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HR Data

Total Workforce (active as of Dec 31, 2023)

Business Unit	2021	2022	2023
Corporate	323	345	235
Power	3,049	3,425	3,681
Banking	5,550	7,404	5,482
Food	3,561	3,736	3,749
Land	226	261	320
Infra	285	388	521
Data Science	-	-	91
Grand Total	12,994	15,559	14,079

2023 Total Workforce includes both employees (all SBUs) and workers who are not employees (ADI contractors). For Banking, coverage is UBP only.

Headcount by Gender

Business Unit	2021		2022		2023	
	Male	Female	Male	Female	Male	Female
Corporate	163	160	176	169	102	133
Power	2,164	885	2,410	1,015	2,526	1,155
Banking	2,548	3,002	3,265	4,139	2,137	3,345
Food	2,709	852	2,689	910	2,806	943
Land	85	141	110	151	143	177
Infra	149	136	206	182	285	236
Data Science	-	-	-	-	56	35

Headcount by Age Group

	2021	2022	2023
Below 30	3,972	4,746	3,997
30 to 50	6,675	9,343	8,724
Over 50	2,347	1,333	1,358

Headcount by Region

Country	2021	2022	2023
China	541	537	525
Indonesia	537	577	554
Malaysia	321	407	364
Philippines	10,369	12,881	11,475
Singapore	36	45	71
Thailand	75	95	5
Vietnam	983	1,016	1,027
Other Countries	0	1	58

Headcount by Nationality/Race

Business Unit	Filipino	Asian	European	Other Nationality/Race
Corporate	231	-	2	2
Power	3,645	17	6	13
Banking	5,477	4	-	1
Food	1,198	2,545	4	2
Land	320	-	-	-
Infra	515	3	1	2
Data Science	37	33	6	15

Headcount by Tenure

	2021	2022	2023
Less Than 1 year	1,068	4,016	2,462
1 to 5 years	2,850	4,916	5,892
6 to 10 years	1,581	2,787	2,493
11 to 15 years	1,045	1,955	1,466
16 to 20 years	347	791	940
21 to 25 years	256	300	273
More than 25 years	297	544	553

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New Hire Rates

	Corporate	Power	Banking	Food	Land	Infra	Data Science	Grand Total
New Hire	97	830	855	663	95	224	68	2832
Total Workforce	235	3,681	5,482	3,749	320	521	91	14,079
New Hire Rate	41.28%	22.55%	15.60%	17.68%	29.69%	42.99%	74.73%	20.12%

New Hire Profiles

	Corporate	Power	Banking	Food	Land	Infra	Data Science
Female	53	322	481	182	44	90	28
Male	44	508	374	481	51	134	40
Below 30	37	486	308	318	62	88	28
30 to 50	53	319	538	331	33	126	37
Over 50	7	25	9	14	-	10	3
Staff/Associate/Specialist	32	647	153	495	56	124	42
Officer/Supervisor	24	57	508	129	28	50	5
Manager	25	83	151	30	5	32	19
Executives (AVPs & Up)	16	43	43	9	6	18	2
External	84	761	-	-	94	221	45
Internal	13	69	-	-	1	-	23

Turnover Metrics

	Corporate	Power	Banking	Food	Land	Infra	Data Science
Female	65	149	529	185	19	9	7
Male	69	335	367	508	18	5	4
Below 30	41	154	480	238	19	5	3
30 to 50	76	252	370	395	17	9	8
Over 50	17	78	47	60	1	-	-
Staff/Associate/Specialist	32	359	111	446	10	4	5
Officer/Supervisor	38	54	560	182	14	6	2
Manager	42	49	167	47	11	2	4
Executives (AVPs & Up)	22	22	59	18	2	2	-
Involuntary	38	89	32	194	10	2	2
Voluntary	87	334	839	499	27	12	9
Others	9	61	26	-	-	-	-

Turnover Rate

	Corporate	Power	Banking	Food	Land	Infra	Data Science	Grand Total
Voluntary Turnover	87	334	839	499	27	12	9	1,807
Involuntary Turnover	38	89	32	395	10	2	2	568
Ave HC	276	3,505	5,482	3767	294	488	68	13,880
Voluntary Turnover Rate	31.52%	9.53%	15.30%	13.25%	9.18%	2.46%	13.24%	13.02%

Collective Bargaining Agreement Metrics

	Corporate	Power	Banking	Food	Land	Infra	Data Science
Workforce covered by CBA (HC)	0	349	663	842	0	0	0
% of Workforce covered by CBA	0%	9.48%	12.09%	22.46%	0%	0%	0%

Women in Workforce (%)

	Corporate	Power	Banking	Food	Land	Infra	Data Science
Share of women in total workforce	57%	31%	61%	25%	55%	45%	38%
Share of women in all management positions	51%	35%	61%	34%	52%	41%	10%
Share of women in junior management positions	43%	35%	62%	34%	51%	40%	9%
Share of women in top management positions	60%	36%	27%	34%	55%	43%	1%
Share of women in STEM-related positions	51%	22%	58%	-	50%	7%	16%
Share of women in management positions in revenue-generating functions	67%	13%	32%	19%	67%	71%	33%

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Environment

Greenhouse Gas Emissions Data

GHG Emissions	2021	2022	2023
Scope 1	4,095,377	3,919,961	4,496,589
Scope 2	854,669	740,380	755,782
SCOPE 1 + 2 (tCO₂e)	4,950,046	4,660,341	5,252,371

Emissions by SBU

	2021	2022	2023
Corporate	157	175	140
Power	4,078,978	3,905,597	4,481,385
Banking and Financial Services	1,286	796	657
Food	14,419	13,119	12,751
Infrastructure	429	165	1,487
Land	107	110	168
Total Scope 1 Emissions (tCO₂e)	4,095,377	3,919,961	4,496,589
Corporate	815	487	446
Power	622,409	551,371	588,684
Banking and Financial Services	11,450	17,970	13,508
Food	215,492	139,282	138,035
Infrastructure	4,204	7,250	7,120
Land	300	24,020	7,989
Total Scope 2 Emissions (tCO₂e)	854,669	740,380	755,782

1. The 2023 scope of our Infrastructure subsidiary includes operations of Unity Digital Infrastructure and Mactan-Cebu International Airport. However, 2021 and 2022 do not reflect these acquisitions.

Other Emissions

	2021	2022	2023
Biogenic Emissions (tCO ₂ e)	19,663	39,226	53,856

Energy Consumption Data

Energy Consumption	2021	2022	2023
Renewable Energy	300,482	377,476	424,869
Non-renewable Energy	18,888,207	35,770,988	38,685,758
Total Energy Consumption (MWh)	19,188,688	36,148,464	39,110,627

Consumption By Source

Fuel Consumption - Mobile (MWh)	2021	2022	2023
Diesel Oil	21,710	21,755	17,592
Gasoline	4,280	1,871	1,846
Natural Gas	-	1	5,629
Fuel Consumption - Stationary (MWh)	2021	2022	2023
Diesel Oil	81,478	94,742	75,018
Gasoline	84	815	104
Natural Gas	1,460	8,120	2,016
LPG	3,260	-	2,021
Heavy Fuel Oil - Bunker	883,481	792,887	802,019
Sub-bituminous Coal	9,922,770	9,464,226	10,602,078
Fuel Consumption - Biogenic (MWh)	2021	2022	2023
Biomass Steam	22,792	18,685	29,834
Biomass (Wood)	17,874	39,744	32,435
Biomass (Other)	22,155	54,245	96,983

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Purchased and Generated Energy (MWh)	2021	2022	2023
Purchased Electricity and Steam	7,478,421	24,930,329	26,676,551
Purchased Electricity (RE)	-	11,859	2,505
Generated Electricity	491,263	456,242	500,883
Generated Electricity (RE)	237,661	252,944	263,113
Total Energy Consumption (MWh)	19,188,688	36,148,464	39,110,627

1. The 2023 scope of our Infrastructure subsidiary includes operations of Unity Digital Infrastructure and Mactan-Cebu International Airport. However, 2021 and 2022 do not reflect these acquisitions.

Consumption By SBU

	2021	2022	2023
Corporate	1,732	1,339	1,153
Power	18,751,990	35,730,395	38,689,346
Banking and Financial Services	20,825	28,161	21,374
Food	404,841	338,622	369,254
Infrastructure	8,479	12,203	17,645
Land	821	37,745	11,855
Total Energy Consumption (MWh)	19,188,688	36,148,464	39,110,627

Water Data

Water Interaction Summary

	2022	2023
Total Water Withdrawal (cu. m)	1,078,670,717	1,184,518,441
Total Water Consumption (cu. m)	3,474,787	10,495,292
Total Water Discharge (cu. m)	445,047,899	460,859,495

Water Withdrawal by Source

All Other Areas	2022	2023
Brackish Surface Water/Seawater (cu. m)	1,071,270,159	1,127,090,677
Fresh Surface Water (cu. m)	101,768	50,488,214
Groundwater (cu. m)	3,960,472	3,633,673
Other Water (cu. m)	73	-
Third Party Sources (cu. m)	1,108,576	1,650,310
Areas with Water Stress	2022	2023
Fresh Surface Water (cu. m)	12,243	8,429
Groundwater (cu. m)	2,215,244	1,647,138
Other Water (cu. m)	219	-
Third Party Sources (cu. m)	1,963	-
Total Water Withdrawal (cu. m)	1,078,670,717	1,184,518,441

Water Consumption by Source

	2022	2023
Brackish Surface Water/Seawater (cu. m)	125,237	7,065,521
Fresh Surface Water (cu. m)	100,082	94,800
Groundwater (cu. m)	2,633,880	2,429,426
Other Water (cu. m)	263	-
Mixed Sources (cu. m)	5,406	-
Third Party Sources (cu. m)	609,918	905,545
Total Water Consumption (cu. m)	3,474,787	10,495,292

Water Consumption by SBU

	2022	2023
Corporate	2,247	2,661
Power	838,878	7,735,720
Banking and Financial Services	312,630	130,702
Food	2,180,606	2,040,209
Infrastructure	39,041	263,496
Land	101,383	322,504
Total Water Consumption (cu. m)	3,474,787	10,495,292

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Water Discharge by Destination

	2022	2023
Brackish Surface Water/Seawater (cu. m)	442,929,080	458,687,972
Fresh Surface Water (cu. m)	278,928	2,043,452
Groundwater (cu. m)	0	-
Onsite Destination (cu. m)	2,517	62,546
Third-party Destinations (cu. m)	1,837,375	65,526
Total Water Discharge (cu. m)	445,047,899	460,859,495

Waste Data

Generated Waste

Non-Hazardous Waste	2022	2023
Disposed Waste (tonne)	5,563	4,966
Diverted Waste (tonne)	52,128	144,842
Hazardous Waste	2022	2023
Disposed Waste (tonne)	1,830	1,796
Diverted Waste (tonne)	80,283.34	359.01
Total Waste Generated (tonne)	139,805	151,964

Generated Waste by SBU

Non-Hazardous Waste	2022	2023
Power	50,382	139,367
Banking and Financial Services	21	82
Food	4,468	8,293
Infrastructure	2,301	1,832
Land	519	233
Total Waste Generated (tonne)	57,691	149,808
Hazardous Waste	2022	2023
Power	82,036	1,929
Banking and Financial Services	1	2
Food	66	174
Infrastructure	0	36
Land	11	14
Total Waste Generated (tonne)	82,114	2,156

Materials Data

Materials Used by SBU

Renewable Materials	2022	2023
Power	22,028,439	23,581,108
Food	2,129,831	194,999,998
Infrastructure	-	-
Land	-	-
Total Renewable Materials Used (tonne)	24,158,270	218,581,106
% of Recycled Input Materials Used	0.00024%	0.00054%

Non-Renewable Materials	2022	2023
Power	2,112,354	2,351,125
Food	407,669	286,517
Infrastructure	88	105
Land	21,165	29,709
Total Non-Renewable Materials Used (tonne)	2,541,277	2,667,456
% of Recycled Input Materials Used	-	0.00076%

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Socials

Health and Safety

Employees	2021	2022	2023
Total No. of Workers	10,721	13,763	13,991
Fatalities	0	0	0
LTI	2	5	11
Occupational Illness	2	423	0
Lost Time Injury Frequency Rate (LTIFR)	0.080	0.190	0.330
Occupational Illness Frequency Rate (OIFR)	0.080	15.820	0.000
Total Recordable Injury Rate (TRIR)	0.160	16.010	0.330

Contractors	2021	2022	2023
Total No. of Workers	12,443	15,074	13,733
Fatalities	3	1	2
LTI	13	11	15
Occupational Illness	-	-	0
Lost Time Injury Frequency Rate (LTIFR)	0.410	0.290	0.397
Occupational Illness Frequency Rate (OIFR)	-	-	0.000
Total Recordable Injury Rate (TRIR)	0.510	0.320	0.450

1. 2021 and 2022 Contractor TRIR does not include OI incidents due to lack of monitoring.
2. TRIR was calculated based on 1,000,000 hours worked.

Incident Report

	Incident Type	No. of Incidents	Status of the Incident
Power	Conflicts of Interest	1	Resolved
Banking and Financial Services	Conflicts of Interest	5	Resolved
Food	-	-	-
Infrastructure	-	-	-
Land	-	-	-

Customer Focus

	2022	2023
Total No. of Customers Served	18,106,441	23,893,102
Total No. Using Online Services/Products	5,846,292	8,137,125
Customer Satisfaction Rate	96.81%	95.71%

1. For the purpose of consolidation, groupwide satisfaction rating was calculated as the proportion of the total number of satisfied customers relative to the total number of customers surveyed from all SBUs.
2. The different SBUs employ their own method of gauging customer satisfaction. For the purpose of consolidation, we are tracking "satisfied" customers as defined by the methodologies employed by the SBUs.

Supply Chain	2022	2023
Critical Supplier	1,499	1,339
Tier 1 Supplier	2,180	2,568
Critical Non-Tier 1 Supplier	350	442
Non-Tier 1 Supplier	2,719	2,421
TOTAL	6,748	6,770
% Local Suppliers	66.6%	93.2%
% Spending on Local Suppliers	-	50.1%

1. Data reported does not represent the whole Aboitiz supply chain. Majority of subsidiaries only reported data for critical and tier 1 suppliers.

Corporate Social Responsibility

Supplier Type	2021	2022	2023
No. of direct and group beneficiaries	998,634	590,670	927,283
Amount of CSR fund allocation (in Php)	327 million	330 million	206 million
No. of CSR projects	1,235	1,389	1,414

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Memberships and Associations

Corporate Center	
UN Global Compact Network Philippines	APEC Business Advisory Council
Council for Inclusive Capitalism	NEDA - Stakeholders' Chamber on the SDGs
Power	
Philippine Business Coalition for Women Empowerment	American Chamber of Commerce of the Philippines
Procurement Leaders	Philippine Financial & Inter-Industry Pride
Banking	
Institute of Corporate Directors	Bankers Institute of the Philippines
Money Market Association of the Philippines	Chamber of Thrift Banks
Food	
Philippine Association of Flour Millers Inc.	Philippine Association of Feed Millers, Inc.
Environmental Practitioners Association	Swine Breeder Farms Accreditation Program
Land	
Proptech Consortium of the Philippines	Chamber of Real Estate and Builders' Associations
Subdivision and Housing Developers Association	Cebu Chamber of Commerce and Industry
Infrastructure	
Philippine Business Coalition for Women Empowerment	Airports Council International
IT & Business Process Association of the Philippines	Philippine Green Building Council

Full list of details in Sustainability microsite.

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Certifications

SBU	Certification Type	Details of Certification	Facilities Covered by Certification
AboitizPower	International Standards	ISO 9001:2015 - Quality Management System	Aboitiz Power Corporation AP Renewables Inc. San Carlos Sun Power Hedcor, Inc. Hedcor Sibulan, Inc. Hedcor Tudaya, Inc. Hedcor Sabangan, Inc. Hedcor Bukidnon, Inc. Luzon Hydro Corp SN Aboitiz Power, Inc. - Magat SN Aboitiz Power, Inc. - Benguet Therma Mobile, Inc. Therma Marine, Inc. - Maco Therma Marine, Inc. - Nasipit Therma Power Visayas, Inc. Cebu Private Power Corporation East Asia Utilities Corporation Therma Visayas, Inc. Therma South, Inc. Therma Luzon, Inc. Visayan Electric Company Inc. Davao Light and Power Company Cotabato Light and Power Company Subic Enerzone Corporation Balamban Enerzone Corporation Mactan Enerzone Corporation Lima Enerzone Corporation
	International Standards	ISO 45001:2018 - Occupational Health and Safety Management System	AP Renewables Inc. San Carlos Sun Power Hedcor, Inc. Hedcor Sabangan, Inc. Hedcor Sibulan, Inc. Hedcor Tudaya, Inc. Hedcor Bukidnon, Inc. Luzon Hydro Corp SN Aboitiz Power, Inc. - Magat SN Aboitiz Power, Inc. - Benguet Therma Mobile, Inc. Therma Marine, Inc. - Maco Therma Marine, Inc. - Nasipit Therma Power Visayas, Inc. Cebu Private Power Corporation East Asia Utilities Corporation Therma Luzon, Inc. Therma Visayas, Inc. Therma South, Inc. Visayan Electric Company Inc. Davao Light and Power Company Cotabato Light and Power Company Subic Enerzone Corporation Balamban Enerzone Corporation Mactan Enerzone Corporation Lima Enerzone Corporation
	International Standards	ISO 14001:2015 - Environmental Management System	AP Renewables Inc. San Carlos Sun Power Hedcor, Inc. Hedcor Sabangan, Inc. Hedcor Sibulan, Inc. Hedcor Tudaya, Inc. Hedcor Bukidnon, Inc. Luzon Hydro Corp SN Aboitiz Power, Inc. - Magat SN Aboitiz Power, Inc. - Benguet Therma Mobile, Inc. Therma Marine, Inc. - Maco Therma Marine, Inc. - Nasipit Therma Power Visayas, Inc. Cebu Private Power Corporation East Asia Utilities Corporation Therma Luzon, Inc. Therma Visayas, Inc. Therma South, Inc. Visayan Electric Company Inc. Davao Light and Power Company Cotabato Light and Power Company Subic Enerzone Corporation Balamban Enerzone Corporation Mactan Enerzone Corporation Lima Enerzone Corporation

SBU	Certification Type	Details of Certification	Facilities Covered by Certification
ABOITIZPOWER	International Standards	ISO 55001:2014 - Asset Management System	Hedcor, Inc. Hedcor Sabangan, Inc. Hedcor Sibulan, Inc. Hedcor Tudaya, Inc. Hedcor Bukidnon, Inc. Luzon Hydro Corp SN Aboitiz Power, Inc. - Magat SN Aboitiz Power, Inc. - Benguet Therma Mobile, Inc. Therma Marine, Inc. - Maco Therma Marine, Inc. - Nasipit Cebu Private Power Corporation East Asia Utilities Corporation Therma Power Visayas, Inc. Therma Luzon, Inc. Therma Visayas, Inc. Therma South, Inc. Visayan Electric Company Inc. Davao Light and Power Company Cotabato Light and Power Company Subic Enerzone Corporation
	International Standards	ISO 27001:2013 - Information Security Management System	Hedcor, Inc. Hedcor Sabangan, Inc. Hedcor Sibulan, Inc. Hedcor Tudaya, Inc. Hedcor Bukidnon, Inc. Luzon Hydro Corp
	International Standards	ISO 22301:2019 - Business Continuity Management Systems	Hedcor Sabangan, Inc. Hedcor Sibulan, Inc. Hedcor Tudaya, Inc. Hedcor Bukidnon, Inc. Luzon Hydro Corp
Food Group	International Standards	Best Aquaculture Practices (BAP)	PT Gold Coin Specialities - Bekasi PT Gold Coin Specialities - Lampung Pilmico Dong Thap Gold Coin Specialities Sdn Bhd/Aquaculture Feed
	International Standards	HACCP (Hazard Analysis and Critical Control Point)	Gold Coin Feedmill Ha Nam Co Ltd Iligan Feeds Plant Klean Greentech Co. Ltd Pilmico Dong Thap Tarlac Farms Tarlac Feedmill Tarlac Meat Masters
	International Standards	Good Manufacturing Practices (GMP)	Klean Greentech Co. Ltd Pilmico Dong Thap PT Gold Coin Indonesia- Bekasi PT Gold Coin Indonesia - Medan PT Gold Coin Indonesia - Surabaya PT Gold Coin Specialities - Lampung Tarlac Feedmill
	International Standards	FAMI-QS	Gold Coin (Zhuhai) Co Ltd Klean Greentech Co. Ltd
	International Standards	Good Agricultural Practices (GAP)	Pilmico Dong Thap
	International Standards	ISO 22000:2018 - Food Safety Management Systems	Gold Coin Feedmill (Malaysia) S/B - Port Klang Gold Coin Feedmill (Dong Guan) Co Ltd Gold Coin Feedmill (Kunming) Co Ltd Gold Coin (Zhangzhou) Co Ltd Gold Coin (Zhuhai) Co Ltd Gold Coin Sarawak S/B 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
	International Standards	ISO 14001:2015 - Environmental Management Systems	Gold Coin (Zhangzhou) Co Ltd
	International Standards	ISO 9001:2015 - Quality Management System	Gold Coin Feedmill Ha Nam Co Ltd Iligan Feeds Plant Iligan Flour Plant Klean Greentech Co. Ltd Pilmico Dong Thap Tarlac Feedmill
	International Standards	ISO/IEC 17025: Testing and Calibration Laboratories	Pilmico Dong Thap
Aboitiz InfraCapital	Third-party verification	DENR Accreditation (Renewal with Expanded Scope of Recognition)	Lima Water Laboratory