

	2020	2021	2022
--	------	------	------

People

Team Member and Engagement			
No. of team members employed	37,188	33,355 ¹	15,559 ¹
Team member satisfaction rating result	-	51%/88%	61% ²
Average training hours per team member	17	18	12 ³
No. of volunteered hours	10,547	28,756	15,976
Retention rate	86%	86%	86%
Corporate Social Responsibility			
No. of direct and group beneficiaries	445,697	998,634	590,670
Amount of CSR fund allocation in millions (PhP)	423 million	327 million	330 million
No. of CSR projects	1,519 projects	1,235 projects	1,389 projects
Disaster Resilience			
No. of individuals trained in capacity-building training and stakeholders served in disaster relief and recovery efforts	145,982	319,055	361,908
Occupational Safety Programs			
Lost Time Injury Frequency Rate (LTIFR) - Employees	0.18	0.08	0.19
Lost Time Injury Frequency Rate (LTIFR) - Contractors	0.41	0.41	0.29
Total Recordable Injury Rate (TRIR) - Employees	0.94	0.16	16.01 ⁴
Total Recordable Injury Rate (TRIR) - Contractors	0.45	0.51	0.32
Customer Focus			
Customer satisfaction rating	91%	88%	97% ⁵
No. of customers served	9,644,126	13,651,405	18,106,441 ⁶

Notes

¹ The numbers indicated includes organic employees of the group in 2022. In addition, Banking covers UBP and CSB TMs only.

² Team Member satisfaction score refers to the %engaged based on the Gallup Engagement Survey. In 2022 the survey covers 3,238 team members (22% of the Total headcount from AEV and AboitizPower)

³ We use the 4E framework (Education, Experience, Exposure and Environment) in coming up with Learning and Development initiatives. Aside from attending trainings (Education), individual development can also be in the form of Experience (e.g. on-the-job experience, experimentation, etc.), Exposure (e.g. Coaching and Mentoring, etc.), and Environment (i.e. online learning platforms etc.). We continue to explore other forms of learning to further upskill and reskill our workforce.

⁴ Increase in employee TRIR data for 2022 is due to a high number of recorded Covid-19 incidents.

⁵ The different SBUs employ their own method of gauging customer satisfaction. For the purpose of consolidation, we are tracking "satisfied" customers as defined by the methodologies employed by the SBUs.

⁶ The no. of customers served refers to both B2C and B2B customers.

Planet

Carbon Emissions Reduction			
Carbon emissions in tCO ₂ e ¹	4,005,030	5,166,070	6,333,450
Carbon productivity (PhP million revenue/tCO ₂ e) ¹	0.0021%	0.0023%	0.0021%
No. of trees planted in millions (cumulative)	11.7	12	12.4
Resource Efficiency			
Water consumption in m ³ (Brackish Surface Water/Seawater)	-	-	125,237
Water consumption in m ³ (Ground Water)	-	1,329,437	2,633,880
Water consumption in m ³ (Fresh Surface Water)	-	103,156	100,345
Water consumption in m ³ (Other Water)	-	-	5,406
Water consumption in m ³ (Third Party Sources)	2,708,008	1,314,812	609,918
Energy consumption in MWh	991,163	8,207,346	8,731,631
Waste Management			
Non-hazardous waste recycled in tonnes	2,476	4,344	52,128
Hazardous waste recycled in tonnes	-	-	80,283
Renewable Energy			
RE source, net sellable capacity (cumulative, in MW)	1,248	1,249	1,249
Ratio of RE to non-RE source	27% RE, 73% NRE	27% RE, 73% NRE	23% RE, 77% NRE ⁷

Notes

¹ - Recalculated figures. See the Restatement table for more information.

² - Ground water consumption includes data from both renewable and non-renewable sources.

³ - Surface water includes data from both fresh surface water and other water sources.

⁴ - Fresh Surface Water - Water that is naturally occurring water on the Earth's surface in ice sheets, ice caps, glaciers, icebergs, bogs, ponds, lakes, rivers and streams, and has a low concentration of dissolved solids (<1,000 mg/L Total Dissolved Solids)

⁵ - Other Water (>1,000 mg/L Total Dissolved Solids)

⁶ - Third party sources include water provided by municipal water suppliers, public or private utilities, and wastewater from any other organization.

⁷ - Refers to purchased electricity consumption from the grid and purchased/produced renewable electricity. 2020 data coverage only includes generation facilities for Power and PH operations for our Food subsidiaries.

⁸ - Waste management data for 2022 is actual recycled and/or reused waste. Data for 2020 and 2021 assume that all generated waste is recyclable but these data pertain to actual generated waste.

⁹ - Increase in non-RE source is due to operationalization of GNP last January 2022.

Profit

Financial Return			
Total Return to Shareholders	5%	18%	18%
Return on equity	9.0%	15%	10%
Financial Growth			
Net Income After Tax	15.4 billion	27.3 billion	24.8 billion
EBITDA	57.7 billion	67.2 billion	71.1 billion

Economic Performance

Direct Economic Value Generated and Distributed

Disclosure	Amount (in Billions PHP)
Direct economic value generated (revenue) As reported in AEV and Subsidiaries Consolidated Statements of Income	306.8
Direct economic value distributed:	
a. Costs and expenses <i>As reported in AEV and Subsidiaries Consolidated Statements of Income</i>	271.8
b. Employee wages and benefits <i>Note 29 of AEV Inc. and Subsidiaries Consolidated Statements of Income</i>	11.6
c. Payments to suppliers, other operating costs	See a.
d. Dividends given to stockholders and interest payments to loan providers <i>As reported in AEV and Subsidiaries Consolidated Statements of Cash Flows</i>	23.9
e. Income and final taxes paid to government (See AEV Inc. and Subsidiaries Consolidated Statements of Cash Flows)	3.9-
f. Investments to community (e.g. donations, CSR) - Page 185 of AEV SEC Form 20-IS Definitive	0.155

Note: The presentation of this Economic Performance follows the SEC FORM 17-A Annex C Sustainability Reporting Template with reference to GRI 201-1 Direct Economic Value Generated and Distributed. For details please refer to the ABOITIZ EQUITY VENTURES, INC. AND SUBSIDIARIES CONSOLIDATED STATEMENTS OF INCOME, CASH FLOWS, and its accompanying Notes to Consolidated Financial Statements

	2021	2022
--	------	------

Work-Force

Corporate Center	323	345
Power	3,049	3,425
Banking	5,550	7,404
Food	3,561	3,736
Land	226	261
Infrastructure	285	388
Construction	-	-
Others	20,361	-
Total Work-Force	33,355	15,559

Gender Distribution

	Male	Female	Male	Female
Corporate Center	163	160	176	169
Power	2,164	885	2,410	1,015
Banking	2,548	3,002	3,265	4,139
Food	2,709	852	2,689	910
Land	85	141	110	151
Infrastructure	149	136	206	182

Notes:

For 2022, Others are not included for the total work-force data.

Fixed term/project-based employees of Food are not included in their 2022 gender distribution data.

2021 and 2022 Banking data covers UBP and CSB only.

New Hires and Turnover

	New Hires	Turnover	New Hires	Turnover
Corporate Center	38	26	93	49
Power	376	257	722	329
Banking	1,024	556	2767	909
Food	774	620	621	576
Land	76	39	72	45
Infrastructure	123	24	189	60

Note: *Includes voluntary and involuntary turnover

Geographical Distribution

	Luzon	Visayas	Mindanao	Other Countries	Luzon	Visayas	Mindanao	Other Countries
Corporate Center	264	54	5	-	292	47	6	-
Power	1,479	724	846	-	1,713	790	919	3
Banking	4,512	690	348	-	6,287	734	382	1
Food	549	82	305	2,574	671	85	306	2,674
Land	132	94	-	-	170	91	-	-
Infrastructure	177	41	67	-	208	42	138	-

Age Distribution

	Below 30	30-50	Over 50	Below 30	30-50	Over 50
Corporate Center	56	209	58	72	219	54
Power	854	1,729	466	993	2,009	423
Banking	1,867	2,202	1,481	2,476	4,463	465
Food	1,011	2,234	316	953	2,293	353
Land	95	125	6	121	131	9
Infrastructure	89	176	20	131	228	29

Notes

Missing datapoints for Food's 2021 geographical distribution data mean that there are employees with no declared location. Fixed term/project-based employees of Food are not included in their 2022 age distribution data.

	Corporate Center	Power	Banking	Food	Land	Infrastructure
Percent of team members in a collective bargaining agreement	0%	12%	24%	20%	0%	0%

New Hires Profile

Male	51	458	1,186	423	37	99
Female	42	264	1,581	198	35	90
Below 30	42	418	1,196	332	51	77
30 to 50	47	285	1,505	275	20	99
Above 50	4	19	66	14	1	13
Luzon	89	459	2,631	216	51	94
Visayas	2	131	56	31	21	12
Mindanao	2	131	80	64	-	83
Other Countries	-	1	-	310	-	-
Staff	31	495	387	12	45	95
Supervisor	26	115	1,381	38	24	60
Manager	21	71	722	428	2	29
AVP and Up	15	41	277	143	1	5

2020 2021 2022

Generated Waste (tonne)

Non-hazardous Waste in tonnes	2,476	4,344	174,594
Hazardous Waste in tonnes	2,861	47,537	98,677

Notes

Generated waste data for 2022 covers both disposed and diverted waste.

Energy Consumption (GJ)

Purchased Electricity	2020	2021	2022
Corporate Center	4,612	4,118	2463.408
Power	1,522,181	27,569,232	28,721,987
Banking	39,978	57,633	1011392.496
Food	594,374	1,037,130	586868.148
Land	361,809	1,516	121,830
Infrastructure	222,923	21,238	36,600
Total	2,745,877	28,690,867	30,481,141

2020 2021 2022

RE Electricity (GJ)

Corporate Center	-	-	-
Power	814,979	844,377	895,820
Banking	-	-	42,692
Food	7,332	7,114	8,045
Land	-	-	-
Infrastructure	-	4,087	6,174
Total	822,310	855,578	952,732

Fuel oil in liters	5,975,204	10,763,706	11,905,944
--------------------	-----------	------------	------------

Notes

Fuel oil includes diesel oil and gasoline both for stationary and mobile purposes.

Water Consumption (Cubic Meters)

Corporate Center	2,458	2,220	2,247
Power	1,202,619	846,687	838,878
Banking	53,194	130,521	312,630
Food	1,394,732	1,692,717	2,180,606
Land	26,343	34,598	101,383
Infrastructure	28,662	40,662	39,041
Total	2,708,008	2,747,405	3,474,787

Notes

For 2022 Banking data: water consumption in some branches are measured by building and our Banking subsidiary does not have access to this, hence these facilities are not included. In total, around 29.5% of the facilities do not have water data.

Greenhouse Gas Emissions (Scope)

Emissions in tonnes CO2e			
Scope 1	3,188,373	4,311,173	5,409,981
Scope 2	816,657	854,898	923,470
Total	4,005,030	5,166,070	6,333,450
Biogenic emissions in tonnes CO2e	2,602	19,663	2,052,682

Materials (tonne)

	Non-renewable materials	Renewable materials
Power	2,112,354	22,028,439
Banking	16	333
Food	407,669	2,129,831
Land	21,165	-
Infrastructure	88	-

Notes

Coal and fuel oil are included in the total amount for Power non-renewable materials

Water Withdrawal (m³)

Corporate Center	2,247
Power	1,072,027,098
Banking	312,630
Food	2,234,133
Land	242,251
Infrastructure	3,852,358

Water Withdrawal (m³)

	All Areas	Areas with Water Stress
Brackish Surface Water/Seawater	1,071,270,159	-
Fresh Surface Water	114,011	12,243.00
Groundwater	6,175,716	2,215,244.16
Other Water	292	219
Third Party Sources	1,110,539	1,963.00

Water Discharge (m³)

Brackish Surface Water/Seawater	1,071,500,711
Fresh Surface Water	278,928
Ground Water	0.05
Onsite Destination	2,517
Third-party destinations	1,837,375
Total	1,073,619,530

Notes

- Water discharge by destination is limited to a total of 21 facilities from our Power (11 out of 32 facilities), Food (6 out of 30 facilities), and Infrastructure (4 out of 34 facilities) SBUs as the excluded facilities discharge grey water from office facilities.

- 2022 is the first year that we disaggregated our water data.

Diverted Waste (tonne)

Power	130,496
Banking	-
Food	1,892
Land	7
Infrastructure	16
Total	132,412

Additional SBU Data

Power

Energy Sources

Heavy Fuel Oil - Bunker (liter)	74,570,784
Sub-bituminous coal (tonne)	1,991,316
Purchased Steam (tonne)	22,028,439

Food

Energy Sources

Heavy Fuel Oil - Bunker (liter)	592,225
Natural Gas (liter)	924,291,067
Purchased Steam (tonne)	24,553
Biomass Steam (tonne)	1,335
Biomass Wood (tonne)	954,809
Biomass Other (tonne)	328,247

Notes

Biomass Other refers to other solid biomass fuels such as rice husk and palm kernel shells.

Purchased steam is not part of the Scope 2 emissions of Food due to lack of necessary data for computation.

Customer Focus

	Total No. of Customers Served	Total No. Using Online Services/ Products	Total No. of Customers Surveyed	Total No. of Satisfied Customers
Power	1,010,967	207,734	76,400	74,426
Banking and Financial Services	17,046,879	5,601,145	200,256	193,660
Food	12,009	6,274	1,591	1,359
Land	36,087	30,986	171	142
Infrastructure	499	153	243	184
Total	18,106,441	5,846,292	278,661	269,771
Percent	-	32.29%	1.54%	96.81%

Supply Chain

	Total No. of Suppliers	Total No. of Local Suppliers
Critical Supplier	1,499	1,423
Tier 1 Supplier	2,180	1,643
Critical Non-Tier 1 Supplier	350	59
Non-Tier 1 Supplier	2,719	1,367
Total	6,748	4,492

Memberships and Associations

Corporate Center	
UN Global Compact Network Philippines Women's Business Council Philippines, Inc.	Council for Inclusive Capitalism Business for Sustainable Development
Power	
Private Electric Power Operators Association Semi Conductor and Electronics Industries in the Philippines	Philhydro Association Inc. Retail Electricity Suppliers Association of the Philippines
Banking and Financial Services	
Institute of Internal Auditors Management Association of the Philippines	Information Systems Audit and Control Association (ISACA) Credit Card Association of the Philippines
Food	
Philippine Association of Flour Millers Inc. Philippine Association of Feed Millers, Inc.	Environmental Practitioners Association Swine Breeder Farms Accreditation Program
Land	
PropTech Consortium Subdivision and Housing Developers Associations	Chamber of Real Estate and Builders' Associations
Infrastructure	
IT & Business Process Association of the Philippines Philippine Ecozone Association	Philippine Green Building Council Japan Chamber of Commerce and Industry of the Philippines Inc.

Note: Full list of details in Sustainability microsite.

SBU	Certification Type	Details of Certification	Facilities/Product Covered by Certification	Remarks
AboitizPower	International Standards	ISO 9001:2015	AP Corporate Office AP Renewables, Inc. San Carlos Sun Power, Inc. Hedcor, Inc. Hedcor Sibulan, Inc. Hedcor Tudaya, Inc. Hedcor Sabangan, Inc. Hedcor Bukidnon, Inc. Luzon Hydro Corporation SN Aboitiz Power, Inc. - Magat SN Aboitiz Power, Inc. - Benguet SNAP Benguet Therma Mobile, Inc. Therma Marine, Inc. Therma Power Visayas, Inc. East Asia Utilities Corporation Cebu Private Power Corporation Therma Luzon, Inc. Therma South, Inc. Therma Visayas, Inc. Visayan Electric Company, Inc. Davao Light and Power Company, Inc. Cotabato Light and Power Company Subic Enerzone Corporation Balamban Enerzone Corporation Mactan Enerzone Corporation Lima Enerzone Corporation	QMS Certification
		ISO 45001:2018	AP Renewables, Inc. San Carlos Sun Power, Inc. Hedcor, Inc. Hedcor Sibulan, Inc. Hedcor Tudaya, Inc. Hedcor Sabangan, Inc. Hedcor Bukidnon, Inc. Luzon Hydro Corporation SN Aboitiz Power, Inc. - Magat	Occupational Health and Safety

SBU	Certification Type	Details of Certification	Facilities/Product Covered by Certification	Remarks
AboitizPower	International Standards	ISO 45001:2018	SN Aboitiz Power, Inc. - Benguet Therma Mobile, Inc. Therma Marine, Inc. Therma Power Visayas, Inc. East Asia Utilities Corporation Cebu Private Power Corporation Therma South, Inc. Therma Visayas, Inc. Visayan Electric Company, Inc. Davao Light and Power Company, Inc. Cotabato Light and Power Company Subic Enerzone Corporation Balamban Enerzone Corporation Mactan Enerzone Corporation Lima Enerzone Corporation	Occupational Health and Safety
		ISO 14001:2015	AP Renewables, Inc. San Carlos Sun Power, Inc. Hedcor, Inc. Hedcor Sibulan, Inc. Hedcor Tudaya, Inc. Hedcor Sabangan, Inc. Hedcor Bukidnon, Inc. Luzon Hydro Corporation SN Aboitiz Power, Inc. - Magat SN Aboitiz Power, Inc. - Benguet Therma Mobile, Inc. Therma Marine, Inc. Therma Power Visayas, Inc. East Asia Utilities Corporation Cebu Private Power Corporation Therma South, Inc. Therma Visayas, Inc. Visayan Electric Company, Inc. Davao Light and Power Company, Inc. Cotabato Light and Power Company Subic Enerzone Corporation Balamban Enerzone Corporation Mactan Enerzone Corporation Lima Enerzone Corporation	Environmental Management System
		ISO 55001:2014	AP Renewables, Inc. (MakBan) Hedcor, Inc. Hedcor Sibulan, Inc. Hedcor Tudaya, Inc. Hedcor Sabangan, Inc. Hedcor Bukidnon, Inc. Luzon Hydro Corporation SN Aboitiz Power, Inc. - Magat SN Aboitiz Power, Inc. - Benguet Visayan Electric Company, Inc. Davao Light and Power Company, Inc. Cotabato Light and Power Company Subic Enerzone Corporation	Asset Management
		ISO 27001:2013	Hedcor, Inc. Hedcor Sibulan, Inc. Hedcor Tudaya, Inc. Hedcor Sabangan, Inc. Hedcor Bukidnon, Inc. Luzon Hydro Corporation	Information Security Management
		ISO 22301:2019	Hedcor Sibulan, Inc. Hedcor Tudaya, Inc. Luzon Hydro Corporation Therma Luzon, Inc. Therma South, Inc. Therma Visayas, Inc.	Business Continuity Management

SBU	Certification Type	Details of Certification	Facilities/Product Covered by Certification	Remarks
Food Group	International Standards	ISO 9001	Pilmico Vietnam Company Ltd. Tarlac Feedmill Iligan Feeds and Flour Plants	
		ISO 14001	Gold Coin (Zhangzhou) Co Ltd Gold Coin Specialities (Thailand) Co Ltd	
		ISO 22000	Gold Coin (Zhangzhou) Co Ltd Gold Coin (Zhuhai) Co Ltd Gold Coin Feedmill (DongGuan) Co., Ltd Gold Coin Feedmill (Kunming) Co Ltd Gold Coin Feedmills (M) Sdn Bhd - Port Klang Gold Coin Specialities (Thailand) Co Ltd Gold Coin Specialities Sdn Bhd PT Gold Coin Indonesia - Bekasi PT Gold Coin Indonesia - Medan PT Gold Coin Indonesia - Surabaya PT Gold Coin Specialities - Bekasi PT Gold Coin Specialities - Lampung	
		Best Aquaculture Practices (BAP)	Pilmico Vietnam Company Ltd. Gold Coin Specialities (Thailand) Co Ltd Gold Coin Specialities Sdn Bhd	
		FAMI-QS	Gold Coin (Zhuhai) Co Ltd	
		Good Manufacturing Practices (GMP)	Pilmico Vietnam Company Ltd. Tarlac Feedmill Gold Coin Specialities (Thailand) Co Ltd PT Gold Coin Indonesia - Medan	
		Good Agricultural Practices (GAP)	Pilmico Vietnam Company Ltd.	
		HACCP (Hazard Analysis and Critical Control Point)	Pilmico Vietnam Company Ltd. Tarlac Feedmill Tarlac Meat Masters Gold Coin Feedmill HaNam Co Ltd Gold Coin Specialities (Thailand) Co Ltd	
		FSSC 22000 version 5.1	Iligan Flour Plant	
Aboitiz InfraCapital	Third-party verification	BERDE	LIMA Estate	<p>Scope of Certification:</p> <ul style="list-style-type: none"> - LWC implemented water efficiency and conservation strategies to reduce overall potable water demand of the project. They were also able to monitor the management and use of potable water to improve the water performance of the project. - The Outlets at Lipa which is partially powered by a photovoltaic rooftop solar system which offsets approximately 50% of its operational energy demand. - Lima Enerzone - Residential Areas within LIMA Estate
		DENR Accreditation	Lima Water Laboratory	<p>Scope of Certification:</p> <p>This Laboratory certification applies to testing the below parameters for wastewater samples of locators in Lima and external clients/customers.</p> <ul style="list-style-type: none"> BOD COD Oil and Grease TSS pH
UBP	Third-party verification	LEED	Richville Branch Commonwealth Luzon Branch ICTSI Branch	3 LEED-certified branches for 2022

Note: For Food Group, certifications listed are for ISO and ISO-equivalent only; Third party certifications focus primarily on country-specific standards and are not included.