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HR Data

Total Workforce (active as of Dec 31, 2024)

Business Unit	2022	2023	2024
Corporate	345	235	203
Power	3,425	3,681	3,927
Banking	7,404	5,482	5,288
Food	3,736	3,749	3,876
Land	261	320	334
Infra	388	521	734
Data Science	-	91	95
Grand Total	15,559	14,079	14,457

For Banking, 2023 and 2024 coverage is UBP only.

Headcount by Gender

Business Unit	2022		2023		2024	
	Male	Female	Male	Female	Male	Female
Corporate	176	169	102	133	79	124
Power	2,410	1,015	2,526	1,155	2,641	1,286
Banking	3,265	4,139	2,137	3,345	2,060	3,228
Food	2,689	910	2,806	943	2,894	982
Land	110	151	143	177	145	189
Infra	206	182	285	236	387	347
Data Science	-	-	56	35	58	37

Headcount by Age Group

	2022	2023	2024
Below 30	4,746	3,997	3,990
30 to 50	9,343	8,724	9,178
Over 50	1,333	1,358	1,289

Headcount by Region

	2022	2023	2024
China	537	525	521
Indonesia	577	554	620
Malaysia	407	364	345
Philippines	12,881	11,475	11,758
Singapore	45	71	79
Thailand	95	5	6
Vietnam	1,016	1,027	1,063
Other Countries	1	58	65

Headcount by Nationality/Race

Business Unit	Filipino	Asian	European	Other Nationality/Race
Corporate	200	-	2	1
Power	3,895	15	5	12
Banking	5,276	8	1	3
Food	1,235	2,631	6	4
Land	333	-	1	-
Infra	723	7	2	2
Data Science	36	50	6	3

Headcount by Tenure

	2022	2023	2024
Less Than 1 year	4,016	2,462	2,144
1 to 5 years	4,916	5,892	6,527
6 to 10 years	2,787	2,493	2,617
11 to 15 years	1,955	1,466	1,319
16 to 20 years	791	940	1,038
21 to 25 years	300	273	251
More than 25 years	544	553	561

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New Hire Rates

	Corporate	Power	Banking	Food	Land	Infra	Data Science	Grand Total
New Hire	31	844	603	786	75	180	51	2,570
Total Workforce	203	3,927	5,288	3,876	334	734	95	14,457
New Hire Rate	15.27%	21.49%	11.40%	20.28%	22.46%	24.52%	53.68%	17.78%

New Hire Profiles

	Corporate	Power	Banking	Food	Land	Infra	Data Science
Female	22	330	351	195	40	86	15
Male	9	514	252	591	35	94	36
Below 30	13	457	381	382	55	71	16
30 to 50	17	360	218	389	19	103	33
Over 50	1	27	4	15	1	6	2
Staff/Associate/Specialist	7	597	126	614	51	97	17
Officer/Supervisor	11	91	374	123	18	27	14
Manager	9	112	88	39	4	43	20
Executives (AVPs & Up)	4	44	15	10	2	13	-
External	29	844	603	783	74	165	51
Internal	2	-	-	3	1	15	-

Turnover Metrics

	Corporate	Power	Banking	Food	Land	Infra	Data Science
Female	28	170	532	157	28	55	13
Male	29	322	375	543	33	99	34
Below 30	14	168	322	251	23	43	14
30 to 50	37	240	530	383	36	91	27
Over 50	6	84	55	66	2	20	5
Staff/Associate/Specialist	12	300	84	472	23	93	23
Officer/Supervisor	18	89	541	168	23	24	5
Manager	18	68	227	46	12	26	19
Executives (AVPs & Up)	9	35	55	14	3	11	-
Involuntary	14	198	41	107	13	64	17
Voluntary	33	294	866	550	48	90	30
Others	10	-	-	43	-	-	-

1 team member from Aboitiz Data Innovation has no birthdate record.

Turnover Rate

	Corporate	Power	Banking	Food	Land	Infra	Data Science	Grand Total
Voluntary Turnover	33	294	866	550	48	90	30	1,911
Ave HC	218	3,738	5,307	3,823	329	717	100	14,232
Voluntary Turnover Rate	15.1%	7.9%	16.3%	14.4%	14.6%	12.6%	30.0%	13.4%
Total Turnover Rate	26.1%	13.2%	17.1%	18.3%	18.5%	21.5%	47.0%	17.0%

Collective Bargaining Agreement Metrics

	Corporate	Power	Banking	Food	Land	Infra	Data Science	Grand Total
Workforce covered by CBA (HC)	0	359	631	800	0	0	0	1,790
% of Workforce covered by CBA	0%	9.1%	11.9%	20.6%	0%	0%	0%	12.4%

Women in Workforce (%)

	Corporate	Power	Banking	Food	Land	Infra	Data Science	Total
Share of women in total workforce	61.1%	32.7%	61%	25.3%	56.6%	47.3%	38.9%	41.7%
Share of women in all management positions	55.4%	37.6%	61%	34.2%	41.9%	40.4%	39.5%	49.4%
Share of women in junior management positions	50.9%	36.5%	62%	33.7%	41.2%	42.6%	43.2%	49.7%
Share of women in top management positions	59.4%	39.8%	25%	35.2%	44.4%	34.9%	16.7%	48.6%
Share of women in STEM-related positions	67.2%	27.9%	34.2%	43.2%	Data not available	22.6%	21.4%	32.5%
Share of women in management positions in revenue-generating functions	Not Applicable	38.0%	60.2%	22.4%	Data not available	33.3%	57.1%	54.7%

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Employee Engagement

Business Unit	Framework Used	Engagement Score	% of Employee Respondents (of Target)	% of Employees Achieving Top-Level Scores
Corporate	Gallup Q12	4.13	89.8%	62.9%
Power	Gallup Q12	4.24	97.4%	55.0%
Banking	Gallup Q12	4.4	76.0%	54%
Food	Amber EX	4.92 ¹	87.5%	77.3%
Land	Gallup-Inspired Questions	4.3	83.2%	-
Infra	Amber EX	4.48 ¹	93.4%	74.1%
Data Science	-	-	-	-

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

Required Learning Courses

Learning Course	No. of Employees Completing the Course	Total Learning Hours
Code of Conduct	5,885	3,156
Discrimination & Harassment	5,126	4,979
Information Security/Cybersecurity	4,789	3,139
Risk Management	1,017	1,906
Total	16,817	13,180

Employee Training and Development

Ave. Training Hours/FTE	Corporate	Power	Banking	Food	Land	Infra	Data Science
Female	3	26.4	26.0	12	41	29	-
Male	4	22.8	25.7	11	30	30	-
Below 30	2	21.4	26.7	8	31	26	-
30 to 50	4	24.5	24.5	14	37	30	-
Over 50	3	24.2	32.5	10	-	31	-
Staff/Associate/Specialist	3	20.3	24.4	5	28	28	-
Officer/Supervisor	5	29.7	24.2	14	43	34	-
Manager	4	26.6	23.3	17	23	28	-
Executives (AVPs & Up)	3	34.3	43.6	12	-	36	-

Total Learning Hours	328,357.3
Ave. Hours/FTE	22.7

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Environment

Greenhouse Gas Emissions Data

GHG Emissions	2022	2023	2024
Scope 1	3,919,961	4,496,589	4,587,407
Scope 2	740,380	755,782	796,500
SCOPE 1 + 2 (tCO ₂ e)	4,660,341	5,252,371	5,383,907

Other Emissions

	2022	2023	2024
Biogenic Emissions (tCO ₂ e)	39,225	53,856	201,160

Energy Consumption Data

Energy Consumption	2022	2023	2024
Renewable Energy	377,476	424,559	1,211,789
Non-renewable Energy	35,770,988	38,685,758	30,851,178
Total Energy Consumption (MWh)	36,148,464	39,110,317	32,062,968

Consumption By Source

Fuel Consumption - Mobile (MWh)	2022	2023	2024
Diesel Oil	21,755	17,592	19,832
Gasoline	1,871	1,846	4,764
LPG	-	-	1,626
Natural Gas	1	5,629	1,066
Fuel Consumption - Stationary (MWh)	2022	2023	2024
Diesel Oil	94,742	75,018	61,785
Gasoline	815	104	416
Natural Gas	8,120	2,016	11,335
LPG	-	2,021	4,334
Heavy Fuel Oil - Bunker	792,887	802,019	533,170
Sub-bituminous Coal	9,464,226	10,602,078	11,497,162
Fuel Consumption - Biogenic (MWh)	2022	2023	2024
Biomass Steam	18,685	29,834	808,892
Biomass (Wood)	39,744	32,435	44,945
Biomass (Other)	54,245	96,983	66,786
Purchased and Generated Energy (MWh)	2022	2023	2024
Purchased Electricity and Steam	24,930,329	26,676,551	18,193,597
Purchased Electricity (RE)	11,859	2,505	1,617
Generated Electricity	456,242	500,883	522,091
Generated Electricity (RE)	252,944	262,803	289,551
Total Energy Consumption (MWh)	36,148,464	39,110,317	32,062,968

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Water Data

Water Interaction Summary	2022	2023	2024
Total Water Withdrawal (m³)	1,078,670,717	1,184,518,441	1,245,276,330
Total Water Consumption (m³)	3,474,787	10,495,292	105,212,631
Total Water Discharge (m³)	445,047,899	460,859,495	469,919,373

Water Withdrawal by Source	2022	2023	2024
All Other Areas			
Brackish Surface Water/Seawater (m³)	1,071,270,159	1,127,090,677	1,111,791,133
Fresh Surface Water (m³)	101,768	50,488,214	126,254,241
Groundwater (m³)	3,960,472	3,633,673	6,269,670
Other Water (m³)	73	-	-
Third Party Sources (m³)	1,108,576	1,650,310	957,296
Areas with Water Stress	2022	2023	2024
Fresh Surface Water (m³)	12,243	8,429	1,284
Groundwater (m³)	2,215,244	1,647,138	998
Other Water (m³)	219	-	-
Third Party Sources (m³)	1,963	-	1,707
Total Water Withdrawal (m³)	1,078,670,717	1,184,518,441	1,245,276,330

Water Consumption by Source	2022	2023	2024
Brackish Surface Water/Seawater (m³)	125,237	7,065,521	224,312
Fresh Surface Water (m³)	100,082	94,800	101,862,606
Groundwater (m³)	2,633,880	2,429,426	2,512,148
Other Water (m³)	263	-	-
Mixed Sources (m³)	5,406	-	-
Third Party Sources (m³)	609,918	905,545	613,564
Total Water Consumption (m³)	3,474,787	10,495,292	105,212,631

Water Consumption by SBU	2022	2023	2024
Corporate	2,247	2,661	1,653
Power	838,878	7,735,720	491,350
Banking and Financial Services	312,630	130,702	99,996
Food	2,180,606	2,040,209	1,937,897
Infrastructure	39,041	263,496	102,507,090
Land	101,383	322,504	174,645
Total Water Consumption (m³)	3,474,787	10,495,292	105,212,631

Water Discharge by Destination	2022	2023	2024
Brackish Surface Water/Seawater (m³)	442,929,080	458,687,972	467,439,931
Fresh Surface Water (m³)	278,928	2,043,452	2,378,704
Groundwater (m³)	0.05	-	1,397
Onsite Destination (m³)	2,517	62,546	60,521
Third-party Destinations (m³)	1,837,375	65,526	38,820
Total Water Discharge (m³)	445,047,899	460,859,495	469,919,373

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Waste Data

Generated Waste	2022	2023	2024
Non-Hazardous Waste			
Disposed Waste (tonne)	5,563	4,966	33,133
Diverted Waste (tonne)	52,128	144,842	136,618
Hazardous Waste	2022	2023	2024
Disposed Waste (tonne)	1,830	1,797	773
Diverted Waste (tonne)	80,283	359	1,593
Total Waste Generated (tonne)	139,805	151,964	172,117

Generated Waste by SBU	2022	2023	2024
Non-Hazardous Waste			
Power	50,382	139,367	111,001
Banking and Financial Services	21	82	23
Food	4,469	8,294	7,320
Infrastructure	2,301	1,832	50,969
Land	519	234	436
Total Waste Generated (tonne)	57,691	149,808	169,751
Hazardous Waste	2022	2023	2024
Power	82,036	1,930	2,193
Banking and Financial Services	1	2	2
Food	66	175	109
Infrastructure	-	36	47
Land	11	14	16
Total Waste Generated (tonne)	82,114	2,156	2,366

Materials Data

	2022	2023	2024
Total Renewable Materials Used (tonne)	24,158,270	218,581,106	34,157,586
Total Non-Renewable Materials Used (tonne)	2,541,277	2,667,456	2,742,510

*Material usage is not material to our Banking and Land subsidiaries.

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Socials

Health and Safety

Employees	2022	2023	2024
Total No. of Workers	13,763	13,991	16,621
Fatalities	0	0	1
LTI	5	11	10
Occupational Illness	423	0	0
Lost Time Injury Frequency Rate (LTIFR)	0.190	0.330	0.297
Occupational Illness Frequency Rate (OIFR)	15.820	0.000	0.000
Total Recordable Injury Rate (TRIR)	16.010	0.330	0.327

Contractors	2022	2023	2024
Total No. of Workers	15,074	13,733	12,646
Fatalities	1	2	2
LTI	11	15	20
Occupational Illness	-	0	0
Lost Time Injury Frequency Rate (LTIFR)	0.290	0.397	0.535
Occupational Illness Frequency Rate (OIFR)	-	0.000	0.000
Total Recordable Injury Rate (TRIR)	0.320	0.450	0.588

1. 2022 Contractor TRIR does not include OI incidents due to lack of monitoring.
2. TRIR was calculated based on 1,000,000 hours worked.
3. 2024 Banking coverage includes data from City Savings and Bangko Kabayan.

Incident Report

Incident Type	2023		2024	
	No. of Incidents	Status of the Incident	No. of Incidents	Status of the Incident
Bribery and Corruption	-	-	6	Resolved
Conflicts of Interest	6	Resolved	1	Resolved
Discrimination	-	-	1	Resolved

Customer Focus

	2022	2023	2024
Total No. of Customers Served	18,106,441	23,893,102	30,849,100
Total No. Using Online Services/Products	5,846,292	8,137,125	6,598,979
Customer Satisfaction Rate	96.81%	95.71%	89.68%

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

Supply Chain

Supplier Type	2022	2023	2024
Critical Supplier	1,499	1,339	1,144
Tier 1 Supplier	2,180	2,568	4,144
Critical Non-Tier 1 Supplier	350	442	255
Non-Tier 1 Supplier	2,719	2,421	2,029
TOTAL	6,748	6,770	7,572
% Local Suppliers	66.6%	93.2%	70.3%
% Spending on Local Suppliers	-	50.1%	21.5%

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

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Corporate Social Responsibility

	2022	2023	2024
No. of direct and group beneficiaries	590,670	927,283	130,915
Amount of CSR fund allocation (in Php)	330 million	206 million	242.5 million
No. of CSR projects	1,389	1,414	1,366

Memberships and Associations

Corporate Center	
UN Global Compact Network Philippines	NEDA Stakeholders' Chamber on the SDGs
Business for Sustainable Development	Philippine Business Coalition for Women Empowerment
Power	
Philippine Business Coalition for Women Empowerment	American Chamber of Commerce of the Philippines
People Management Association of the Philippines	Philippine Financial & Inter-Industry Pride
Banking	
Bankers Association of the Philippines	Trust Officers Association of the Philippines
Credit Card Association of the Philippines	Financial Executives Institute of the Philippines
Food	
United Swine Producers Association	Pollution Control Association of the Philippines, Inc.
Philippine Association of Flour Millers Inc.	Philippine Egg Board Association
Land	
PropTech Consortium	Subdivision and Housing Developers Association
Chamber of Real Estate and Builders' Associations	National Real Estate Association
Infrastructure	
Philippine Green Building Council	Urban Land Institute Philippines
IT & Business Process Association of the Philippines	Philippine Association of EcoZones

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

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Certifications

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

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

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SBU	Certification Type	Details of Certification	Facilities Covered by Certification
Aboitiz Foods	International Standards	Good Hygiene Practices (GHP)	Klean Greentech Co., Ltd
	International Standards	Food Safety System Certification (FSSC) 22000 Version 5.1	Iligan Flour Plant
Aboitiz InfraCapital	International Standards	ISO 9001:2015 - Quality Management System	LIMA Estate
	International Standards	ISO 14001:2015 - Environmental Management System	
	International Standards	ISO 45001:2018 - Occupational Safety & Health Management System	
	International Standards	Airport Carbon Accreditation: Level 1	Mactan-Cebu International Airport
	Third-party verification	BERDE 5-Star District Certification	MEZ2 Estate West Cebu Estate LIMA Estate
	Third-party verification	DENR-EMB Environmental Laboratory Recognition	Apo Agua Infraestructura, Inc.