Provide as contributes and diversity with GR 405-1 Deventy of accessed of diversity with GR 405-1 Deventy of accessed a basic and a Sales Positions Male 2023	in an organization and can be used in conjunction	with sectoral or regional benchmarks	2023 64% 2022 63% Female 2023 69% 2022		
Rank-and-File Male Zo23 36% 2022 37%  Gender Diversity By Job Fu Provides a cuantilative measure of diversity with Get 405 a threaty of average and to the series of the series and to Sales Positions Male Zo23 31% 2022	in an organization and can be used in conjunction	with sectoral or regional benchmarks	2023 64% 2022 63% Female 2023 69%		
Rank-and-File Male Male 2023 36% 2022 37%  Gender Diversity By Job Fu Provides a quantitative measure of diversity with GR 405-10 weath of government bades and e Sales Positions Male 2023 31% 2022 33% Engineering Positions	in an organization and can be used in conjunction	with sectoral or regional benchmarks	2023 64% 2022 63% Female 2023 69% 2022 67%		
Rank-and-File Male Zo23 36% 2022 37%  Gender Diversity By Job Fu Provides a countribute measure of diversity with CH 405 a threaty with CH	in an organization and can be used in conjunction	with sectoral or regional benchmarks	2023 64% 2022 63% Female 2023 69% 2022		
Rank-and-File Male Male 2023 36% 2022 37%  Gender Diversity By Job Fu Provides a quantitative measure of diversity with GR 405-10 ventury of government backet and e Sales Positions Male 2023 31%  Engineering Positions Male 2022 38%	in an organization and can be used in conjunction	with sectoral or regional benchmarks	2023 64% 2022 63% Female 2023 69% 2022 67%		
Rank-and-File Male Male 2023 36% 2022 37%  Gender Diversity By Job Fu Provides a quantitative measure of diversity with GR 405-10 ventury of government backet and e Sales Positions Male 2023 31%  Engineering Positions Male 2022 2022 23%	in an organization and can be used in conjunction	with sectoral or regional benchmarks	2023 64% 2022 63% Female 2023 69% 2022 67%		
Rank-and-File Male Zo23 36% 2022 37%  Gender Diversity By Job Fur Provision a partition and of diversity with Get also partition and and diversity with Get also Positions Male Zo23 33%  Engineering Positions Male Zo23 33%  Engineering Positions Male Zo23 38%	in an organization and can be used in conjunction	with sectoral or regional benchmarks	2023 64% 2022 63% Female 2023 69% 2022 67%		
Rank-and-File Male 2023 36% 2022 37%  Gender Diversity By Job Fu Provides a coordinative measure of diversity with CRH 405-10 westly of governorse bodes and e Sales Positions Male 2023 33%  Engineering Positions Male 2022 38%  Engineering Positions Male 2023 88% 2022 88%	in an organization and can be used in conjunction	with sectoral or regional benchmarks	2023 64% 2022 63% Femole 2023 69% 2022 67% Femole 2023 17% 2022 15%		
Rank-and-File Male 2023 36% 2022 37%  Gender Diversity By Job For Provision a partition and of diversity with Get also partition and an action of the service of the servic	in an organization and can be used in conjunction	with sectoral or regional benchmarks	2023 64% 2022 63% Female 2023 69% 2022 67%		
Rank-and-File Male Male 2023 36% 2022 37%  Gender Diversity By Job Fu Provides a quantificitive measure of diversity with GR 405-10 twenty of government bades and e Sales Positions Male 2023 33%  Engineering Positions Male 2022 83% 2022 83% 2022 85%	in an organization and can be used in conjunction	with sectoral or regional benchmarks	2023 64% 2022 63% Female 2023 69% 2022 57% Female 2023 17% 2022 15%		
Rank-and-File Male Male 2023 36% 2022 37%  Gender Diversity By Job Fu Provides a quantitative measure of diversity with GR 405-10 weath of government badies and e Sales Positions Male 2023 33%  Engineering Positions Male 2022 83%  IT Positions Male 2023 83% 2022 85%	in an organization and can be used in conjunction	with sectoral or regional benchmarks	2023 64% 2022 63% Female 2023 69% 2022 67%  Female 2023 17% 2022 15%		
Rank-and-File Male Male 2023 36% 2022 37%  Gender Diversity By Job Fu Provides a coordinative measure of diversity with CR 405 1 thresity of diversity and and Rale 2023 33%  Engineering Positions Male 2023 33%  IT Positions Male 2022 85%	in an organization and can be used in conjunction	with sectoral or regional benchmarks	2023 64% 2022 63% Female 2023 69% 2022 57% Female 2023 17% 2022 15%		
Rank-and-File Male Male 2023 36% 2022 37%  Gender Diversity By Job Fu Provides a quantitative measure of diversity with GR 405-10 venture of diversity of government bodies and e Sales Positions Male 2023 33%  Engineering Positions Male 2023 83%  IT Positions Male 2023 72%	in an organization and can be used in conjunction	with sectoral or regional benchmarks	2023 64% 2022 63% Female 2023 69% 2022 67%  Female 2023 17% 2022 15%		
Rank-and-File Male Male 2023 36% 2022 37%  Gender Diversity By Job Fu Provides a quantitative measure of diversity with Cité 405-10 venty of governous bodes and e Sales Positions Male 2023 31%  Engineering Positions Male 2022 38%  IT Positions Male 2023 2022 2023 73%  STEM-related Functions Male	in an organization and can be used in conjunction	with sectoral or regional benchmarks	Female 2023 65%  Female 2023 65%  2022 67%  Female 2023 17%  2022 15%  Female 2023 17%  2022 15%		
Rank-and-File Male Male 2023 36% 2022 37%  Gender Diversity By Job Fu Provides a countributive measure of diversity with And 405 a threate of diversity with And 5023 33%  Engineering Positions Male 2022 85%  IT Positions Male 2022 73% 2022 72% STEM-related Functions	in an organization and can be used in conjunction	with sectoral or regional benchmarks	Female 2023 69% 2022 67% 2022 15% 2022 28% 2022 28%		
Rank-and-File Male Male 2023 36% 2022 37%  Gender Diversity By Job Fu Provides a contributive measure of diversity with And Add States and the second of the	in an organization and can be used in conjunction	with sectoral or regional benchmarks	Female 2023 67%  Female 2023 69% 2022 67%  Female 2023 1.7% 2022 1.5%  Female 2023 2.7% 2.022 2.8%		

CDL2 20 Collection homorphism and appearance		
GRI 2-30 Collective bargaining agreements		
Percentage of Employees Covered By Collective Bargaing Agreement		
2023 21%		
2022		
23%		
Parental Leaves		
Employees that are covered by organizational policies, agreements or contracts that contain parental leave entitlements GRI 401-3 Prental leave		
Employees Who Availed Parental Leaves 2023		
4,225		
2022		
4,039		
Employees Who Availed Parental Leaves By Gender		
Male	Female	
2023 1 <b>8%</b>	2023 <b>82%</b>	
2022	2022	
18%	82%	
Employees Who Returned to Work After Parental Leaves 2023		
3,405		
2022		
3,443		
Employees Who Returned to Work After Parental Leaves By Gender		
Male	Female	
2023	2023	
23%	77%	
2022	2022	
20%	80%	
Employees Who Remained Employed 12 months After Returning from Parental Leaves		
2023 <b>3,224</b>		
2022		
3,242		
5 1 W 5 1 5 1 140 V 46 5 1 1 6 5 1 V		
Employees Who Remained Employed 12 months After Returning from Parental Leaves By Gende Male	er Female	
2023	2023	
20%	80%	
2022 <b>20%</b>	2022 <b>80%</b>	
208	CUM	
Return-to-Work Rate		
2023		
81%		
2022 <b>85%</b>		
Male Return-to-Work Rate	Female Return-to-Work Rate	
2023	2023 7694	
99%	76%	
2022 <b>97%</b>	2022 83%	
GRI 401-3 Parental leave 2023		
0RI 401-3 Parental Isave 2023 94%		
QRI 401-3 Parental Isove 2023 94% 2022		
GRI 401-3 Parental Isave 2023 34 X 2022		
081 401-3 Parental Isove 2023 94% 2022 70%	Female Retention Rate	
08 401-3 Perental Isose 2023 203 205 206 207 207  Male Retention Rate 2023	Female Retention Rate 2023	
081 401-3 Parental Israe  2023  2022  2008  Male Retention Rate  2023		
081 401-3 Parental Isase 2023 94% 2022 70%  Mole Retention Rate 2023 95% 2022	2023 <b>93%</b> 2022	
081 401-3 Parental leave 2023 94% 2022 70% Male Retention Rafe 2023 95% 2022	2023 <b>93%</b>	
081 401-3 Parental leave 2023 94% 2022 70% Male Retention Rafe 2023 95% 2022	2023 <b>93%</b> 2022	
081 401.3 Parental Leaves Offered	2023 <b>93%</b> 2022	
CRI 401-3 Parental Leaves Offered Poolde Parental Leaves Offered Provides a measure of an arganization's investment in human resources and the minimum benefits it offers its permonent employees	2023 <b>93%</b> 2022	
081 401-3 Parental I Leaves Offered Pariental Leaves Offered Provides a measure of an organization's investment in human resources and the minimum benefits it offers its permanent employees ORI 401-2 Benefits provided to full-time employees that are not a royal and the minimum benefits it offers its permanent employees ORI 401-2 Benefits provided to full-time employees that are not arroyaled to temporary or out time employees.	2023 93% 2022 <b>72%</b>	
CRI 401-3 Parental I Leaves Offered  Paid Parental Leaves Offered  Poulde Parental Leaves Offered  Poulde a neasure of an aparization's investment in human resources and the minimum benefits it offers its permanent employees  Offered 10-12 Eventile Accordance to 10-14 the resoluces and the minimum benefits it offers its permanent employees  Primary Parental Leaves	2022 72%  Secondary Parental Leaves	
2023 2029 2048 2022 2068  Male Retention Rate 2023 2058  Paid Parental Leaves Offered Provides a measure of an expansation's investment in human resources and the minimum benefits it offers its permanent employees 2074 2058 2058 2059 2058 2058 2058 2058 2058 2058 2058 2058	2023 93% 2022 72%  Secondary Parental Leaves Number of Weeks Fully Poid	
2023 2029 2048 2022 2068  Male Retention Rate 2023 2058  Paid Parental Leaves Offered Provides a measure of an expansation's investment in human resources and the minimum benefits it offers its permanent employees 2074 2058 2058 2059 2058 2058 2058 2058 2058 2058 2058 2058	2022 72%  Secondary Parental Leaves	
2023 9248 2022 70%  Male Retention Rate 2023 95%  2022 64%  Paid Parental Leaves Offered Provides necesser of an accountaint shadows whether to have resources and the minimum benefits it offers its permanent employees 644/401-2 Severits accordance to weatherst in human resources and the minimum benefits it offers its permanent employees 644/401-2 Severits accordance for full where employees ford are not arounded to full where employees Primary Parental Leaves Primary Parental Leaves Number of Weeks Fully Poid 14	2023 93% 2022 72%  Secondary Parental Leaves Number of Weeks Fully Poid	
Retention Rate  Dr. 10.1.2 Presentations  2023  95%  2022  70%  Male Retention Rate  2023  95%  2022  64%  Paid Parental Leaves Offered  Provides a measure of an apprincipation's investment in human resources and the minimum benefits it offers its permanent employees  CRI 10.1.2 Brenths provided that there employees that are not apprincipate to the minimum benefits it offers its permanent employees  CRI 10.1.2 Brenths provided that there employees that are not apprincipate to permanent employees  Primary Parental Leaves  Number of Weeks Fully Paid  14  Employee Training	2022 72%  Secondary Parental Leaves Number of Weeks Fully Paid	
2023 9248 2022 70%  Male Retention Rate 2023 95%  2022 64%  Paid Parental Leaves Offered Provides necesser of an accountaint shadows whether to have resources and the minimum benefits it offers its permanent employees 6440-12 Secretic sourceded to full whether employees that are not arounded to temporary or confirm or minimum benefits and the minimum benefits and the resources of the minimum benefits and the permanent employees 6440-12 Secretic sourcedade to full whether employees that are not arounded to temporary or confirm or employees 6440-12 Secretic sourcedade to full whether employees that are not arounded to temporary or confirm or employees Primary Parental Leaves Number of Weeks Fully Poid 14	2022 72%  Secondary Parental Leaves Number of Weeks Fully Paid	
2023 94% 2022 70%  Male Retention Rate 2023 95% 2022 66%  Paid Parental Leaves Offered Provides a resease of an arganization's investment in human resources and the minimum benefits it offers its permanent employees of 40% 97 (20%) Primary Parental Leaves Primary Parental Leaves Number of Weeks Fully Poid 14  Employee Training Provides insignify into the scale of an arganization's investment in human resources and the minimum benefits it offers its permanent employees Number of Weeks Fully Poid 14  Employee Training Provides insignify into the scale of an arganization's investment in human resources.	2022 72%  Secondary Parental Leaves Number of Weeks Fully Paid	

2023 <b>3.2</b>			
2022			
2.4			
Average Training Hours Per Er 2023	nployee		
24.9			
2022			
19.9			
Average Training Hours Per Ge	ender		
Male 2023			Female 2023
20.3			27.5
2022			2022
15.1			22.8
Average Training Hours Per Le	vel		
Rank-and-File 2023	Junior Management 2023	Middle Management 2023	Senior Management 2023
18.7	24.4	48.1	68.8
2022	2022	2022	2022
18.6	23.1	21.0	19.7
Average Amount Spent on Tra	ining Per Employee		
in PHP 2023			
1,227.1			
2022			
935.9			
Employee Appraisal			
Measures the extent to which an organization re GRI 404-3 Percentage of employees receiving	requiari performance and career developme	nt reviews	
Appraisal Rate 2023			
99.7%			
2022			
95.9%			
Employee Appraisal By Gende	r		
Male			Female
2023 <b>41%</b>			2023 <b>59%</b>
2022 <b>35%</b>			2022 <b>65%</b>
33 M			00%
Employee Appraisal By Level			Senior Management
Rank-and-File	Junior Management	Middle Management	2023
Rank-and-File 2023	2023	2023	2023
Rank-and-File 2023 <b>56.6%</b>	2023 <b>25.1%</b>	2023 <b>15.3%</b>	2023 <b>3.1%</b>
Rank-and-File 2023 <b>56.6%</b> 2022	2023 <b>25.1%</b> 2022	2023 <b>15.3%</b> 2022	2023 <b>3.1%</b> 2022
Rank-and-File 2023 <b>56.6%</b>	2023 <b>25.1%</b>	2023 <b>15.3%</b>	2023 <b>3.1%</b>
Rank-and-File 2023 <b>56.6%</b> 2022	2023 <b>25.1%</b> 2022	2023 <b>15.3%</b> 2022	2023 <b>3.1%</b> 2022
Rank-and-File 2023 56.6% 2022 60.0% Employee Promotion	2023 25.1% 2022 22.4%	2023 15:3% 2022 14:4%	2023 <b>3.1%</b> 2022 <b>3.1%</b>
Rank-and-File 2023 56.6% 2022 60.0% Employee Promotion	2023 25.1% 2022 22.4%	2023 <b>15.3%</b> 2022	2023 <b>3.1%</b> 2022 <b>3.1%</b>
Rank-and-File 2023 56.6% 2022 60.0%  Employee Promotion Adds the personal development of individual en GRI 404-3 Percentage of employees receiving	2023 25.1% 2022 22.4%	2023 15:3% 2022 14:4%	2023 <b>3.1%</b> 2022 <b>3.1%</b>
Rank-and-File 2023 56.6% 2022 60.0% Employee Promotion Adds the personal development of individual en (and 404-3 Personation of employees receiving 2023	2023 25.1% 2022 22.4%	2023 15:3% 2022 14.4%	2023 <b>3.1%</b> 2022 <b>3.1%</b>
Rank-and-File 2023 56.6% 2022 60.0%  Employee Promotion Adds the personal development of individual en GRI 404-3 Percentage of employees receiving	2023 25.1% 2022 22.4%	2023 15:3% 2022 14.4%	2023 <b>3.1%</b> 2022 <b>3.1%</b>
Rank-and-File 2023 56.6% 2022 60.0%  Employee Promotion Adds the personal development of individual en Girl 40-3 Presentage of employees receiving 2023 14,128 2022	2023 25.1% 2022 22.4%	2023 15:3% 2022 14.4%	2023 3.1% 2022 3.1%
Rank-and-File 2023 56.6% 2022 60.0% Employee Promotion Ada the personal development of individual en (in 60% 5 Procurrings of employees receiving 2023 14,128	2023 25.1% 2022 22.4%	2023 15:3% 2022 14.4%	2023 3.1% 2022 3.1%
Rank-and-File 2023 56.6% 2022 60.0%  Employee Promotion Ads the personal development of individual en oin 40-13 Presentings of employees receiving 2023 144.128 2022	2023 25.1% 2022 22.4%	2023 15:3% 2022 14.4%	2023 3.1% 2022 3.1%
Rank-and-File 2023 56.6% 2022 60.0%  Employee Promotion Aris the personal development of individual en clit 40243 Presentage of employees receiving 2024 14,128 2022	2022 25.1% 2022 22.4% 2024 2024 2024 2024 2024 2024 2024 20	2023 15:3% 2022 14.4%	2023 3.1% 2022 3.1%
Rank-and-File 2023 56.6% 2022 60.0%  Employee Promotion Adds the personal development of individual en Oil 40-73 Procuritings of employees recovery 2023 14,128 2022 13,283	2022 25.1% 2022 22.4% 2024 2024 2024 2024 2024 2024 2024 20	2023 15:3% 2022 14.4%	2022 \$.1%  2022 \$.1%  Ifthe organization
Rank-and-File 2023 56.6% 2022 60.0%  Employee Promotion Aids the personal development of individual en GRI 404-3 Percentrage of employees receiving 2023 14,128 2022 13,283  Employee Promotion By Gend Male 2023	2022 25.1% 2022 22.4% 2024 2024 2024 2024 2024 2024 2024 20	2023 15:3% 2022 14.4%	2023 3.1% 2022 3.1% the organization  Female 2023
Rank-and-File 2023 56.6% 2022 60.0%  Employee Promotion Adds the personal development of individual en Oil 40-73 Procuritings of employees recovery 2023 14,128 2022 13,283	2022 25.1% 2022 22.4% 2024 2024 2024 2024 2024 2024 2024 20	2023 15:3% 2022 14.4%	2022 \$.1%  2022 \$.1%  Ifthe organization
Rank-and-File 2023 56.6% 2022 60.0%  Employee Promotion Add the personal development of individual en can divid-a freuentiese of employees encourage 2023 14,128 2022 13,283  Employee Promotion By Gend Mole 2023 24% 2022	2022 25.1% 2022 22.4% 2024 2024 2024 2024 2024 2024 2024 20	2023 15:3% 2022 14.4%	2023 3.1% 2022 3.1%  Female 2023 76% 2022
Rank-and-File 2023 56.6% 2022 60.0%  Employee Promotion Adds the personal development of individual en GRI 404-3 Percentrace of employees receiving 2023 14,128 2022 13,288  Employee Promotion By Gend Male Add	2022 25.1% 2022 22.4% 2024 2024 2024 2024 2024 2024 2024 20	2023 15:3% 2022 14:4%	2022 3.1% 2022 3.1% the organization  Female 2023 76%
Rank-and-File 2023 56.6% 2022 60.0%  Employee Promotion Add the personal development of individual en can divid-a freuentiese of employees encourage 2023 14,128 2022 13,283  Employee Promotion By Gend Mole 2023 24% 2022	2022 25.1% 2022 22.4% 2024 2024 2024 2024 2024 2024 2024 20	2023 15:3% 2022 14:4%	2023 3.1% 2022 3.1%  Female 2023 76% 2022
Rank-and-File 2023 56.6% 2022 60.0%  Employee Promotion Ada the personal development of individual en of in 40-5 freuentiese of employees encourage 2023 14,128 2022 13,283  Employee Promotion By Gend Mole 2023 24% 2022 27%	2022 25.1% 2022 22.4% 2024 2024 2024 2024 2024 2024 2024 20	2023 15:3% 2022 14:4%	2023 3.1% 2022 3.1%  Female 2023 76% 2022
Rank-and-File 2023 56.6% 2022 60.0%  Employee Promotion Add the passed development of addividual en cont 40-3 Presentage of employees en environ 2023 14,128 2022 13,283  Employee Promotion By Gend Mole 2023 24% 2022 27%	2022 25.1%  2022 22.4%  gloges and contributes to skills management regular performance and cover development.	2023 15:3% 2022 14.4%  ref and to the development of human capital within it reviews.	2022 3.1%  **The organization  Female 2023 76% 2022 73%
Rank-and-File 2023 56.6% 2022 60.0%  Employee Promotion Adia the personal development of individual en Cit 40-73 Presentage of employees receiving 2023 114,128 2022 113,283  Employee Promotion By Gend Male 2023 224% Employee Promotion By Level Rank-and-File 2023	2023 25.1% 2022 22.4% 2024 20.4% 20.	2023 15.3% 2022 14.4%  ret and to the development of human capital within at repieurs  Middle Management 2023	2022 3.1%  **The organization  Female 2023 76% 2022 73%  Senior Management 2023
Rank-and-File 2023 56.6% 2022 60.0%  Employee Promotion Add the passed development of addividual en cont 40-3 Presentage of employees en environ 2023 14,128 2022 13,283  Employee Promotion By Gend Mole 2023 24% 2022 27%	2022 25.1%  2022 22.4%  gloges and contributes to skills management regular performance and cover development.	2023 15.3% 2022 14.4%  ret and to the development of human capital within at reviews  Middle Management	2022 3.1%  Permale 2023 76% 2022 73%  Senior Management
Rank-and-File 2023 56.6% 2022 60.0%  Employee Promotion Adia the personal development of individual en Cit 40-73 Presentage of employees receiving 2023 114,128 2022 113,283  Employee Promotion By Gend Male 2023 224% Employee Promotion By Level Rank-and-File 2023	2023 25.1% 2022 22.4% 2024 20.4% 20.	2023 15.3% 2022 14.4%  ret and to the development of human capital within at repieurs  Middle Management 2023	2022 3.1%  **The organization  Female 2023 76% 2022 73%  Senior Management 2023
Rank-and-File 2023 56.6% 2022 60.0%  Employee Promotion Aris the personal development of individual en off 402-3 Procursions of employees recovery 2022 13,283  Employee Promotion By Gend Mole 2023 24%  Employee Promotion By Level Rank-and-File 2023 46.7%	2023 25.1% 2022 22.4% 2024 20.4% 20.	2023 15.3% 2022 14.4%  ret and to the development of human capital within at repieurs  Middle Management 2023	2022 3.1%  **The organization  Female 2023 76% 2022 73%  Senior Management 2023
Rank-and-File 2023 56.6% 2022 60.0%  Employee Promotion Adia the personal development of individual en Oil 40-43 Presentage of employees receives 2023 114,128 2022 113,283  Employee Promotion By Gend Male 2023 24% 2022 27%  Employee Promotion By Level Rank-and-File 2023 46.7%  New Hires Indicates the cognization's strategy and obility.	2023 25.1% 2022 22.4% 2022 22.4%  2007 2007 2007 2007 2007 2007 2007 20	2023 15.3% 2022 14.4%  ret and to the development of human capital within at repieurs  Middle Management 2023	2022 3.1%  **The organization  Female 2023 76% 2022 73%  Senior Management 2023
Rank-and-File 2023 56.6% 2022 60.0% Emplouse Promotion Arish the personal development of individual em Cott 404-3 Personators of emplouses receiving 2023 14,128 2022 13,283 Employee Promotion By Gend Mole 2023 24% 2022 27% Employee Promotion By Level Rank-and-File 2023 46.7% New Hires	2023 25.1% 2022 22.4% 2022 22.4%  2007 2007 2007 2007 2007 2007 2007 20	2023 15.3% 2022 14.4%  ret and to the development of human capital within at repieurs  Middle Management 2023	2022 3.1%  **The organization  Female 2023 76% 2022 73%  Senior Management 2023
Rank-and-File 2023 56.6% 2022 60.0%  Employee Promotion Adia the personal development of individual en Oil 404-3 Presentage of employees receives 2023 114,128 2022 113,283  Employee Promotion By Gend Male 2023 24% 2022 27%  Employee Promotion By Level Rank-and-File 2023 46.7%  New Hires Indicates the cognization's strategy and ability GRI 401-1 New employee here and employee	2023 25.1% 2022 22.4% 2022 22.4%  2007 2007 2007 2007 2007 2007 2007 20	2023 15.3% 2022 14.4%  ret and to the development of human capital within at repieurs  Middle Management 2023	2022 3.1%  **The organization  Female 2023 76% 2022 73%  Senior Management 2023
Rank-and-File 2023 56.6% 2022 60.0%  Employee Promotion Adia the personal development of individual en Oil 40-43 Presentage of employees receives 2023 114,128 2022 113,283  Employee Promotion By Gend Male 2023 24% 2022 27%  Employee Promotion By Level Rank-and-File 2023 46.7%  New Hires Indicates the cognization's strategy and obility.	2023 25.1% 2022 22.4% 2022 22.4%  2007 2007 2007 2007 2007 2007 2007 20	2023 15.3% 2022 14.4%  ret and to the development of human capital within at repieurs  Middle Management 2023	2022 3.1%  **The organization  Female 2023 76% 2022 73%  Senior Management 2023
Rank-and-File 2023 56.6% 2022 60.0% Employee Promotion Auth the presend development of individual en (2014 404-3 Percentage of employees receiving 2023 14,128 2022 13,283 Employee Promotion By Gend Mole 2023 24% 2022 27% Employee Promotion By Level Rank-and-File 2023 46.7%  New Hires Individual en development bites and employee 104 401-1 New employees hires and employee 2023 2024 39,316	2023 25.1% 2022 22.4% 2022 22.4%  2007 2007 2007 2007 2007 2007 2007 20	2023 15.3% 2022 14.4%  ret and to the development of human capital within at repieurs  Middle Management 2023	2022 3.1%  **The organization  Female 2023 76% 2022 73%  Senior Management 2023
Rank-and-File 2023 56.6% 2022 60.0% Emplouse Promotion Arish the personal development of individual em Cart 404-3 Percentage of employees receiving 2023 14,128 2022 13,283 Employee Promotion By Gend Mole 2023 24% 2022 27%  Employee Promotion By Level Rank-and-File 2023 46.7%  New Hires Indicate the organization's strategy and ability 614 401-1 New employee hires and employee 2043 2021	2023 25.1% 2022 22.4% 2022 22.4%  2007 2007 2007 2007 2007 2007 2007 20	2023 15.3% 2022 14.4%  ret and to the development of human capital within at repieurs  Middle Management 2023	2022 3.1%  **The organization  Female 2023 76% 2022 73%  Senior Management 2023
Rank-and-File 2022 56.6% 2022 60.0%  Employee Promotion Ada the personal development of individual en alt 104-5 Procurrings of employees receiving 2023 14,128 2022 13,283  Employee Promotion By Gend Male 2023 24% 2022 27%  Employee Promotion By Level Rank-and-File 2023 46.7%  New Hires Indicates the cognization's strategy and ability Git 40.71 New temployee has and employees 2023 39,316 2022	2023 25.1% 2022 22.4% 2022 22.4%  2007 2007 2007 2007 2007 2007 2007 20	2023 15.3% 2022 14.4%  ret and to the development of human capital within at repieurs  Middle Management 2023	2022 3.1%  **The organization  Female 2023 76% 2022 73%  Senior Management 2023
Rank-and-File 2023 56.6% 2022 60.0%  Employee Promotion Adds the presonal development of individual en als 404-3 Presentings of employees receiving 2023 14,128 2022 13,283  Employee Promotion By Gend Male 2023 24% 2022 27%  Employee Promotion By Level Rank-and-File 2023 46.7%  New Hires Indicates the organization's strategy and ability Grit 40.13.1 New employees hard sort employee 2023 39,316 2022	2023 25.1% 2022 22.4% 2022 22.4%  2007 2007 2007 2007 2007 2007 2007 20	2023 15.3% 2022 14.4%  ret and to the development of human capital within at repieurs  Middle Management 2023	2022 3.1%  **The organization  Female 2023 76% 2022 73%  Senior Management 2023
Rank-and-File 2022 56.6% 2022 60.0% Emplouse Promotion Arish the personal development of individual en (2014 04-3 Personales of employees receiving 2022 13,283 Employee Promotion By Gend Mole 2023 244 2022 275  Employee Promotion By Level Rank-and-File 2023 46.7%  New Hires Indicate the against hires and employee 104 401-11 New employees hires and employee 2023 39,316 2022 2022 30,219  New Hires By Gender	2023 25.1% 2022 22.4% 2022 22.4%  2007 2007 2007 2007 2007 2007 2007 20	2023 15.3% 2022 14.4%  ret and to the development of human capital within at repieurs  Middle Management 2023	\$.1% 2022 \$.1%  Female 2023 76% 2022 73%  Sanior Management 2023 3.5%
Rank-and-File 2022 56.6% 2022 60.0%  Employee Promotion Ada the personal development of individual en and off-3 Preservings of employees receiving 2023 14,128 2022 13,283  Employee Promotion By Gend Male 2023 24% 2022 27%  Employee Promotion By Level Rank-and-File 2023 46.7%  New Hires Indicates the organization's strategy and ability and 40.11 few employee these and employee 2023 39,31.6 2022 30,219	2023 25.1% 2022 22.4% 2022 22.4%  2007 2007 2007 2007 2007 2007 2007 20	2023 15.3% 2022 14.4%  ret and to the development of human capital within at repieurs  Middle Management 2023	3.1% 2022 3.1%  Female 2023 76% 2022 73%  Senior Management 2023 3.5%
Rank-and-File 2022 56.6% 2022 60.0% Emplouse Promotion Arish the personal development of individual en (2014 04-3 Personales of employees receiving 2022 13,283 Employee Promotion By Gend Mole 2023 244 2022 275  Employee Promotion By Level Rank-and-File 2023 46.7%  New Hires Indicate the against hires and employee 104 401-11 New employees hires and employee 2023 39,316 2022 2022 30,219  New Hires By Gender	2023 25.1% 2022 22.4% 2022 22.4%  2007 2007 2007 2007 2007 2007 2007 20	2023 15.3% 2022 14.4%  ret and to the development of human capital within at repieurs  Middle Management 2023	\$.1% 2022 \$.1%  Female 2023 76% 2022 73%  Sanior Management 2023 3.5%

2022 <b>41%</b>		2022 <b>59%</b>		
4129		5576		
New Hires By Age Group				
Below 30 years old	Between 30-50 years old		Above 50 years old	
2023 <b>79.9%</b>	2023		2023	
	19.4%		0.7%	
2022	2022		2022	
59.6%	39.8%		0.6%	
New Hires By Region				
NCR Luzon	Visayas	Mindanao	Outside the Philippines	
2023 2023	2023	2023	2023	
28.6% 53.5%	11.0%	6.5%	0.5%	
Hiring Rate				
2023 <b>31%</b>				
2022				
26%				
Male Hiring Rate		Female Hiring Rate		
2023		2023		
39%		26%		
2022 <b>28%</b>		2022 <b>24%</b>		
		- TA		
Below 30 years old Hiring Rate	Between 30-50 years old Hir	ring Rate	Above 50 years old Hiring Rate	
2023	2023		2023	
53%	12%		4%	
2022	2022		2022	
34%	21%		3%	
Employee Separations				
Indicates a fundamental change in the structure of an organization's core operations				
GRI 401-1 New employee hires and employee turnover				
2023				
2023 <b>32,935</b>				
2023				
2023 <b>32,935</b> 2022			_	
2023 <b>32,935</b> 2022				
2023 32,935 2022 26,509  Employee Separations By Separation Type				
2023 82,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation		Involuntary Separation		
2023 32,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023		2023		
2023 32,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72%		2023 <b>28%</b>		
2023 82,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72% 2022		2023 28% 2022		
2023 32,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72%		2023 <b>28%</b>		
2023 82,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72% 2022		2023 28% 2022		
2023 82,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72% 2022 73%		2023 28% 2022		
2023 32,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72% 2022 73%  Employee Separations By Gender		2023 28% 2022 27%		
2023 82,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72% 2022 73%		2023 28% 2022		
2023 82,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72% 2022 73%  Employee Separations By Gender Mole		2023 28% 2022 27%		
2023 82,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72% 2022 73%  Employee Separations By Gender Mole 2023 40%		2023 28% 2022 27% Female 2023 60%		
2023 82,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72% 2022 73%  Employee Separations By Gender Male 2023 40% 2022		2023 28% 2022 27% Fendle 2023 60% 2022		
2023 82,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72% 2022 73%  Employee Separations By Gender Mole 2023 40%		2023 28% 2022 27% Female 2023 60%		
2023 82,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72% 2022 73%  Employee Separations By Gender Male 2023 40% 2022		2023 28% 2022 27% Fendle 2023 60% 2022		
2023 82,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72% 2022 73%  Employee Separations By Gender Male 2023 40% 2022 43%		2023 28% 2022 27% Fendle 2023 60% 2022		
2023 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72% 2022 73%  Employee Separations By Gender Mole 2023 40% 2022 43%  Employee Separations By Gender Mole 2023 80%	Between 30-50 years old	2023 28% 2022 27% Fendle 2023 60% 2022	Above 50 years old	
2023 32,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72% 2022 73%  Employee Separations By Gender Male 2023 40% 2022 43%  Employee Separations By Gender Male 2023 40% 2022 43%	2023	2023 28% 2022 27% Fendle 2023 60% 2022	2023	
2023 32,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72% 2022 73%  Employee Separations By Gender Male 2023 40% 2022 43%  Employee Separations By Gender Male 2023 67,9%	2023 <b>29.3%</b>	2023 28% 2022 27% Fendle 2023 60% 2022	2023 2.8%	
2023 32,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72% 2022 73%  Employee Separations By Gender Male 2022 43%  Employee Separations By Gender Male 2022 43%  Employee Separations By Gender Male 2022 43%  Employee Separations By Gender Male 2023 40% 2022 43%  Employee Separations By Age Group Balow 30 years old 2023 2024	2023 <b>29.3%</b> 2022	2023 28% 2022 27% Fendle 2023 60% 2022	2023 2.8% 2022	
2023 32,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72% 2022 73%  Employee Separations By Gender Male 2023 40% 2022 43%  Employee Separations By Gender Male 2023 67,9%	2023 <b>29.3%</b>	2023 28% 2022 27% Fendle 2023 60% 2022	2023 2.8%	
2023 32,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72% 2022 73%  Employee Separations By Gender Male 2022 43%  Employee Separations By Gender Male 2022 43%  Employee Separations By Gender Male 2022 43%  Employee Separations By Gender Male 2023 40% 2022 43%  Employee Separations By Age Group Balow 30 years old 2023 2024	2023 <b>29.3%</b> 2022	2023 28% 2022 27% Fendle 2023 60% 2022	2023 2.8% 2022	
2023 32,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72% 2022 73%  Employee Separations By Gender Male 2022 43%  Employee Separations By Gender Male 2022 43%  Employee Separations By Gender Male 2022 43%  Employee Separations By Gender Male 2023 40% 2022 43%  Employee Separations By Age Group Balow 30 years old 2023 2024	2023 <b>29.3%</b> 2022	2023 28% 2022 27% Fendle 2023 60% 2022	2023 2.8% 2022	
2023 32,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72% 2022 73%  Employee Separations By Gender Male 2023 40% 2022 43%  Employee Separations By Age Group Below 20 years old 2023 67,9% 2022 67,6%	2023 <b>29.3%</b> 2022	2023 28% 2022 27% Fendle 2023 60% 2022	2023 2.8% 2022	
2023 32,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72% 2022 73%  Employee Separations By Gender Male 2023 40% 2022 43%  Employee Separations By Age Group Below 20 years old 2023 67,9% 2022 67,6%	2023 29.3% 2022 30.1%	2023 28% 2022 27% Female 2023 60% 2022 57%	2023 2.8% 2022 2.3%	
2023  2022  26,509  Employee Separations By Separation Type Voluntary Separation 2023  72%  2022  73%  Employee Separations By Gender Male 2023  40%  2022  43%  Employee Separations By Age Group Below 30 years old 2023  67.9%  2022  67.6%  Employee Separations By Region NCR  Luzon	2023 <b>29.3%</b> 2022	2023 28% 2022 27% Fendle 2023 60% 2022	2023 2.8% 2022	
2023  2022  26,509  Employee Separations By Separation Type Voluntary Separation 2023  72%  2022  73%  Employee Separations By Gender Male 2023  40%  2022  43%  Employee Separations By Age Group Below 30 years old 2023  67.9%  2022  67.6%  Employee Separations By Region NCR  Luzon	2023 29.3% 2022 30.1%	2023 28% 2022 27% Female 2023 60% 2022 57%	2023 2.8% 2022 2.3%  Outside the Philippines	
2023 32,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72% 2022 73%  Employee Separations By Gender Male 2023 40% 2022 43%  Employee Separations By Age Group Below 30 years old 2023 67,9% 2022 67,6%  Employee Separations By Region NCR Lizon 2023 2023 2023	2023 29.3% 2022 30.1% Visayas 2023	2023 28% 2022 27% Fendle 2023 60% 2022 57%	2023 2.8% 2022 2.3%  Outside the Philippines 2023	
2023 32,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72% 2022 73%  Employee Separations By Gender Madie 2023 40% 2022 43%  Employee Separations By Age Group Below 20 years old 2023 67,9% 2022 67,6%  Employee Separations By Region NCR Luzon NCR 2023 2023 26,7% 54,1%	2023 29.3% 2022 30.1% Visayas 2023	2023 28% 2022 27% Fendle 2023 60% 2022 57%	2023 2.8% 2022 2.3%  Outside the Philippines 2023	
2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72%  2022 73%  Employee Separations By Gender Male 2023 40% 2022 43%  Employee Separations By Age Group Below 30 years old 2023 67,9% 2022 67,6%  Employee Separations By Region NCR 2023 2023 2024 2024 2025 2025 2026 2027 2027 2028 2028 2029 2029 2029 2029 2029 2029	2023 29.3% 2022 30.1% Visayas 2023	2023 28% 2022 27% Fendle 2023 60% 2022 57%	2023 2.8% 2022 2.3%  Outside the Philippines 2023	
2023 82,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 73%  Employee Separations By Gender Male 2023 40% 2022 43%  Employee Separations By Age Group Below 20 years old 2023 67,9% 2022 67,6%  Employee Separations By Region Number of 100 Number of	2023 29.3% 2022 30.1% Visayas 2023	2023 28% 2022 27% Fendle 2023 60% 2022 57%	2023 2.8% 2022 2.3%  Outside the Philippines 2023	
2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72%  2022 73%  Employee Separations By Gender Male 2023 40% 2022 43%  Employee Separations By Age Group Below 30 years old 2023 67,9% 2022 67,6%  Employee Separations By Region NCR 2023 2023 2024 2024 2025 2025 2026 2027 2027 2028 2028 2029 2029 2029 2029 2029 2029	2023 29.3% 2022 30.1% Visayas 2023	2023 28% 2022 27% Fendle 2023 60% 2022 57%	2023 2.8% 2022 2.3%  Outside the Philippines 2023	
2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72% 2022 73%  Employee Separations By Gender Male 2023 40% 2022 43%  Employee Separations By Age Group Below 30 years old 2023 67,9% 2022 67,6%  Luzon NCR 2023 2024 2033 2045 54,1%  Turnover Rate 2023 2058	2023 29.3% 2022 30.1% Visayas 2023	2023 28% 2022 27% Fendle 2023 60% 2022 57%	2023 2.8% 2022 2.3%  Outside the Philippines 2023	
2023 82,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 73%  Employee Separations By Gender Male 2023 40% 2022 43%  Employee Separations By Age Group Below 20 Upons old 2023 67,9% 2022 67,6%  Employee Separations By Region NCR Luzon 2023 267,6%  Turnover Rate 2023 26%	2023 29.3% 2022 30.1% Visayas 2023	2023 28% 2022 27% Fendle 2023 60% 2022 57%	2023 2.8% 2022 2.3%  Outside the Philippines 2023	
2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72% 2022 73%  Employee Separations By Gender Male 2023 40% 2022 43%  Employee Separations By Age Group Below 30 years old 2023 67,9% 2022 67,6%  Luzon NCR 2023 2024 2033 2045 54,1%  Turnover Rate 2023 2058	2023 29.3% 2022 30.1% Visayas 2023	2023 28% 2022 27% Fendle 2023 60% 2022 57%	2023 2.8% 2022 2.3%  Outside the Philippines 2023	
2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72%  2022 73%  Employee Separations By Gender Mole 2023 40% 2022 43%  Employee Separations By Age Group Below 30 years old 2023 67,9% 2022 67,6%  Luzon NCR 2023 2023 26,7% 54,1%  Turnover Rate 2023 28%	2023 29.3% 2022 30.1% Visayas 2023	2023 28% 2022 27% Fendle 2023 60% 2022 57%	2023 2.8% 2022 2.3%  Outside the Philippines 2023	
2023 2055 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 273%  Employee Separations By Gender Mole 2023 40% 2022 43%  Employee Separations By Age Group Below 30 years old 2026 67,9% 2022 67,6%  Luzon 2023 2023 26,7% 54,1%  Turnover Rate 2023 28% 2022 22% Voluntary Turnover Rate	2023 29.3% 2022 30.1% Visayas 2023	2023 28% 2022 27%  Fenale 2023 60% 2022 57%  Mindanae 2023 74%	2023 2.8% 2022 2.3%  Outside the Philippines 2023	
2023 32,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72% 2022 73%  Employee Separations By Gender Male 2023 40% 2022 43%  Employee Separations By Age Group Below 20,023 67,9% 2022 67,6%  Turnover Rate 2023 26,7% 54,1%  Voluntary Turnover Rate 2023 2024 2028 2028 2028 2029 2028 2029 2029 2029	2023 29.3% 2022 30.1% Visayas 2023	2023 28% 2022 27%  Femole 2023 60% 2022 57%  Mindonoo 2023 7/4%	2023 2.8% 2022 2.3%  Outside the Philippines 2023	
2023 2055 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 273%  Employee Separations By Gender Mole 2023 40% 2022 43%  Employee Separations By Age Group Below 30 years old 2026 67,9% 2022 67,6%  Luzon 2023 2023 26,7% 54,1%  Turnover Rate 2023 28% 2022 22% Voluntary Turnover Rate	2023 29.3% 2022 30.1% Visayas 2023	2023 28% 2022 27%  Fenale 2023 60% 2022 57%  Mindanae 2023 74%	2023 2.8% 2022 2.3%  Outside the Philippines 2023	
2023 32,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72% 2022 73%  Employee Separations By Gender Male 2023 40% 2022 43%  Employee Separations By Age Group Below 20,023 67,9% 2022 67,6%  Turnover Rate 2023 26,7% 54,1%  Voluntary Turnover Rate 2023 2024 2028 2028 2028 2029 2028 2029 2029 2029	2023 29.3% 2022 30.1% Visayas 2023	2023 28% 2022 27%  Femole 2023 60% 2022 57%  Mindonoo 2023 7/4%	2023 2.8% 2022 2.3%  Outside the Philippines 2023	
2023 32,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 73%  Employee Separations By Gender Male 2023 40% 2022 43%  Employee Separations By Age Group Below 20 years old 2023 67,9% 2022 67,6%  Turnover Rate 2023 26,7% 54,1%  Voluntary Turnover Rate 2023 28%	2023 29.3% 2022 30.1% Visayas 2023	2023 28% 2022 27%  Fenale 2023 60% 2022 57%  Mindanao 2023 74%	2023 2.8% 2022 2.3%  Outside the Philippines 2023	
2023  2055  2022  26,509  Employee Separations By Separation Type Voluntary Separation 2023  2022  73%  Employee Separations By Gender Male 2023  40%  2022  43%  Employee Separations By Age Group Below 30 years old 2023  67,9%  2022  67,6%  Employee Separations By Region NCR Luzon 2023  2023  2024  2025  54,1%  Turnover Rate 2023  208%  20022  22%  Voluntary Turnover Rate 2023  208%  20022	2023 29.3% 2022 30.1% Visayas 2023	2023 28% 2022 27%  Fenale 2023 60% 2022 57%  Mindanao 2023 74%  Involuntary Turnover Rate 2023 2023 2024	2023 2.8% 2022 2.3%  Outside the Philippines 2023	
2023  2055  2022  26,509  Employee Separations By Separation Type Voluntary Separation 2023  2022  73%  Employee Separations By Gender Male 2023  40%  2022  43%  Employee Separations By Age Group Below 30 years old 2023  67,9%  2022  67,6%  Employee Separations By Region NCR Luzon 2023  2023  2024  2025  54,1%  Turnover Rate 2023  208%  20022  22%  Voluntary Turnover Rate 2023  208%  20022	2023 29.3% 2022 30.1% Visayas 2023	2023 28% 2022 27%  Fenale 2023 60% 2022 57%  Mindanao 2023 74%  Involuntary Turnover Rate 2023 2023 2024	2023 2.8% 2022 2.3%  Outside the Philippines 2023	
2023 32,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 73%  Employee Separations By Gender Male 2023 40% 2022 43%  Employee Separations By Age Group Below 20 years old 2023 67,9% 2022 67,6%  Employee Separations By Region NCR Luzon 2023 67,6%  Turnover Rate 2023 26,7%  Voluntary Turnover Rate 2023 18% 2022 15%  Male Turnover Rate	2023 29.3% 2022 30.1% Visayas 2023	2023 28% 2022 27%  Fenole 2023 60% 2022 57%  Mindonoo 2023 7% 2022 7% 2022 6%  Female Turnover Rate	2023 2.8% 2022 2.3%  Outside the Philippines 2023	
2023 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72% 2022 73%  Employee Separations By Gender Mole 2023 40% 2022 43%  Employee Separations By Age Group Below 30 years old 2023 67.9% 2022 67.6%  Employee Separations By Region NCR Luzon 2023 2023 2024 2024 2025 2025 2026 2027 2028 2028 2028 2028 2029 2029 2029 2029	2023 29.3% 2022 30.1% Visayas 2023	2023 28% 2022 27%  Female 2023 60% 2022 57%  Mindanao 2023 74%  Involuntary Turnover Rate 2023 74% 2022 6%  Female Turnover Rate 2023	2023 2.8% 2022 2.3%  Outside the Philippines 2023	
2023 32,935 2022 26,509  Employee Separations By Separation Type Voluntary Separation 2023 73%  Employee Separations By Gender Male 2023 40% 2022 43%  Employee Separations By Age Group Below 20 years old 2023 67,9% 2022 67,6%  Employee Separations By Region NCR Luzon 2023 67,6%  Turnover Rate 2023 26,7%  Voluntary Turnover Rate 2023 18% 2022 15%  Male Turnover Rate	2023 29.3% 2022 30.1% Visayas 2023	2023 28% 2022 27%  Fenole 2023 60% 2022 57%  Mindonoo 2023 7% 2022 7% 2022 6%  Female Turnover Rate	2023 2.8% 2022 2.3%  Outside the Philippines 2023	
2023 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72% 2022 73%  Employee Separations By Gender Male 2023 40% 2022 43%  Employee Separations By Age Group Below 30 years old 2023 67.9% 2022 67.6%  Employee Separations By Region NCR Luzon 2023 2023 2024 2024 2025 2024 2025 2026 2027 2028 2028 2028 2028 2029 2029 2029 2029	2023 29.3% 2022 30.1% Visayas 2023	2023 28% 2022 27%  Female 2023 60% 2022 57%  Mindanao 2023 74%  Involuntary Turnover Rate 2023 76% 2022 6%  Female Turnover Rate 2023 24%	2023 2.8% 2022 2.3%  Outside the Philippines 2023	
2023 26,509  Employee Separations By Separation Type Voluntary Separation 2023 273%  Employee Separations By Gender Male 2023 40% 2022 43%  Employee Separations By Age Group Below 30 years old 2023 67,9% 2022 67,6%  Employee Separations By Region NCR 2023 2023 267,9% 2022 25%  Voluntary Turnover Rate 2023 26% 2022 22%  Voluntary Turnover Rate 2023 28% 2022 216%  Male Turnover Rate 2023 28%  Male Turnover Rate 2023	2023 29.3% 2022 30.1% Visayas 2023	2023 28% 2022 27%  Fenale 2023 60% 2022 57%  Mindanao 2023 7%  Involuntary Turnover Rate 2023 7% 2022 6%  Female Turnover Rate 2023 2022 6% 2022	2023 2.8% 2022 2.3%  Outside the Philippines 2023	
2023 26,509  Employee Separations By Separation Type Voluntary Separation 2023 72% 2022 73%  Employee Separations By Gender Male 2023 40% 2022 43%  Employee Separations By Age Group Below 30 years old 2023 67.9% 2022 67.6%  Employee Separations By Region NCR Luzon 2023 2023 2024 2024 2025 2024 2025 2026 2027 2028 2028 2028 2028 2029 2029 2029 2029	2023 29.3% 2022 30.1% Visayas 2023	2023 28% 2022 27%  Female 2023 60% 2022 57%  Mindanao 2023 74%  Involuntary Turnover Rate 2023 76% 2022 6%  Female Turnover Rate 2023 24%	2023 2.8% 2022 2.3%  Outside the Philippines 2023	

2023	2023	urnover Rate	2023	
38%	15%		13%	
2022	2022		2022	
34%	14%		9%	
			-	
Occupational Health and Safety				
Indicates an organization's reporting and recording of work-related injuries GRI 403-9 Work-related injuries				
Employees		Contractors		
Fatalities		Fatalities		
Total number of fatalities 2023		Total number of fatalities 2023		
2		2		
2022		2022		
0		1		
F		C		
Employees Lost Time Injuries (LTIs)		Contractors Lost Time Injuries (LTIs)		
Total number of injuries		Total number of injuries		
2023		2023		
685,797		340,145		
2022		2022		
2,898		96		
Employees		Contractors		
Hours Worked Total number of hours worked		Hours Worked Total number of hours worked		
2023		2023		
208,350,573.65		176,097,937.86		
2022		2022		
148,150,085.94		147,022,017.50		
Our Communities				
Quality Education for Every Filipino				
Every Filipino has the right to education. We do our share in delivering the	nis right bu closing gaps in the guality of publ			
		lic-school education and neiping develop	p rilipino talent wherever and whenever we can.	
		iic-school education and helping develop		
		ic-scnool eaucation and neiping develo	School Buildings Built/Donated and Refurbished To	
Scholars Supported To Date	Scholar Graduates To Date	ic-scnool education and neiping develop		
Scholars Supported To Date	Scholar Graduates To Date	ic-scnool eaucanon and neiping aeveloj	School Buildings Built/Donated and Refurbished To Date	
Scholars Supported To Date 2023 12,292	Scholar Graduates To Date 2023 10,534	ic-scrool education and neiping develo	School Buildings Built/Donated and Refurbished To Date 2023 <b>339</b>	
Scholars Supported To Date 2023	Scholar Graduates To Date	ic-scrool education and neiping develo	School Buildings Built/Donated and Refurbished To Date 2023	
Scholars Supported To Date 2023 12,292 2022	Scholar Graduates To Date 2023 10,534 2022	ic-school education and neiping develop	School Buildings Built/Donated and Refurbished To Date 2023 339	
Scholare Supported To Date 2023 11,750	Scholar Graduates To Date 2023 10,534 2022	ic-scnool education and nepping develop	School Buildings Built/Donated and Refurbished To Date 2023 339	
Scholars Supported To Date 2023 12,292 2022 11,750  Proper Medical Care	Scholar Graduates To Date 2023 10,534 2022 10,000		School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311	
Scholars Supported To Date 2023 12,292 2022 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipino or	Scholar Graduates To Date 2023 10,554 2022 10,000	h the renovation of public health centers	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311 sto meet PhilHealth Accreditation standards, we allow an increase in Pl	niiHealth utilization, helping decongest
Scholars Supported To Date 2023 12,292 2022 11,750  Proper Medical Care	Scholar Graduates To Date 2023 10,554 2022 10,000	h the renovation of public health centers	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311 sto meet PhilHealth Accreditation standards, we allow an increase in Pl	hill-lealth utilization, helping decongest
Scholars Supported To Date 2023 12,292 2022 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipino or	Scholar Graduates To Date 2023 10,554 2022 10,000	h the renovation of public health centers	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311 sto meet PhilHealth Accreditation standards, we allow an increase in Pl	nilHealth utilization, helping decongest
Scholars Supported To Date 2023 12,292 2022 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipino city hospitals and minimizing the spread of communicable diseases. We Health and Medical Facilities Bullt and Renovated	Scholar Graduates To Date 2023 10,534 2022 10,000  Idaim their right to quality healthcare. Through a laso increase the chances to mitigate critica	h the renovation of public health centers il illnesses at an earlier stage. These effo	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311 sto meet PhilHealth Accreditation standards, we allow an increase in Pitra also result in increased capitalization funds for local governments.  Patients Served in Medical Missions and Wellness	nilHealth utilization, helping decongest
Scholars Supported To Date 2023 12,292 2022 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipino city hospitals and minimizing the spread of communicable diseases. We Health and Medical Facilities Built and Renovated To Date	Scholar Graduates To Date 2023 10,554 2022 10,000 daim their right to quality healthcare. Through also increase the chances to mitigate critica Medical Missions Conducted	h the renovation of public health centers il illnesses at an earlier stage. These effo	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311 sto meet Phill-lealth Accreditation standards, we allow an increase in Plats also result in increased capitalization funds for local governments.  Patients Served in Medical Missions and Wellness Centers To Date	nill-lealth utilization, helping decongest
Scholars Supported To Date 2023 12,292 2022 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipino ocity hospitals and minimizing the spread of communicable diseases. We Health and Medical Facilities Built and Renovated To Date 2023	Scholar Graduates To Date 2023 10,534 2022 10,000  dain their right to quality healthcare. Through also increase the chances to mitigate critica  Medical Missions Conducted 2023	h the renovation of public health centers il illnesses at an earlier stage. These effo	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311  to meet PhillHealth Accreditation standards, we allow an increase in Prints also result in increased capitalization funds for local governments.  Patients Served in Medical Missions and Wellness Carriers To Date 2023	nilHealth utilization, helping decongest
Scholars Supported To Date 2023 12,292 2022 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipino city hospitals and minimizing the spread of communicable diseases. We Health and Medical Facilities Built and Renovated To Date	Scholar Graduates To Date 2023 10,554 2022 10,000 daim their right to quality healthcare. Through also increase the chances to mitigate critica Medical Missions Conducted	h the renovation of public health centers il illnesses at an earlier stage. These effo	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311 sto meet Phill-lealth Accreditation standards, we allow an increase in Plats also result in increased capitalization funds for local governments.  Patients Served in Medical Missions and Wellness Centers To Date	hill-lealth utilization, helping decongest
Scholars Supported To Date 2023 12,292 2022 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipino city hospitals and minimizing the spread of communicable diseases. We Health and Medical Facilities Built and Renovated To Date 2023 372 2022	Scholar Graduates To Date 2023 10,554 2022 10,000  daim their right to quality healthcare. Through also increase the chances to mitigate critica  Medical Missions Conducted 2023 1,907 2022	h the renovation of public health centers il illnesses at an earlier stage. These effo	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311 s to meet PhilHealth Accreditation standards, we allow an increase in Plats also result in increased capitalization funds for local governments.  Patients Served in Medical Missions and Wellness Centers To Date 2023 9,522,394	nill-lealth utilization, helping decongest
Scholare Supported To Date 2023 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipina ocity hospitals and minimizing the spread of communicable diseases. We Health and Medical Facilities Built and Renovated To Date 2023 372	Scholar Graduates To Date 2023 10,534 2022 10,000  Identify the adulty healthcare. Through also increase the chances to mitigate critica  Medical Missions Conducted 2023 1,907	h the renovation of public health centers il illnesses at an earlier stage. These effo	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311  to meet Phill-lealth Accreditation standards, we allow an increase in Prints also result in increased capitalization funds for local governments.  Partients Served in Medical Missions and Wellness Centers To Date 2023 9,522,394	nilHealth utilization, helping decongest
Scholars Supported To Date 2023 12,292 2022 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipino city hospitals and minimizing the spread of communicable diseases. We Health and Medical Facilities Built and Renovated To Date 2023 872 2022	Scholar Graduates To Date 2023 10,554 2022 10,000  daim their right to quality healthcare. Through also increase the chances to mitigate critica  Medical Missions Conducted 2023 1,907 2022	h the renovation of public health centers il illnesses at an earlier stage. These effo	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311 s to meet PhilHealth Accreditation standards, we allow an increase in Plats also result in increased capitalization funds for local governments.  Patients Served in Medical Missions and Wellness Centers To Date 2023 9,522,394	nilHealth utilization, helping decongest
Scholars Supported To Date 2023 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipino city hospitals and minimizing the spread of communicable diseases. We Health and Medical Facilities Built and Renovated To Date 2023 372 2022 323	Scholar Graduates To Date 2023 10,554 2022 10,000  daim their right to quality healthcare. Through also increase the chances to mitigate critica  Medical Missions Conducted 2023 1,907 2022	h the renovation of public health centers il illnesses at an earlier stage. These effo	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311 s to meet PhilHealth Accreditation standards, we allow an increase in Plats also result in increased capitalization funds for local governments.  Patients Served in Medical Missions and Wellness Centers To Date 2023 9,522,394	nilHealth utilization, helping decongest
Scholare Supported To Date 2023 12,292 2022 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipino of the hospitals and minimizing the spread of communicable diseases. We Health and Medical Facilities Built and Renovated To Date 2023 372 2022 323 Food Security Through Farmers' Training	Scholar Graduates To Date 2023 10,534 2022 10,000  daim their right to quality healthcare. Through also increase the chances to mitigate critica  Medical Missions Conducted 2023 1,907 2022 1,847	h the renovation of public health centers di illnesses at an earlier stage. These effo d To Date	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311 st o meet Phill-tealth Accreditation standards, we allow an increase in Plants also result in increased capitalization funds for local governments.  Partients Served in Medical Missions and Wellness Centers To Date 2023 9,522,394 2022 6,393,217	
Scholars Supported To Date 2023 12,292 2022 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipino city hospitals and minimizing the spread of communicable diseases. We Health and Medical Facilities Bullt and Renovated To Date 2023 372 2022 323  Food Security Through Farmers' Training We help families free themselves from bunger and mainutition by proving	Scholar Graduates To Date 2023 10,534 2022 10,000  daim their right to quality healthcare. Through also increase the chances to mitigate critica  Medical Missions Conducted 2023 1,907 2022 1,847	h the renovation of public health centers di illnesses at an earlier stage. These effo d To Date	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311 st o meet Phill-tealth Accreditation standards, we allow an increase in Plants also result in increased capitalization funds for local governments.  Partients Served in Medical Missions and Wellness Centers To Date 2023 9,522,394 2022 6,393,217	
Scholare Supported To Date 2023 12,292 2022 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipino of the hospitals and minimizing the spread of communicable diseases. We Health and Medical Facilities Built and Renovated To Date 2023 372 2022 323 Food Security Through Farmers' Training	Scholar Graduates To Date 2023 10,534 2022 10,000  daim their right to quality healthcare. Through also increase the chances to mitigate critica  Medical Missions Conducted 2023 1,907 2022 1,847	h the renovation of public health centers di illnesses at an earlier stage. These effo d To Date	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311 st o meet Phill-tealth Accreditation standards, we allow an increase in Plants also result in increased capitalization funds for local governments.  Partients Served in Medical Missions and Wellness Centers To Date 2023 9,522,394 2022 6,393,217	
Scholars Supported To Date 2023 12,292 2022 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipino a city hospitals and minimizing the spread of communicable diseases. We  Health and Medical Facilities Built and Renovated To Date 2023 372 2022 323  Food Security Through Farmers' Training We help families fee themselves from hunger and mainutition by provitheir nutritional growth requirements.  Farmers Trained To Date	Scholar Graduates To Date 2023 10,534 2022 10,000  daim their right to quality healthcare. Through also increase the chances to mitigate critica  Medical Missions Conducted 2023 1,907 2022 1,847	h the renovation of public health centers it illnesses at an earlier stage. These effort To Date  Unerable communities. Through proper	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311  In the meet Phill-lealth Accreditation standards, we allow an increase in Plants also result in increased capitalization funds for local governments.  Partients Served in Medical Missions and Wellness Centers To Date 2023 9,522,394 2022 6,393,217	
Scholare Supported To Date 2023 12,292 2022 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipina of the hospitals and minimizing the spread of communicable diseases. We Health and Medical Facilities Built and Renovated To Date 2023 372 2022 323  Food Security Through Farmers' Training We help families free themselves from hunger and mainutrition by provider nutritional growth requirements.  Farmers Trained To Date 2023	Scholar Graduates To Date 2023 10,534 2022 10,000  daim their right to quality healthcare. Through also increase the chances to mitigate critica  Medical Missions Conducted 2023 1,907 2022 1,847	h the renovation of public health centers if illnesses at an earlier stage. These effort To Date  Ulnerable communities. Through proper  Farmer's Training Conducts 2023	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311  In the meet Phill-lealth Accreditation standards, we allow an increase in Plants also result in increased capitalization funds for local governments.  Partients Served in Medical Missions and Wellness Centers To Date 2023 9,522,394 2022 6,393,217	
Scholars Supported To Date 2023 12,292 2022 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipino a city hospitals and minimizing the spread of communicable diseases. We  Health and Medical Facilities Built and Renovated To Date 2023 372 2022 323  Food Security Through Farmers' Training We help families fee themselves from hunger and mainutition by provitheir nutritional growth requirements.  Farmers Trained To Date	Scholar Graduates To Date 2023 10,534 2022 10,000  daim their right to quality healthcare. Through also increase the chances to mitigate critica  Medical Missions Conducted 2023 1,907 2022 1,847	h the renovation of public health centers it illnesses at an earlier stage. These effort To Date  Unerable communities. Through proper	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311  In the meet Phill-lealth Accreditation standards, we allow an increase in Plants also result in increased capitalization funds for local governments.  Partients Served in Medical Missions and Wellness Centers To Date 2023 9,522,394 2022 6,393,217	
Scholars Supported To Date 2023 12,292 2022 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipino city hospitals and minimizing the spread of communicable diseases. We Health and Medical Facilities Built and Renovated To Date 2023 372 2022 323  Food Security Through Farmers' Training We help families free themselves from hunger and mainutrition by provider nutritional growth requirements.  Farmers Trained To Date 2023 34,480 2022	Scholar Graduates To Date 2023 10,534 2022 10,000  daim their right to quality healthcare. Through also increase the chances to mitigate critica  Medical Missions Conducted 2023 1,907 2022 1,847	h the renovation of public health centers il illnesses at an earlier stage. These effort To Date  If To Date  Farmer's Training Conducts 2023 346 2022	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311  In the meet Phill-lealth Accreditation standards, we allow an increase in Plants also result in increased capitalization funds for local governments.  Partients Served in Medical Missions and Wellness Centers To Date 2023 9,522,394 2022 6,393,217	
Scholare Supported To Date 2023 12,292 2022 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipina of the hospitals and minimizing the spread of communicable diseases. We Health and Medical Facilities Built and Renovated To Date 2023 372 2022 323 Food Security Through Farmers' Training We help families free themselves from hunger and mainutrition by provide in rutritional growth requirements. Farmers Trained To Date 2023 34,480	Scholar Graduates To Date 2023 10,534 2022 10,000  daim their right to quality healthcare. Through also increase the chances to mitigate critica  Medical Missions Conducted 2023 1,907 2022 1,847	h the renovation of public health centers if illnesses at an earlier stage. These effort To Date  Ulnerable communities. Through proper  Farmer's Training Conducts 2023	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311  In the meet Phill-lealth Accreditation standards, we allow an increase in Plants also result in increased capitalization funds for local governments.  Partients Served in Medical Missions and Wellness Centers To Date 2023 9,522,394 2022 6,393,217	
Scholars Supported To Date 2023 12,292 2022 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipino city hospitals and minimizing the spread of communicable diseases. We Health and Medical Facilities Built and Renovated To Date 2023 372 2022 323  Food Security Through Farmers' Training We help families free themselves from hunger and mainutrition by provider nutritional growth requirements.  Farmers Trained To Date 2023 34,480 2022	Scholar Graduates To Date 2023 10,534 2022 10,000  daim their right to quality healthcare. Through also increase the chances to mitigate critica  Medical Missions Conducted 2023 1,907 2022 1,847	h the renovation of public health centers il illnesses at an earlier stage. These effort To Date  If To Date  Farmer's Training Conducts 2023 346 2022	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311  In the meet Phill-lealth Accreditation standards, we allow an increase in Plants also result in increased capitalization funds for local governments.  Partients Served in Medical Missions and Wellness Centers To Date 2023 9,522,394 2022 6,393,217	
Scholars Supported To Date 2023 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipino a city hospitals and minimizing the spread of communicable diseases. We  Health and Medical Facilities Built and Renovated To Date 2023 372 2022 323  Food Security Through Farmers' Training We help families fee themselves from hunger and malnutrition by provitheir nutritional growth requirements.  Farmers Trained To Date 2023 34,480 2022 28,550	Scholar Graduates To Date 2023 10,534 2022 10,000  daim their right to quality healthcare. Through also increase the chances to mitigate critica  Medical Missions Conducted 2023 1,907 2022 1,847	h the renovation of public health centers il illnesses at an earlier stage. These effort To Date  If To Date  Farmer's Training Conducts 2023 346 2022	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311  In the meet Phill-lealth Accreditation standards, we allow an increase in Plants also result in increased capitalization funds for local governments.  Partients Served in Medical Missions and Wellness Centers To Date 2023 9,522,394 2022 6,393,217	
Scholars Supported To Date 2023 12,292 2022 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipino or the hospitals and minimizing the spread of communicable diseases. We Health and Medical Facilities Built and Renovated To Date 2023 372 2022 323 Food Security Through Farmers' Training We help families free themselves from hunger and mainutrition by province in rutritional growth requirements.  Farmers Trained To Date 2023 34,480 2022 28,550  Resilient Communities	Scholar Graduates To Date 2023 10,554 2022 10,000  daim their right to quality healthcare. Through a also increase the chances to mitigate critica  Medical Missions Conducted 2023 1,907 2022 1,847	h the renovation of public health centers if illnesses at an earlier stage. These effort of the communities	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311  sto meet Phill-kealth Accreditation standards, we allow an increase in Plants also result in increased capitalization funds for local governments.  Partients Served in Medical Missions and Wellness Centers To Date 2023 9,522,394 2022 6,393,217  skills and education, parents can provide more nutritious yet cheaper cheed To Date	
Scholars Supported To Date 2023 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipino a city hospitals and minimizing the spread of communicable diseases. We  Health and Medical Facilities Built and Renovated To Date 2023 372 2022 323  Food Security Through Farmers' Training We help families fee themselves from hunger and malnutrition by provitheir nutritional growth requirements.  Farmers Trained To Date 2023 34,480 2022 28,550	Scholar Graduates To Date 2023 10,554 2022 10,000  daim their right to quality healthcare. Through a also increase the chances to mitigate critica  Medical Missions Conducted 2023 1,907 2022 1,847	h the renovation of public health centers if illnesses at an earlier stage. These effort of the communities	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311  sto meet Phill-kealth Accreditation standards, we allow an increase in Plants also result in increased capitalization funds for local governments.  Partients Served in Medical Missions and Wellness Centers To Date 2023 9,522,394 2022 6,393,217  skills and education, parents can provide more nutritious yet cheaper cheed To Date	
Scholars Supported To Date 2023 12,292 2022 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipino city hospitals and minimizing the spread of communicable diseases. We Health and Medical Facilities Built and Renovated To Date 2023 372 2022 323  Food Security Through Farmers' Training We help families free themselves from burger and malnutrition by provider nutritional growth requirements. Farmers Trained To Date 2023 34,480 2022 28,550  Resilient Communities Through SM Foundation's Operation Tulong Express, we are quick to res Kallinga Packs Distributed To Date	Scholar Graduates To Date 2023 10,554 2022 10,000  daim their right to quality healthcare. Through a also increase the chances to mitigate critica  Medical Missions Conducted 2023 1,907 2022 1,847	th the renovation of public health centers il illnesses at an earlier stage. These effort of the communities	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311.  It to meet Phill-fealth Accreditation standards, we allow an increase in Plats also result in increased capitalization funds for local governments.  Partients Served in Medical Missions and Wellness Centers To Date 2023 9.522.394 2022 6.393.217  skills and education, parents can provide more nutritious yet cheaper cheed To Date	
Scholars Supported To Date 2023 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipino city hospitals and minimizing the spread of communicable diseases. We  Health and Medical Facilities Built and Renovated To Date 2023 372 2022 323  Food Security Through Farmers' Training We help families free themselves from hunger and malnutrition by proviteir nutritional growth requirements.  Farmers Trained To Date 2023 34,480 2022 28,550  Resilient Communities Though SM Foundation's Operation Tulong Express, we are quick to res Kalinga Packs Distributed To Date 2023	Scholar Graduates To Date 2023 10,554 2022 10,000  daim their right to quality healthcare. Through a also increase the chances to mitigate critica  Medical Missions Conducted 2023 1,907 2022 1,847	h the renovation of public health centers it illnesses at an earlier stage. These efforts to be a second of the communities. Through proper Farmer's Training Conducts 2023 346 2022 266  basic goods in the aftermath of typhoo Operation Tulong Express (2023)	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311.  It to meet Phill-fealth Accreditation standards, we allow an increase in Plats also result in increased capitalization funds for local governments.  Partients Served in Medical Missions and Wellness Centers To Date 2023 9.522.394 2022 6.393.217  skills and education, parents can provide more nutritious yet cheaper cheed To Date	
Scholars Supported To Date 2023 12,292 2022 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipino city hospitals and minimizing the spread of communicable diseases. We Health and Medical Facilities Built and Renovated To Date 2023 372 2022 323  Food Security Through Farmers' Training We help families free themselves from burger and malnutrition by provider nutritional growth requirements. Farmers Trained To Date 2023 34,480 2022 28,550  Resilient Communities Through SM Foundation's Operation Tulong Express, we are quick to res Kallinga Packs Distributed To Date	Scholar Graduates To Date 2023 10,554 2022 10,000  daim their right to quality healthcare. Through a also increase the chances to mitigate critica  Medical Missions Conducted 2023 1,907 2022 1,847	th the renovation of public health centers il illnesses at an earlier stage. These effort of the communities	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311.  It to meet Phill-fealth Accreditation standards, we allow an increase in Plats also result in increased capitalization funds for local governments.  Partients Served in Medical Missions and Wellness Centers To Date 2023 9.522.394 2022 6.393.217  skills and education, parents can provide more nutritious yet cheaper cheed To Date	
Scholars Supported To Date 2023 12,292 2022 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipino a city hospitals and minimizing the spread of communicable diseases. We Health and Medical Facilities Built and Renovated To Date 2023 372 2022 323  Food Security Through Farmers' Training We help families free themselves from hunger and malnutrition by provintier nutritional growth requirements. Farmers Trained To Date 2023 34,480 2022 28,550  Resilient Communities Through SM Foundation's Operation Tulong Express, we are quick to res Kalinga Packs Distributed To Date 2023 376,429	Scholar Graduates To Date 2023 10,554 2022 10,000  daim their right to quality healthcare. Through a also increase the chances to mitigate critica  Medical Missions Conducted 2023 1,907 2022 1,847	th the renovation of public health centers il illnesses at an earlier stage. These effort of the communities	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311.  It to meet Phill-fealth Accreditation standards, we allow an increase in Plats also result in increased capitalization funds for local governments.  Partients Served in Medical Missions and Wellness Centers To Date 2023 9.522.394 2022 6.393.217  skills and education, parents can provide more nutritious yet cheaper cheed To Date	
Scholars Supported To Date 2023 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipino city hospitals and minimizing the spread of communicable diseases. We  Health and Medical Facilities Built and Renovated To Date 2023 372 2022 323  Food Security Through Farmers' Training We help families free themselves from hunger and malnutrition by proviteir nutritional growth requirements.  Farmers Trained To Date 2023 34,480 2022 28,550  Resilient Communities Through SM Foundation's Operation Tulong Express, we are quick to res Kalinga Packs Distributed To Date 2023 376,429	Scholar Graduates To Date 2023 10,554 2022 10,000  daim their right to quality healthcare. Through a also increase the chances to mitigate critica  Medical Missions Conducted 2023 1,907 2022 1,847	h the renovation of public health centers it illnesses at an earlier stage. These effort of the communities	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311.  It to meet Phill-fealth Accreditation standards, we allow an increase in Plats also result in increased capitalization funds for local governments.  Partients Served in Medical Missions and Wellness Centers To Date 2023 9.522.394 2022 6.393.217  skills and education, parents can provide more nutritious yet cheaper cheed To Date	
Scholars Supported To Date 2023 12,292 2022 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipino a city hospitals and minimizing the spread of communicable diseases. We Health and Medical Facilities Built and Renovated To Date 2023 372 2022 323  Food Security Through Farmers' Training We help families free themselves from hunger and malnutrition by provintier nutritional growth requirements. Farmers Trained To Date 2023 34,480 2022 28,550  Resilient Communities Through SM Foundation's Operation Tulong Express, we are quick to res Kalinga Packs Distributed To Date 2023 376,429	Scholar Graduates To Date 2023 10,554 2022 10,000  daim their right to quality healthcare. Through a also increase the chances to mitigate critica  Medical Missions Conducted 2023 1,907 2022 1,847	th the renovation of public health centers il illnesses at an earlier stage. These effort of the communities	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311.  It to meet Phill-fealth Accreditation standards, we allow an increase in Plats also result in increased capitalization funds for local governments.  Partients Served in Medical Missions and Wellness Centers To Date 2023 9.522.394 2022 6.393.217  skills and education, parents can provide more nutritious yet cheaper cheed To Date	
Scholars Supported To Date 2023 12,292 2022 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipino city hospitals and minimizing the spread of communicable diseases. We Health and Medical Facilities Built and Renovated To Date 2023 372 2022 323  Food Security Through Farmers' Training We help families free themselves from hunger and malnutrition by provider nutritional growth requirements. Farmers Trained To Date 2023 34,480 2022 28,550  Resilient Communities Through SM Foundation's Operation Tulong Express, we are quick to res Kalinga Packs Distributed To Date 2023 376,429	Scholar Graduates To Date 2023 10,554 2022 10,000  daim their right to quality healthcare. Through a also increase the chances to mitigate critica  Medical Missions Conducted 2023 1,907 2022 1,847	th the renovation of public health centers il illnesses at an earlier stage. These effort of the communities	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311.  It to meet Phill-fealth Accreditation standards, we allow an increase in Plats also result in increased capitalization funds for local governments.  Partients Served in Medical Missions and Wellness Centers To Date 2023 9.522.394 2022 6.393.217  skills and education, parents can provide more nutritious yet cheaper cheed To Date	
Scholars Supported To Date 2023 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipino a city hospitals and minimizing the spread of communicable diseases. We  Health and Medical Facilities Built and Renovated To Date 2023 372 2022 323  Food Security Through Farmers' Training We help families fee themselves from hunger and malnutrition by provitheir nutritional growth requirements.  Farmers Trained To Date 2023 34,480 2022 28,550  Resilient Communities Through SM Foundation's Operation Tulong Express, we are quick to res Kalinga Packs Distributed To Date 2023 376,429 2022 319,024  Building Forests of the Future	Scholar Graduates To Date 2023 10,554 2022 10,000  daim their right to quality healthcare. Through a laso increase the chances to mitigate critica  Medical Missions Conducted 2023 1,907 2022 1,847  ding backyard farmertraining to families in vi	h the renovation of public health centers il illnesses at an earlier stage. These efforts a second of the communities of the co	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311  s to meet Phill-tealth Accreditation standards, we allow an increase in Plants also result in increased capitalization funds for local governments.  Patients Served in Medical Missions and Wellness Centers To Date 2023 9,522,394 2022 6,393,217  skills and education, parents can provide more nutritious yet cheaper chead To Date  one, certhquakes and other calamities.  OPTE) Conducted To Date	oices for their children—supporting
Scholars Supported To Date 2023 12,292 2022 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipino a city hospitals and minimizing the spread of communicable diseases. We Health and Medical Facilities Built and Renovated To Date 2023 372 2022 323  Food Security Through Farmers' Training We help families free themselves from hunger and malnutrition by provinteir nutritional growth requirements. Farmers Trained To Date 2023 34,480 2022 28,550  Resilient Communities Through SM Foundation's Operation Tulong Express, we are quick to res Kalinga Packs Distributed To Date 2023 376,429 2022 819,024	Scholar Graduates To Date 2023 2022 2020 2000  daim their right to quality healthcare. Through also increase the chances to mitigate critica  Medical Missions Conducted 2023 1,907 2022 1,847  daing backyard farmertraining to families in vi	th the renovation of public health centers illinesses at an earlier stage. These effort of the communities o	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311  s to meet Phill-tealth Accreditation standards, we allow an increase in Plants also result in increased capitalization funds for local governments.  Patients Served in Medical Missions and Wellness Centers To Date 2023 9,522,394 2022 6,393,217  skills and education, parents can provide more nutritious yet cheaper chead To Date  one, certhquakes and other calamities.  OPTE) Conducted To Date	oices for their children—supporting
Scholars Supported To Date 2023 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipino a city hospitals and minimizing the spread of communicable diseases. We  Health and Medical Facilities Built and Renovated To Date 2023 372 2022 323  Food Security Through Farmers' Training We help families fee themselves from hunger and malnutrition by provitheir nutritional growth requirements.  Farmers Trained To Date 2023 34,480 2022 28,550  Resilient Communities Through SM Foundation's Operation Tulong Express, we are quick to res Kalinga Packs Distributed To Date 2023 376,429 2022 319,024  Building Forests of the Future	Scholar Graduates To Date 2023 2022 2020 2000  daim their right to quality healthcare. Through also increase the chances to mitigate critica  Medical Missions Conducted 2023 1,907 2022 1,847  daing backyard farmertraining to families in vi	th the renovation of public health centers illinesses at an earlier stage. These effort of the communities o	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311  s to meet Phill-tealth Accreditation standards, we allow an increase in Plants also result in increased capitalization funds for local governments.  Patients Served in Medical Missions and Wellness Centers To Date 2023 9,522,394 2022 6,393,217  skills and education, parents can provide more nutritious yet cheaper chead To Date  one, certhquakes and other calamities.  OPTE) Conducted To Date	oices for their children—supporting
Scholars Supported To Date 2023 21,750  Proper Medical Care By working with the Department of Health, we also help every Filipino a city hospitals and minimizing the spread of communicable diseases. We  Health and Medical Facilities Built and Renovated To Date 2023 372 2022 323  Food Security Through Farmers' Training We help families free themselves from hunger and mainutrition by provider nutritional growth requirements.  Farmers Trained To Date 2023 34,480 2022 28,550  Resilient Communities Through SM Foundation's Operation Tulong Express, we are quick to res Kalinga Packs Distributed To Date 2023 376,429 2022 819,024  Building Forests of the Future Planting trees is a highly effective way of restoring and conserving nature different approaches to facilitate tree planting within the SM group, incl. Trees Planted and Nurtured To Date	Scholar Graduates To Date 2023 2022 2020 2000  daim their right to quality healthcare. Through also increase the chances to mitigate critica  Medical Missions Conducted 2023 1,907 2022 1,847  daing backyard farmertraining to families in vi	th the renovation of public health centers illinesses at an earlier stage. These effort of the communities o	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311  s to meet Phill-tealth Accreditation standards, we allow an increase in Plants also result in increased capitalization funds for local governments.  Patients Served in Medical Missions and Wellness Centers To Date 2023 9,522,394 2022 6,393,217  skills and education, parents can provide more nutritious yet cheaper chead To Date  one, certhquakes and other calamities.  OPTE) Conducted To Date	oices for their children—supporting
Scholars Supported To Date 2023 12,292 2022 13,750  Proper Medical Care By working with the Department of Health, we also help every Filipino a city hospitals and minimizing the spread of communicable diseases. We Health and Medical Facilities Built and Renovated To Date 2023 372 2022 323  Food Security Through Farmers' Training We help families free themselves from hunger and mainutrition by provinter notificational growth requirements. Farmers Trained To Date 2023 34,480 2022 28,550  Resilient Communities Through SM Foundation's Operation Tulong Express, we are quick to res Kalinga Packs Distributed To Date 2023 376,429 2022 819,024  Building Forests of the Future Planing trees is a highly effective way of restoring and conserving natural different approaches to facilitate tree planting within the SM group, incl. Trees Planted and Nurtured To Date in million	Scholar Graduates To Date 2023 2022 2020 2000  daim their right to quality healthcare. Through also increase the chances to mitigate critica  Medical Missions Conducted 2023 1,907 2022 1,847  daing backyard farmertraining to families in vi	th the renovation of public health centers illinesses at an earlier stage. These effort of the communities o	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311  s to meet Phill-tealth Accreditation standards, we allow an increase in Plants also result in increased capitalization funds for local governments.  Patients Served in Medical Missions and Wellness Centers To Date 2023 9,522,394 2022 6,393,217  skills and education, parents can provide more nutritious yet cheaper chead To Date  one, certhquakes and other calamities.  OPTE) Conducted To Date	oices for their children—supporting
Scholars Supported To Date 2023 12,292 2022 11,750  Proper Medical Care By working with the Department of Health, we also help every Filipino city hospitals and minimizing the spread of communicable diseases. We Health and Medical Facilities Built and Renovated To Date 2023 372 2022 323  Food Security Through Farmers' Training We help families free themselves from hunger and malnutrition by provider nutritional growth requirements. Farmers Trained To Date 2023 34,480 2022 28,550  Resilient Communities Through SM Foundation's Operation Tulong Express, we are quick to res Kalinga Packs Distributed To Date 2023 376,429 2022 819,024  Building Forests of the Future Panting trees is a highly effective way of restoring and conserving nature different approaches to facilitate tree planting within the SM group, including Immilion 2023	Scholar Graduates To Date 2023 2022 2020 2000  daim their right to quality healthcare. Through also increase the chances to mitigate critica  Medical Missions Conducted 2023 1,907 2022 1,847  daing backyard farmertraining to families in vi	th the renovation of public health centers illinesses at an earlier stage. These effort of the communities o	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311  s to meet Phill-tealth Accreditation standards, we allow an increase in Plants also result in increased capitalization funds for local governments.  Patients Served in Medical Missions and Wellness Centers To Date 2023 9,522,394 2022 6,393,217  skills and education, parents can provide more nutritious yet cheaper chead To Date  one, certhquakes and other calamities.  OPTE) Conducted To Date	oices for their children—supporting
Scholars Supported To Date 2023 12,292 2022 13,750  Proper Medical Care By working with the Department of Health, we also help every Filipino a city hospitals and minimizing the spread of communicable diseases. We Health and Medical Facilities Built and Renovated To Date 2023 372 2022 323  Food Security Through Farmers' Training We help families free themselves from hunger and mainutrition by provinter notificational growth requirements. Farmers Trained To Date 2023 34,480 2022 28,550  Resilient Communities Through SM Foundation's Operation Tulong Express, we are quick to res Kalinga Packs Distributed To Date 2023 376,429 2022 819,024  Building Forests of the Future Planing trees is a highly effective way of restoring and conserving natural different approaches to facilitate tree planting within the SM group, incl. Trees Planted and Nurtured To Date in million	Scholar Graduates To Date 2023 2022 2020 2000  daim their right to quality healthcare. Through also increase the chances to mitigate critica  Medical Missions Conducted 2023 1,907 2022 1,847  daing backyard farmertraining to families in vi	th the renovation of public health centers illinesses at an earlier stage. These effort of the communities o	School Buildings Built/Donated and Refurbished To Date 2023 339 2022 311  s to meet Phill-tealth Accreditation standards, we allow an increase in Plants also result in increased capitalization funds for local governments.  Patients Served in Medical Missions and Wellness Centers To Date 2023 9,522,394 2022 6,393,217  skills and education, parents can provide more nutritious yet cheaper chead To Date  one, certhquakes and other calamities.  OPTE) Conducted To Date	oices for their children—supporting

2.6