

SUSTAINABILITY PERFORMANCE

Our Scope

	2023	2022
SM Investments Corporation (SMIC)	✓	✓
SM Retail , Inc. (SM Retail)	✓	✓
SM Prime Holdings, Inc. (SM Prime)	✓	✓
BDO Unibank, Inc. (BDO)	✓	✓
China Bank 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)	✓	✓
Airspeed International Corporation (Airspeed)	✓	✓
Philippine Geothermal Production Company, Inc. (PGPC)	✓	✓
Goldilocks Bakeshop, Inc. (Goldilocks)	✓	✓
Philippines Urban Living Solutions, Inc. (PULS)	✓	✓

Our Environment

Greenhouse Gas (GHG) Emissions

in '000 MT CO₂e

Calculated following the operational approach of the Greenhouse Gas Protocol. Moreover, emissions were computed using the Emission Factors from Cross Sector Tool and Global Warming Potential Values (AR5) from GHG Protocol, the 2015-2017 National Grid Emission Factors provided by DOE, the 2022 Grid Electricity Emission Factors provided by Carbon Footprint, the IGES List of Grid Emission Factors and EPA's GHG Emission Factors Hub.

By Scope

in '000 MT CO₂e

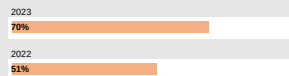
Scope 1

GRI 305-1 Direct (Scope 1) GHG emissions
Emissions arising from the use of fuel and chemicals in facilities fully owned and controlled by the company, including generator sets and transport vehicles



Scope 2

GRI 305-2 Energy indirect (Scope 2) GHG emissions
Emissions arising from the use of purchased electricity in facilities that are fully owned and controlled by the company using the location-based emission factors (29% of Scope 2 emissions are from renewable energy sources)



Scope 3

GRI 305-3 Other indirect (Scope 3) GHG emissions
Emissions arising from sources that are neither owned nor controlled by the company not included in Scope 1 or Scope 2 such as purchased goods and services, capital goods, waste generated in operations and upstream/downstream leased assets



By Greenhouse Gas

in '000 MT CO₂eGRI 305-7 Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissionsCarbon dioxide (CO₂)Methane (CH₄)Nitrous oxide (N₂O)

Scope 1 By Source

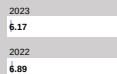
in '000 MT CO₂e

GRI 305-1 Direct (Scope 1) GHG emissions



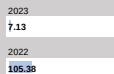
Generator Set

Emissions resulting from the use of fuel in generator sets



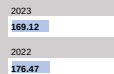
Transport Vehicles

Emissions resulting from the use of fuel in transportation of materials, products, waste and workers



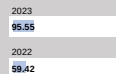
Shipping

Emissions resulting from the use of bunker fuel



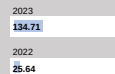
Heating and Cooking

Emissions resulting from the use of liquefied petroleum gas (LPG)



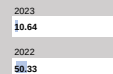
Other Combustion Sources

Emissions resulting from the use of diesel and gasoline in other combustion sources



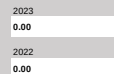
Fugitive Emissions

Emissions resulting from refrigeration and air conditioning equipment



CNG

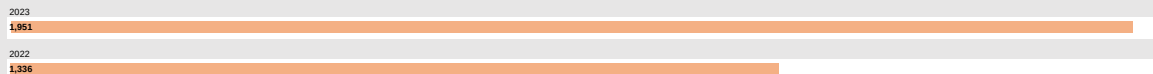
Emissions resulting from the use of compressed natural gas (CNG)



Scope 2 By Source

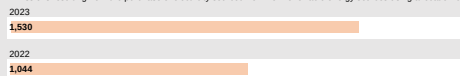
in '000 MT CO₂e

GRI 305-2 Energy indirect (Scope 2) GHG emissions



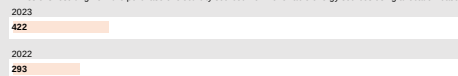
Non-Renewable Energy Sources

Emissions resulting from the purchase of electricity sourced from non-renewable energy sources using a location-based method



Renewable Energy Sources

Emissions resulting from the purchase of electricity sourced from renewable energy sources using a location-based method



By Location

Luzon



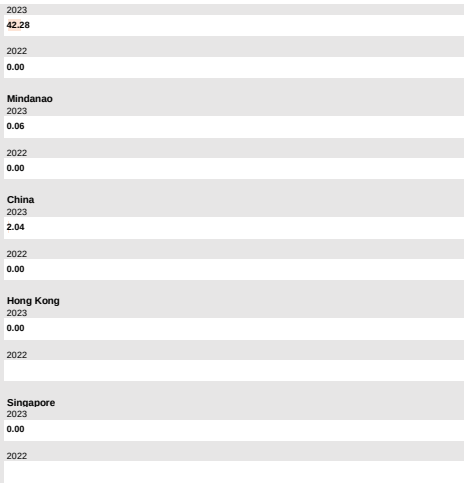
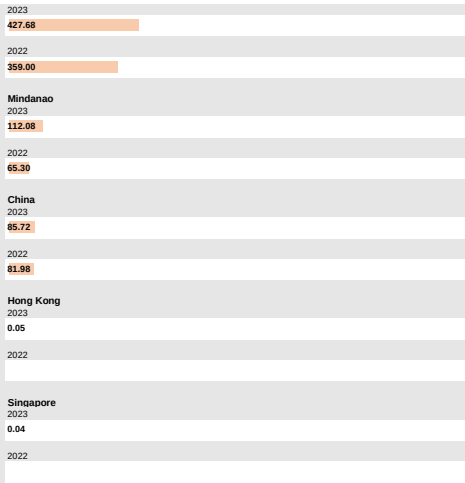
By Location

Luzon



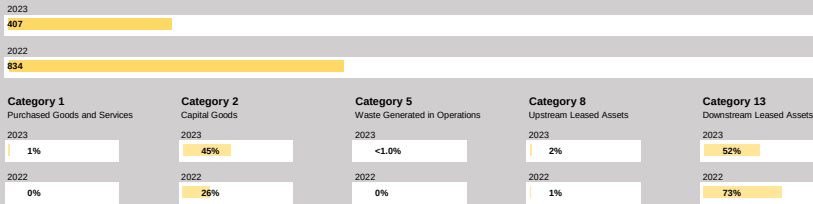
Visayas

Visayas



Scope 3 By Category

in '000 MT CO₂e
GRI 305-3 Other indirect (Scope 3) GHG emissions



Fuel Consumption

in million liters

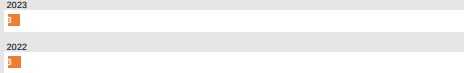
Within the Organization

GRI 302-1 Energy consumption within the organization



Outside the Organization

GRI 302-2 Energy consumption outside of the organization



Refrigerant Consumption

in kilograms

Within the Organization

GRI 302-1 Energy consumption within the organization



Outside the Organization

GRI 302-2 Energy consumption outside of the organization



Electricity Consumption

in million kWh

Within the Organization

GRI 302-1 Energy consumption within the organization



Outside the Organization

GRI 302-2 Energy consumption outside of the organization



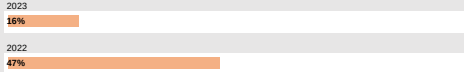
Percentage of Electricity Consumption from Renewable Energy Sources

in million kWh

Within the Organization



Outside the Organization



Water Withdrawal

in million cubic meters

Total water drawn from surface water, groundwater, seawater, or a third party for any use of the organization
GRI 303-3 Water withdrawal

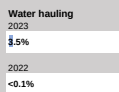
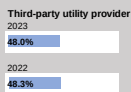


Water Withdrawal By Source

in million cubic meters

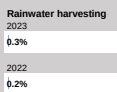
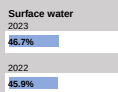
Third-party water

Municipal water suppliers and municipal wastewater treatment plants, public or private utilities, and other organizations involved in the provision, transport, treatment, disposal, or use of water and effluent



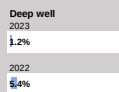
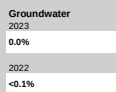
Surface water

Water that occurs naturally on the Earth's surface in ice sheets, ice caps, glaciers, icebergs, bogs, ponds, lakes, rivers, and streams, including collected or harvested rainwater



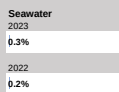
Groundwater

Water that is being held in, and that can be recovered from, an underground formation



Seawater

Water in a sea or in an ocean



Water Discharge

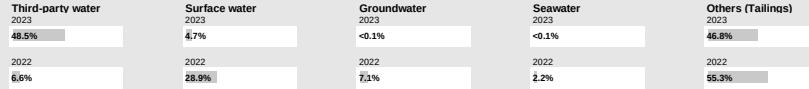
in million cubic meters

Total of effluents, used water, and unused water released to surface water, groundwater, seawater, or a third party, for which the organization has no further use
GRI 303-4 Water discharge



Water Discharge By Destination

in million cubic meters



Water Recycled

in million cubic meters

Total water recycled from water used of the organization
GRI 303-1 Interactions with water as a shared resource



Waste Generated

in tonnes

Total waste generated in the organization's own activities
GRI 306-3 Waste generated



Waste Generated By Classification

in tonnes



Waste Disposal

in tonnes

Total waste that the organization directs to recovery and disposal

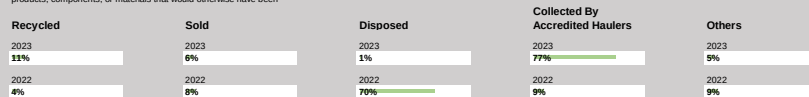


Waste Disposal By Disposal Type

in tonnes

Diverted from Disposal
GRI 306-4 Waste diverted from disposal
Any operation wherein products, components of products, or materials that have become waste are prepared to fulfill a purpose in place of new products, components, or materials that would otherwise have been

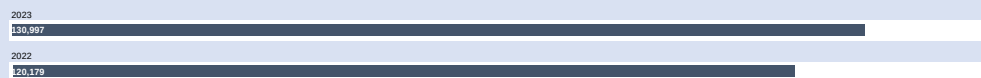
Directed to Disposal
GRI 306-5 Waste directed to disposal
Any operation which is not recovery, even where the operation has as a secondary consequence the recovery of energy



Our People

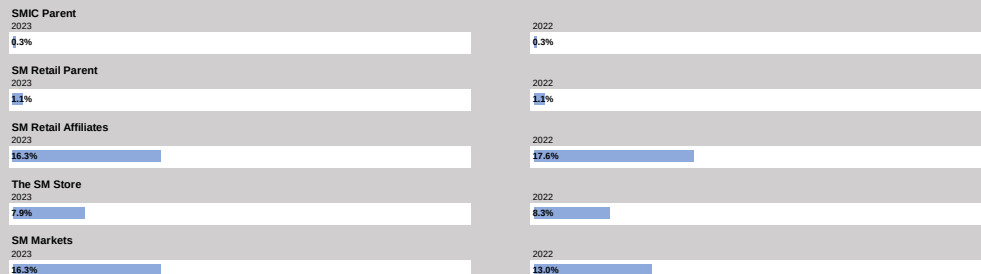
Total Headcount

Covers all employees who perform work for any of the organization's entities included in its sustainability reporting
GRI 2-7 Employees



By Business Unit

GRI 2-7 Employees



SM Prime

2023

9.9%

BDO

2023

11.8%

China Bank

2023

6.2%

2GO

2023

1.4%

Belle

2023

0.3%

Atlas Mining

2023

2.2%

SM Foundation

2023

<0.1%

Airspeed

2023

0.7%

PGPC

2023

0.3%

Goldilocks

2023

3.3%

PULS/MyTown

2023

<0.1%

2022

4.4%

2022

12.7%

2022

4.6%

2022

1.7%

2022

0.4%

2022

2.2%

2022

<0.1%

2022

0.3%

2022

0.3%

2022

1.5%

2022

<0.1%

By Contract

GRI 2-7 Employees

Permanent Employees

Include regular and probationary status

2023

98%

2022

98%

Fixed-Term Employees

Include project-based and seasonal status

2023

2%

2022

2%

By Gender

GRI 405-1 Diversity of governance bodies and employees

Male

2023

37%

2022

37%

Female

2023

63%

2022

63%

By Age Group

GRI 405-1 Diversity of governance bodies and employees

Below 30 years old

2023

46%

2022

45%

Between 30-50 years old

2023

48%

2022

49%

Above 50 years old

2023

5%

2022

6%

By Level

GRI 405-1 Diversity of governance bodies and employees

Rank-and-File

2023

62%

2022

63%

Junior Management

2023

23%

2022

22%

Middle Management

2023

12%

2022

13%

Senior Management

2023

1%

2022

1%

By Region

GRI 405-1 Diversity of governance bodies and employees

NCR

2023

28%

Luzon

2023

52%

Visayas

2023

12%

Mindanao

2023

7%

Outside the Philippines

2023

1%

By Citizenship

GRI 405-1 Diversity of governance bodies and employees

Filipino

2023

99.3%

Non-Filipino

2023

0.69%

Dual Citizenship

2023

0.01%

Gender Diversity By Level

Provides a quantitative measure of diversity within an organization and can be used in conjunction with sectoral or regional benchmarks

GRI 405-1 Diversity of governance bodies and employees

Senior Management

Male

2023

42%

2022

42%

Female

2023

58%

2022

58%

Middle Management

Male

2023

39%

2022

38%

Female

2023

61%

2022

62%

Junior Management

Male

2023

57%

2022

57%

Female

2023

62%

2022

63%

Rank-and-File

Male

2023

56%

2022

57%

Female

2023

64%

2022

63%

Gender Diversity By Job Function

Provides a quantitative measure of diversity within an organization and can be used in conjunction with sectoral or regional benchmarks

GRI 405-1 Diversity of governance bodies and employees

Sales Positions

Male

2023

31%

2022

33%

Female

2023

69%

2022

67%

Engineering Positions

Male

2023

83%

2022

85%

Female

2023

17%

2022

15%

IT Positions

Male

2023

73%

2022

72%

Female

2023

27%

2022

28%

STEM-related Functions

Male

2023

77%

2022

77%

Female

2023

23%

2022

23%

Collective Bargaining Agreement

Collective bargaining refers to negotiations that take place between one or more employers or employers' organizations and one or more workers' organizations

GRI 2-30 Collective bargaining agreements

Percentage of Employees Covered By Collective Bargaining 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 Parental leave

Employees Who Availed Parental Leaves

2023

1,225

2022

1,039

Employees Who Availed Parental Leaves By Gender

Male

2023

18%

2022

18%

Female

2023

82%

2022

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

2023

23%

2022

20%

Female

2023

77%

2022

80%

Employees Who Remained Employed 12 months After Returning from Parental Leaves

2023

3,224

2022

3,242

Employees Who Remained Employed 12 months After Returning from Parental Leaves By Gender

Male

2023

20%

2022

Female

2023

80%

2022

20%

80%

Paid Parental Leaves Offered

Provides a measure of an organization's investment in human resources and the minimum benefits it offers its permanent employees
GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

Primary Parental Leaves

Number of Weeks Fully Paid

14

Secondary Parental Leaves

Number of Weeks Fully Paid

3

Return-to-Work Rate

GRI 401-3 Parental leave

2023

31%

2022

35%

Male Return-to-Work Rate

2023

99%

2022

97%

Female Return-to-Work Rate

2023

76%

2022

83%

Retention Rate

GRI 401-3 Parental leave

2023

34%

2022

70%

Male Retention Rate

2023

95%

2022

64%

Female Retention Rate

2023

93%

2022

72%

Employee Training

Provides insight into the scale of an organization's investment in training, and the degree to which the investment is made across the entire employee base
GRI 404-1 Average hours of training per year per employee

Employee Training Hours

in million hours

2023

37

2022

36

Average Training Hours Per Employee

2023

35

2022

30

Average Training Hours Per Gender

Male

2023

20

2022

15

Female

2023

28

2022

23

Average Training Hours Per Level

Rank-and-File

2023

19

2022

19

Junior Management

2023

24

2022

23

Middle Management

2023

48

2022

21

Senior Management

2023

69

2022

20

Average Amount Spent on Training Per Employee

in PHP

2023

1,227

2022

336

Employee Appraisal

Measures the extent to which an organization regularly appraises employee performance
GRI 404-3 Percentage of employees receiving regular performance and career development reviews

Appraisal Rate

2023

30.7%

2022

35.9%

Employee Appraisal By Gender

Male

2023

43%

2022

35%

Female

2023

59%

2022

65%

Employee Appraisal By Level

Rank-and-File

2023

57%

2022

60%

Junior Management

2023

25%

2022

22%

Middle Management

2023

15%

2022

14%

Senior Management

2023

3%

2022

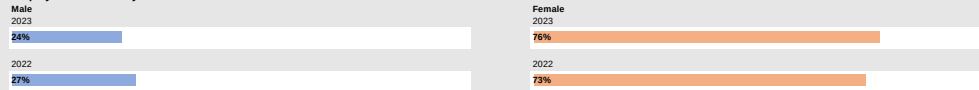
3%

Employee Promotion

Aids the personal development of individual employees and contributes to skills management and to the development of human capital within the organization
GRI 404-3 Percentage of employees receiving regular performance and career development reviews



Employee Promotion By Gender



Employee Promotion By Level

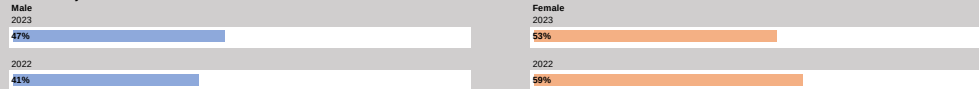


New Hires

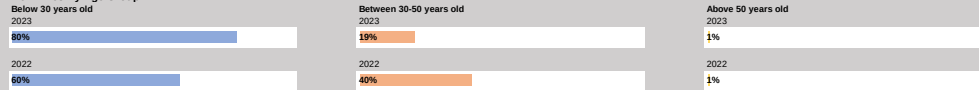
Indicates the organization's strategy and ability to attract diverse, qualified employees
GRI 401-1 New employee hires and employee turnover



New Hires By Gender



New Hires By Age Group



New Hires By Region



Hiring Rate



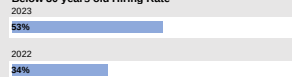
Male Hiring Rate



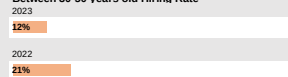
Female Hiring Rate



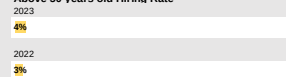
Below 30 years old Hiring Rate



Between 30-50 years old Hiring Rate



Above 50 years old Hiring Rate



Employee Separations

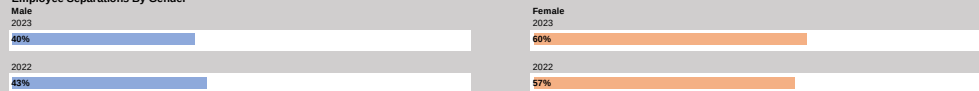
Indicates a fundamental change in the structure of an organization's core operations
GRI 401-1 New employee hires and employee turnover



Employee Separations By Separation Type



Employee Separations By Gender



Employee Separations By Age Group



Employee Separations By Region



Turnover Rate



Voluntary Turnover Rate



Involuntary Turnover Rate



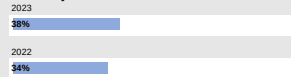
Male Turnover Rate



Female Turnover Rate



Below 30 years old Turnover Rate



Between 30-50 years old Turnover Rate



Above 50 years old Turnover Rate



Occupational Health and Safety

Indicates an organization's reporting and recording of work-related injuries
GRI 403-9 Work-related injuries

Employees

Fatalities

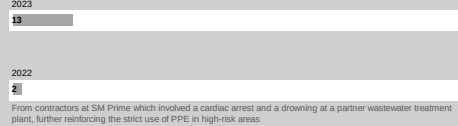
Total number of fatalities



Contractors

Fatalities

Total number of fatalities



Employees

Lost Time Injuries (LTIs)

Total number of injuries



Contractors

Lost Time Injuries (LTIs)

Total number of injuries



Employees

Hours Worked

Total number of hours worked



Contractors

Hours Worked

Total number of hours worked



Our Communities

Quality Education for Every Filipino

Every Filipino has the right to education. We do our share in delivering this right by closing gaps in the quality of public-school education and helping develop Filipino talent wherever and whenever we can.

Scholars Supported To Date



Scholar Graduates To Date



School Buildings Built/Donated and Refurbished To Date



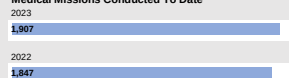
Proper Medical Care

By working with the Department of Health, we also help every Filipino claim their right to quality healthcare. Through the renovation of public health centers to meet PhilHealth Accreditation standards, we allow an increase in PhilHealth utilization, helping decongest city hospitals and minimizing the spread of communicable diseases. We also increase the chances to mitigate critical illnesses at an earlier stage. These efforts also result in increased capitalization funds for local governments.

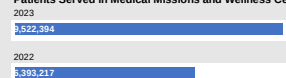
Health and Medical Facilities Built and Renovated To Date



Medical Missions Conducted To Date



Patients Served in Medical Missions and Wellness Centers To Date



Food Security Through Farmers' Training

We help families free themselves from hunger and malnutrition by providing backyard farmertraining to families in vulnerable communities. Through proper skills and education, parents can provide more nutritious yet cheaper choices for their children—supporting their nutritional growth requirements.

Farmers Trained To Date



Farmer's Training Conducted To Date



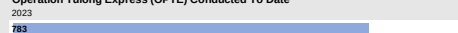
Resilient Communities

Through SM Foundation's Operation Tulung Express, we are quick to respond whenever there is a need for food and basic goods in the aftermath of typhoons, earthquakes and other calamities.

Kalinga Packs Distributed To Date



Operation Tulung Express (OPTE) Conducted To Date



2022

319,024

2022

663

Building Forests of the Future

Planting trees is a highly effective way of restoring and conserving natural capital. Trees provide a wide range of ecosystem services that benefit both humans and the environment. They also act as carbon sinks and help combat climate change. We have several different approaches to facilitate tree planting within the SM group, including reforestation, afforestation, and agroforestry.

Trees Planted and Nurtured To Date

2023

3.7

2022

3.6