



GT CAPITAL
HOLDINGS INCORPORATED

Sustainability Report 2019

About this Report

(102-46, 102-50, 102-54)

The 2019 Sustainability Report relates GT Capital's sustainability performance in terms of the conglomerate's economic, environmental, and social impacts in its areas of operations and in communities reached by its activities and projects.

This report has been prepared in accordance with the GRI Standards: Core Option. It discusses GT Capital's sustainability performance at the parent level, unless otherwise stated.

The information in this report covers GT Capital's operations for the calendar period ending December 31, 2019.

For the second year in a row, sustainability reporting specialists from the University of Asia and the Pacific supported GT Capital's sustainability team in identifying and measuring the sustainability topics relevant to GT Capital and its component companies. They also assisted the company in gathering and generating data for inclusion in this report, through stakeholder consultations, technical assistance, and workshops.

A copy of this report may be downloaded at <https://www.gtcapital.com.ph/sustainability-report>. Inquiries and other concerns related to this report may be sent to GT Capital's Chief Risk Officer at winston.peckson@gtcapital.com.ph.



The paper version of the 2019 GT Capital Sustainability Report is printed on Magno 150gsm, a PEFC Credit and FSC Mix Credit material. Magno paper products, produced in the company's paper mills in Europe, meet high quality and environmental standards.



Message from the President

(102-14)

Dear fellow stakeholders,

As we prepare GT Capital's 2019 Sustainability Report, the country is in the midst of a global pandemic. Companies have been required to act decisively to continue to provide essential services for their clients at this difficult time. In addition, the spread of Covid-19 has motivated all corporations to revisit how they do business, impact the environment, and shape the way societies live, as these factors have accelerated community transmission.

During the lockdown period, GT Capital and its component companies responded to the call of the national government to soften the financial impact of the lock-down on both our retail and corporate customers. Thus, interest payments have been deferred, rental and amortization payments pushed back, and insurance premium collections postponed. The conglomerate's component companies all implemented measures to maintain customer service. Our lending institutions granted grace periods for monthly amortizations and lease collections, while our insurance companies deferred premium payments. For instance, Metrobank and PSBank branches remained open and waived fees for electronic fund transfers. In addition, AXA and Toyota Insure extended the validity of coverage for qualified policies expiring within the ECQ, while AXA committed to pay out Covid-19 related health and death benefits. Furthermore, Toyota Motor Philippines extended financial assistance to its dealerships. Lastly, Federal Land deferred rental and amortization payments for customers and tenants.

Over the medium to long term, the Group will continue to improve on its sustainability reporting and economic, social, and governance (ESG) initiatives. GT Capital's business model of strategic partnerships with global brand leaders, a key differentiator for the conglomerate, is an advantage toward achieving these goals. Several of the Group's international strategic partners have established sustainability practices and policies, such as Toyota's Environment Challenge 2050, Mitsui's Environmental Management Strategy, and ORIX's Transition to a Carbon-Free Society. For future

sustainability initiatives, GT Capital and its component companies can draw on our partners' experience.

Against this backdrop, we report the environmental and social initiatives of GT Capital and its component companies. As we continue to pursue excellence in our operations, we reaffirm our commitment to align our various businesses with sustainability principles to enhance the environment and strengthen the country's social fabric amid the pandemic.



Last year, we identified ten (10) United Nations Sustainable Development Goals (UN SDGs) that are material to our component companies. These include UN SDG 1, No Poverty; 3, Good Health and Well-Being; 4, Quality Education; 5, Gender Equality; 7, Affordable and Clean Energy; 8, Decent Work and Economic Growth; 10, Reduced Inequalities; 12, Responsible Consumption and Production; 13, Climate Action; and 16, Peace, Justice and Strong Institutions.

We are confident that our investments in critical industries that fuel the country's productivity and generate jobs will drive our businesses towards helping achieve these 10 SDGs. GT Capital and its component companies are now more closely looking

at their respective businesses, examining how they may further measure and align their activities and set targets according to the UN SDGs.

Nonetheless, GT Capital's component companies and strategic partnerships have implemented programs and offered products and services in line with long-held sustainability principles and practices.

To support local economic activity and promote the livelihood of small and medium-sized businesses, Metropolitan Bank & Trust Company (Metrobank) offers three kinds of SME business loans—the Puhunan Loan, Agri Business Loan, and Franchise Business Loan. All three offerings are designed to make it easier for sectors that more frequently need to promptly secure funding for business expansion and working capital.

In support of the government's initiative to further develop auto and auto parts manufacturing capabilities in the country, Toyota Motor Philippines (TMP) has remained committed to the government's Comprehensive Automotive Resurgence Strategy (CARS) program. The Vios, TMP's official entry to the CARS program, is manufactured in its Santa Rosa plant along with the Innova. TMP has full manpower complement of 1,967 employees as of the end of 2019.

In addition, to contribute to mitigating the environmental impact of the automotive manufacturing industry, TMP adheres to Toyota Motor Corporation's global policies on sustainable development, among others, to develop, establish and promote technologies enabling the environment and economy to coexist harmoniously, and to build close and cooperative relationships with a wide spectrum of individuals and organizations involved in environmental preservation. TMP also aligns and works with TMC to contribute to the achievement of the Toyota Environmental Challenge 2050, a set of six environmental targets to be attained by the year 2050 with the ultimate goal of having zero environmental impact while contributing a net positive impact on society.

To address the demand for comfortable residential, commercial, and office spaces, Federal Land has accelerated development of projects in 2019, including The Estate Makati and Grand Midori Ortigas, which are awaiting Leadership in Energy and Environmental Design (LEED) certification. The property developer's hotels and master-planned townships have also contributed to providing the real estate market with sustainably designed buildings and structures.

To protect people and organizations over the long term, AXA Philippines strives to align itself with the AXA S.A. Group's three-pronged corporate responsibility approach—climate change, health risk prevention, and responsible data. Among other commitments, AXA aims for 100% of the electricity consumed in all of its buildings and facilities worldwide to come from renewable sources by 2025.

And to contribute to empowering communities to become sustainable, Metro Pacific Investments Corporation (MPIC) powers households, commerce, and industries, delivers clean and safe water, and makes world-class healthcare more accessible nationwide. In 2019, through GT Capital's strategic investment in MPIC, we embarked on several projects to make renewable energy available in more places. Complementing TMP's thrust to provide mobility solutions to more Filipinos, MPIC contributed to the country's infrastructure initiatives by continuing its expansion of the Light Rail Transit (LRT) system and toll roads in Metro Manila and Luzon.

This report further details the sustainability performance of GT Capital and its component companies in 2019, specifically their economic, environmental, and social impacts on various stakeholders, both within and outside the Group. In accordance with our commitment to nation-building, GT Capital coordinates with our component companies to take practical actions toward solving the sustainability issues confronting the country.

In all that we do, we aim to be Partners for Good: for keeping the trust of our joint venture partners and clients, for maintaining long-term business sustainability, and for achieving the common good through nation-building. To this end, we will continue to take advantage of the synergies of our various businesses to enhance the environment and the communities where we operate. Despite the challenges of 2020, we remain confident in the Group's ability to eventually bounce back toward our pre-pandemic growth trajectory, whilst maintaining sustainable business practices. We are adequately equipped to take—and create—the opportunities presented to us to maintain the structural soundness of our business in a sustainable manner that protects the environment and advances the common good for society.

CARMELO MARIA LUZA BAUTISTA
President

Sustainability Framework

(102-11)

Sustainability Framework

Business excellence is at the heart of GT Capital's operations throughout its 13 years of experience. In 2018, GT contextualized business excellence within the Three P's of sustainability—Planet, People, Prosperity. Alternatively referred to as the Triple Bottom Line, this framework makes GT Capital more conscious of the need for its business interests ("prosperity") to be balanced with society's interests in environmental ("planet") and social ("people") terms.

More specifically, we have taken the elements of our traditional business model—value creation, market leadership, sustainable leadership, organic growth, strategic partnerships, conscious operations—and challenged both the parent and component companies to make these elements work in synergy to serve the Triple Bottom Line.

This way, GT Capital will be able to achieve a holistic form of business excellence that benefits all the parent and component companies' stakeholders, to include investors, shareholders, employees, customers and end-users of its products and services, and the communities where they operate.

GT Capital's Sustainability Framework



In 2018, we identified 10 UN Sustainable Goals that are material to our component companies—SDG 1, No Poverty; 3, Good Health and Well Being; 4, Quality Education; 5, Gender Equality; 7, Affordable and Clean Energy; 8, Decent Work and Economic Growth; 10, Reduced Inequalities; 12, Responsible Consumption and Production; 13, Climate Action; and 16, Peace, Justice and Strong Institutions. We remain committed to contributing to the achievement of these SDGs through our business operations and other corporate activities.



Our Materiality Process

(102-40, 104-42, 102,43, 102-44, 102-47)

Materiality Process

Following the GRI Standards framework, GT Capital in 2018 conducted a materiality assessment to identify the environmental, social, and governance (ESG) issues that had the most potential to affect our businesses and our stakeholders. To determine these issues, we consulted stakeholder groups who had the most influence on our ESG, or sustainability, performance—the parent company’s principals, capital fund providers, employees, senior executives, regulators, and component companies.

The materiality assessment was made in partnership with the University of Asia and the Pacific.

The process resulted in the identification of 16 material topics, which we have determined to be still relevant today. The table below shows these topics.

Economic (4)	Social (10)
Economic Performance	Employment
Indirect Economic Impacts	Labor/Management Relations
Anti-corruption	Training and Education
Anti-competitive Behavior	Diversity and Equal Opportunity
	Nondiscrimination
	Human Rights Assessment
	Supplier Social Assessment
	Marketing and Labeling
	Customer Privacy
	Socioeconomic Compliance
Environmental (2)	
Energy	
Environmental Compliance	

Taking these topics, GT Capital is in the process of establishing business strategy and key ESG targets both for the parent and component companies.

Management approach disclosures for our material topics are discussed on pages 10 to 15 while relevant data are shown on page 16 to 19.

How We Contribute to Nation Building

(102-2, 102-6, 102-7, 203-2)

GT Capital recognizes the imperative for companies to look for the Triple Bottom-line. Beyond profit, the Group continues to expand its view of operating performance to include benefits to society and the environment. This is true especially of investment holding companies such as ours, as we stimulate the economy, create employment, and move key sectors of the country through the initiatives of our component companies.

As viable new opportunities develop in the Philippines, we continue to build on our tradition of excellence and leadership in five key sectors—banking; automotive assembly, importation, and distribution; property development; infrastructure and utilities; and life and general insurance.

This tradition is predicated not only on building long-term value for our shareholders, clients, and employees, but also on enabling a stronger and more prosperous nation through our sustainability efforts and corporate social responsibility (CSR) activities. Our operations include economic and social activities that will eventually lead to profitability and inclusive nationwide progress. In addition, long before the incorporation of GT Capital in 2007 and the publication of its maiden Sustainability Report last year, the conglomerate was already heir to a rich philanthropic tradition through the Metrobank Foundation and the Ty family foundations.

As we reaffirm our commitment to CSR and sustainability as integral to our business, we ensure that our investment decisions are

consistent with our core values of integrity, competence, respect, entrepreneurial spirit, and commitment to value creation.

Our goal is to engage in meaningful investment ventures that contribute to nation building and to continuously support our component companies in expansion ventures that further improve their contribution to the economy, environment, and society. We guarantee due diligence for our new investments and undertake regular monitoring of our existing investments to determine and maintain their alignment to our overall corporate mission, vision, and core values.

Component companies' contribution

GT Capital serves customers across sectors including automotive assembly, importation, distribution, dealership and financing, banking, property development, life and general insurance, and infrastructure and utilities.

For close to six decades, Metropolitan Bank and Trust Company (Metrobank), the country's premier universal bank, has provided meaningful banking services to Filipinos everywhere. Through its workforce of 13,150 employees, Metrobank's diverse product portfolio—investment banking, thrift banking, leasing, financing, bancassurance, and credit cards—ensures that clients' varied financial needs are adequately addressed.

Metrobank continues its strong legacy of being the bank of choice for small and

medium-scale enterprises (SMEs), which cover 90% of the Philippine economy. The Bank supports SMEs through its Agribusiness Loan Program, especially in underbanked provinces, as well as the SME Kapihan, a regular activity that provides learning and relevant information to small businesses. And through the Metrobank Foundation, the bank honors outstanding Filipinos—teachers, soldiers, police officers, and artists in particular—through awards and grants, dovetailing its programs for education, disaster response and healthcare. For the year, a total of 50 socio-civic and charitable organizations were provided with grant assistance worth a total of Php20.0 million and caters to 24,115 individuals and 11,397 families.

Incorporated in August 1988, Toyota Motor Philippines (TMP) is an advocate of automotive manufacturing as a catalyst for national development. It has invested at least Php5.2 billion in the government's Comprehensive Automotive Resurgence Strategy (CARS) program aimed at further developing capabilities in the country's automotive manufacturing sector. TMP has 1,967 employees as of the end of 2019, 91% of whom are assigned in its manufacturing activities in Santa Rosa, Laguna, contributing to job generation in the countryside. The country's leading automaker also supports many SMEs in its value chain, many of whom form the Toyota Suppliers Club of 96 member-companies. In 2019, through the Toyota Motor Philippines Foundation, TMP sustained its support for Pulong Sta. Cruz Elementary School (PSCES) in Santa Rosa, Laguna, sponsored scholars in 20 partner tech-vocational institutions nationwide, participated in tree-planting and mangrove-planting under the global All-Toyota Green Wave program, organized a medical-surgical outreach, and provided assistance to earthquake victims in Mindanao.

A prime real estate developer, Federal Land Inc. (FLI), which began close to five decades ago as Federal Homes, Inc., has since grown into the GT Capital family and as a proud partner of the Metrobank Group. In 2019, FLI launched six projects in key locations, namely Makati, Pasay, Taft Avenue, Cebu, Bonifacio Global City (BGC), and Ortigas. Federal Land aims to create more dynamic communities for generations to enjoy in the years to come.

AXA Philippines is one of the country's largest and fastest-growing insurance companies in terms of total net insurance premium. Today, AXA has close to 7,000 financial advisors in more than 40 branches, and about 1,200 financial executives in over 900 Metrobank and PSBank branches nationwide. Charter Ping An, on the other hand, has 22 branches nationwide and more than 2,000 agents. Currently, AXA Philippines protects 1.3 million individuals through its comprehensive suite of life and non-life insurance products.

GT Capital's strategic partnership with Metro Pacific Investments Corporation (MPIC) has made us the largest minority investor in the country's leading infrastructure holding company. Our equity investment in MPIC further supports our vision of nation-building by providing our stakeholders with access to basic services such as clean water, reliable power, tollways, railways, and hospitals. This is in consonance with the government's direction to significantly enhance the country's infrastructure to enhance economic growth. MPIC intends to implement new power generation projects, primarily in renewables, and strengthen its retail sales market, helping provide electricity to more homes and businesses nationwide.



EMPLOYMENT AND DIRECT ECONOMIC VALUE GENERATED AND CONTRIBUTED

(203-2)

GT Capital generates employment for thousands of Filipinos. This is one of the Group's most noticeable impacts to society. Owing to our business lines and strategic partnerships, GT Capital has generated over 19,510 jobs as of end-2019 across the country.

We maintain healthy relationships with our employees through hiring highly qualified candidates, providing acceptable and benchmarked compensation packages, ensuring a healthy working environment, and ensuring employee satisfaction through surveys. We commit to hire, retain, and develop talent in sectors that are key to the growth of the nation's economy.

Head Count (102-8)	Total
GT Capital Holdings, Inc.	42
Metropolitan Bank and Trust Company (Parent Bank)	13,150
Toyota Motor Philippines Corporation	1,967
Toyota Manila Bay Corporation	966
Toyota Financial Services Philippines	405
Federal Land, Inc.	495
Philippine AXA Life Insurance Corp.	2,430
Metro Pacific Investments Corporation	55

In 2019, the GT Capital Group generated and distributed Php 226.8 billion in direct economic value, with operating costs taking the largest share at Php 176.5 billion. A total of Php 21.0 billion went to payments to capital providers, Php10.6 billion was paid to suppliers and for other operating costs, Php4.9 billion was remitted to the government in taxes and fees, Php3.0 billion was paid to employees in wages and benefits, and Php1 million was set aside for community investments and donations. The company retained Php10.7 billion in economic value.

GT Capital Holdings Group COVID-19 Response Reached Php 1.2 Billion

(203-2)

The GT Capital Holdings Group has stood with all Filipinos in facing the challenges brought on by COVID-19. The Group and its component companies have pledged support to manage the disruption and provide meaningful assistance to customers, employees, and partners who most need help in these difficult times. In total, the GT Capital Group's overall contribution to the pandemic response reached Php1.2 Billion.

When the lock down period began by mid-March, GT Capital's immediate priority was the safety and protection of our workforce. Above all, the conglomerate wanted to ensure

the physical well-being and financial security of its Group-wide employee base, recognizing that they are the GT Capital Group's most valuable resource. Throughout the enhanced community quarantine, GT Capital and its component companies continued to support their more than 25,000 employees, including the agency-based workforce across the Group, many of whom are restricted to work from home or are displaced by the situation. For the GT Capital Group's front-liners, who had put themselves at risk every day at the height of the crisis, additional compensation and other tangible assistance have been extended.



TOTAL GT CAPITAL GROUP RESPONSE APPROXIMATELY (as of June 5, 2020)
PHP1.2 BILLION

PHP1.0 Billion Policies and programs in place to support 26,000 Group-wide officers, agency-based support staff and front-liners



PHP200 Million pledged fund for direct CSR initiatives. Actual disbursements include:

PHP100 Million Food gift certificates for 1 Million families through Project Ugnayan of the Phil Disaster Relief Foundation and Caritas Manila

PHP18 Million Molecular Laboratory for the Phil. Red Cross capable of 1,000 tests a day

PHP25.4 Million 20,000 sets of PPE for 21 hospitals in Metro Manila, Cavite, and Cagayan de Oro

PHP15 Million 22,000 rapid test kits and 3,800 PCR swab tests c/o U.P. NIH and Project ARK

PHP4.3 Million 109,200 pairs of gloves and 2,000 sets of PPE for the Police and Armed Forces

PHP10 Million Philippine Star Tala Para sa Kapwa, San Juan Medica Center (through Xavier School), McDonald's Charities, Jollibee Group Foundation

The Group will continuously monitor the evolving situation and will implement further measures as needed.

Management Approach

As a holding company, GT Capital strives for its component companies to contribute to nation building through products, services, and solutions that fulfill the aspirations of Filipinos while adhering to sustainability principles and standards.

As founder George S.K. Ty put it, “while success in business is a source of pride, our contribution to nation building give us even greater satisfaction.”

GT Capital counts on the synergy of its component companies and strategic partnerships not only to expand its businesses but, more importantly, to assure a sustainable future for the markets and stakeholders it serves and the communities it reaches and operates in. The synergistic activities of its component companies respond to Filipinos’ needs in a multi-faceted fashion shelter, through Pro-Friends and Federal Land; banking through Metrobank; insurance through AXA Philippines; mobility through Toyota; and water, power, healthcare services, and roads through MPIC.



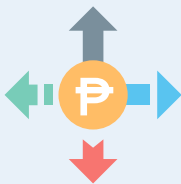
Economic Performance (103-1,2,3)

GT Capital manages the impacts of its economic performance on stakeholders by reviewing and validating component companies’ annual budgets. It works with independent third parties including investment consultants, actuarial professionals, and auditors to safeguard and grow its financial resources while generating and distributing value for its stakeholders and throughout the value chain.

Investment decisions are consistent with its core values of integrity, competence, respect, entrepreneurial spirit, and commitment to value creation. Such decisions also comply with the company’s determined investment criteria and risk appetite.

GT Capital’s Finance and Accounting group, guided by approved policies and practices, is responsible for monitoring the conglomerate’s economic performance. This group conducts monthly meetings, annual planning, and checklists of reportorial requirements.

GT Capital also monitors its indirect economic impacts occurring primarily through its component companies as part of the supply chain.



Indirect Economic Impacts (103-1,2,3)

As an investment holding company, our indirect economic impacts primarily occur through our component companies and the supply chain which includes both customers and suppliers. We ensure that investment decisions made are consistent with our core values of integrity, competence, respect, entrepreneurial spirit, and commitment to value creation. We guarantee due diligence for new investments by considering our overall economic contribution and position. We

undertake regular monitoring of already existing investments to determine their alignment to GT Capital's corporate mission, vision, and core values.



Anti-corruption (103-1,2,3)

We do not tolerate corruption in the workplace as it may damage GT Capital's reputation which may eventually result in the low morale of our employees. It may also have financial, legal, and regulatory consequences.

GT Capital's Code of Discipline provides penalties for corruption violations. Our Code of Ethics also enjoins that all directors, officers and employees shall ensure the conduct of fair business transactions and guarantee that personal interest does not affect the exercise of their duties. Likewise, they shall not use their position to profit or acquire benefits or advantage for themselves or related interests. GT Capital has established procurement policies and contracts to avail crucial services which are reviewed and approved by the Bids and Awards Committee or the Senior Executive Committee for extraordinary service engagements.



Anti-competitive Behavior (103-1,2,3)

Competition stimulates innovation, productivity and competitiveness, all of which contribute to an effective business environment. We conduct due diligence and engage legal advisers to ensure compliance with the Philippine Competition Act.



Environmental Category

The company intends to monitor the environmental impacts of its activities at the component-company and parent levels. The component companies plan and execute their own programs to mitigate their impact on the environment; reduce the energy, water, and other resources consumed in their activities; and promote the protection of the environment in their areas of operation.

GT Capital is in the process of drafting its environmental policy for adoption in the coming years. Nevertheless, its Legal and Compliance group ensures that it adheres to environmental laws and regulations.



Energy (103-1,2,3)

We exert conscious efforts in energy conservation at our head office through shifting into more energy-efficient office equipment and minimizing consumption only to necessary usage. We plan to draft our environmental policy in the coming years. We also aim to achieve a reduction in our energy consumption which translates to lower energy costs and contributes to sustainable business operations. We also target a net percentage decrease in total energy consumption and in average consumption per employee.

Management Approach



EMPLOYMENT(103-1,2,3)

We maintain healthy relationships with our employees through hiring of highly qualified candidates, provision of acceptable compensation packages (benchmarked), ensuring a healthy working environment, and ensuring employee satisfaction through surveys. We commit to hire, retain, and develop talents. One of the goals and targets of our Human Resources and Administration Department (HRAD) is to achieve attrition and vacancy rates that are below the industry average. The HRAD Head primarily manages the human resource administration and development processes. We also have a payroll system that facilitates compensation and other benefits. The hiring and compensation processes are subject to regular internal audits in accordance with the Internal Audit Department's plan. Competency assessment for employee candidates are also facilitated by a third-party consultant.

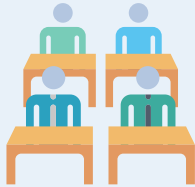
Our Human Resources Committee reviews and proposes changes and improvements to the compensation and benefits package regularly subject to the approval of the Executive Committee. Regular employees are also granted life insurance, health care, disability and invalidity coverage, parental leave, and retirement provision.

The HRAD conducts continuous reviews on an annual basis and proposes changes to its processes as necessary



LABOR/ MANAGEMENT RELATIONS (103-1,2,3)

We aim to maintain healthy relationships with employees through full disclosure of plans that may affect employees' well-being. We also commit to provide employees with a reasonable notice period prior to operational changes. As of 2018, we provide a notice period of at least 30 days (4 weeks) before implementing operational changes.



TRAINING AND EDUCATION (103-1,2,3)

We provide individual development plans (IDP) for our employees based on their competency assessments. IDP includes career and succession planning. We commit to upgrade our employees' competencies through individual development plans and aim to provide at least 16 hours of training per employee per year.



DIVERSITY AND EQUALITY (103-1,2,3)

We value diversity across all ranks and aim to provide equal opportunity for all relevant stakeholders. We ensure that equal opportunity is provided to employees and no preference is given on the basis of gender, ethnicity, or race. Through HRAD, Human Resources Committee, and other relevant department heads, we commit to provide our employees and applicants equal opportunity on the basis of competencies, and not on the basis of any discriminatory factor especially when it comes to diversity of governance bodies and employees, and salary and remuneration of women to men.



NON-DISCRIMINATION (103-1,2,3)

We aim to provide a safe and healthy working environment by ensuring that controls are in place to prevent and address incidents of discrimination through the provision of mechanisms to raise awareness on and to report incidents of discrimination. Acts of discrimination are covered by the Code of Discipline of our company. Through HRAD, Human Resources Committee, and other relevant department heads, we aim to provide our employees and management a working environment free of discrimination.



HUMAN RIGHTS ASSESSMENT (103-1,2,3)

We, at GT Capital, ensure that our component companies follow acceptable and sustainable business practices involving human rights issues. Our company complies with its human rights policies and procedures. Our company's human rights assessment primarily impacts the following stakeholder groups: the management, the principals, the shareholders, the regulators, and the employees.

Management Approach

GT Capital is committed to provide appropriate training on human rights policies and procedures. Our company is also committed to ensure that track record on human rights is considered in its investment decisions. The offices responsible for the implementation of these policies and procedures are the HRAD, Corporate Planning and Business Development Department, and Legal and Compliance Department.



SUPPLIER SOCIAL ASSESSMENT (103-1,2,3)

GT Capital ensures that there is an assessment of our activities in order to prevent and mitigate our negative social impacts in the supply chain. These include impacts of GT Capital that are directly linked to our activities, products, or services.



MARKETING AND LABELLING (103-1,2,3)

GT Capital ensures stakeholders' access to accurate and adequate information about our company and its transactions. Through timely and accurate disclosures of material information, we aim to mitigate the negative effects of inadequate marketing. GT Capital is committed to respect the stockholders' right to information based on prescribed rules and regulations. Our company also aims to provide stockholders accurate and timely information during the annual stockholders' meeting and quarterly briefings, and to achieve non-violation of disclosure rules. As part of evaluating the effectiveness of our approach in this area, we ensure regular audits on processes, feedback forms, and consultations with investors.



CUSTOMER PRIVACY (103-1,2,3)

GT Capital processes the personal data of our data subjects, including our stockholders in accordance to the Data Privacy Act of 2012 (DPA). Our company manages the impacts on data privacy through implementation of security measures for organizational, physical, and technical aspects.

Our company's policy on customer privacy is included in our Data Privacy Manual which includes GT Capital's Privacy Policy (public) and Privacy Notice (public). GT Capital is committed to protect the fundamental human right of our data subjects to privacy while ensuring free flow of information to promote innovation, growth, and development.

Part of our company goals and targets are related to privacy are zero breach and full compliance with the DPA, and related laws and issuances as well as the requirements of the National Privacy Commission (NPC). The departments responsible for this are the Data Protection Officers and the Data Breach Response Team. Finally, the company specifically aims for organizational security measures and physical security measures such as outlining of storage type and location of documents with personal data, rules on sharing of personal data with third parties, and technical security measures in the form of personal data back-up in electronic format, monitoring of security breaches, and regular testing of security measures.



ENVIRONMENTAL COMPLIANCE AND SOCIOECONOMIC COMPLIANCE (103-1,2,3)

Acting in an environmentally and socially responsible way is our duty to our stakeholders. GT Capital believes that doing so can positively affect its bottom line and long-term success as a conglomerate. With these, environmental and social responsibility have been included as a covenant in our contracts. Our Legal and Compliance Department ensures that we adhere to laws and regulations. GT Capital strives to prevent and avoid violations of Philippine environmental laws and regulations and continues its compliance with all laws and regulations in the environmental, social, and economic areas.

Economic Performance

Direct Economic Value Generated and Distributed (201-1)

Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:



DIRECT ECONOMIC VALUE GENERATED

PHP **226.8** Billion

CORE NET INCOME

PHP **15.8** Billion

Economic value, retained: 'directed economic value generated less 'economic value distributed'.



PHP **10.7** Billion

Defined benefit plan obligations and other retirement plans (201-3)

as disclosed in the consolidated audited financial statements

PENSION LIABILITY

PHP **859** Million

Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments

OPERATING COSTS

PHP **176.5** Billion

EMPLOYEE WAGES AND BENEFITS

PHP **3.0** Billion

PAYMENTS TO SUPPLIERS AND OTHER OPERATING COSTS

PHP **10.6** Billion

PAYMENTS TO PROVIDERS OF CAPITAL

PHP **21.0** Billion

PAYMENTS TO GOVERNMENT

PHP **4.9** Billion

COMMUNITY INVESTMENTS

PHP **1** Million

Financial assistance received from government (201-4)
None received in 2019

Indirect Economic Impacts (203-2)

SIGNIFICANT INDIRECT ECONOMIC IMPACTS

*employment data to be discussed separately

OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION (205-1)

Deals subjected to overall risk assessment including regulatory (corruption) risk

COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES (205-2)

The Chief Audit Executive (CAE) receives communication through the governance hotline. The Company's Code of Ethics covers sanctions against corruption and other illegal activities.

LEGAL ACTIONS FOR ANTI-COMPETITIVE BEHAVIOR, ANTI-TRUST AND MONOPOLY PRACTICES (206-1)

No actions against the Company in relation to anti-competitive behavior, anti-trust or monopoly practices.

Environmental Performance

Reduction of energy consumption (302-4)

Actual energy consumption at the parent level



Non-compliance with environmental laws and regulations (307-1)

No non-compliance with environmental laws and/or regulations in 2018

Social Performance

New employee hires and employee turnover (401-1)

Total number rate of new employee hires during the reporting period, by age group, gender and region.



Total number and rate of employee turnover during the reporting period, by age group, gender and region.

None

Benefits provided to full-time employees that are not provided to temporary or part-time employees (401-2)

Actual availment of employee benefits provided to full-time employees that are not provided to temporary or part-time employees during the period.



LIFE INSURANCE

42 Employees



HEALTH CARE

42 Employees

DISABILITY AND INVALIDITY COVERAGE

0 Employees

PARENTAL LEAVE

2 Employees

RETIREMENT PROVISION

0 Employees

Parental Leave (401-3)



Total number of employees that were entitled to parental leave, by gender.

7 Male 12 Female

Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.

2 Female

Total number of employees that returned to work in the reporting period after parental leave ended, by gender.

2 Female

Return to work and retention rates of employees that took parental leave, by gender.

2 Female

Labor Management Relations

MINIMUM NOTICE PERIODS REGARDING OPERATIONAL CHANGES (402-1)



30 Days

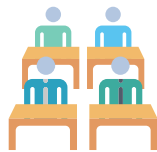
Minimum number or weeks' notice typically provided to employees and their representative prior to the implementation of significant operational changes that could substantially affect them.

Social Performance



Training and Education

53.3 hours



Average hours of training that the organization's employees have undertaken during the reporting period (404-1)

GENDER



Male: **61.7** hours

Female: **48.1** hours

EMPLOYEE CATEGORY

junior officers: **70.7** hours

senior officers: **52.2** hours

Programs for upgrading employee skills and transitions assistance programs (404-2)

57 programs

Percentage of employees receiving regular performance and career development reviews (404-3)

100% of employees



Percentage of total employee by gender and by employee category who received a regular performance and career development review during the reporting period. (404-3)

47.6%
male
(20)



52.4%
female
(22)

Diversity and Equal Opportunity

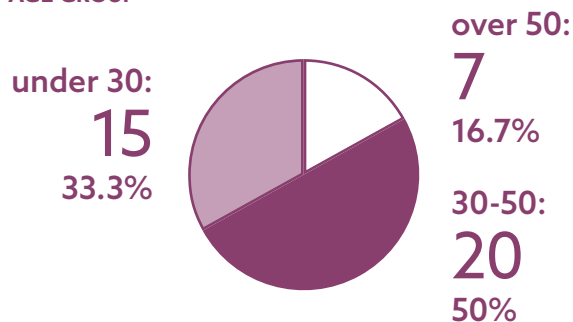
Diversity of governance of bodies and employees (405-1)
 Percentage of individuals within the organization's governance bodies in each of the following diversity categories:



GENDER



AGE GROUP



Ratio of basic salary and remuneration of women to men (405-2)

1.00:0.96
 female to male

Ratio of the basic salary and remuneration of women to men for each employee category significant locations of operations.

Non-discrimination

Incidents of discrimination and corrective actions taken (406-1)

0 incident of discrimination reported

Human Rights Assessment

Employee training on human rights policies and procedures (412-2)

Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations.

Employees are required to familiarize themselves with the Company's Code of Discipline before annual acknowledgement is signed.

Significant investment agreements and contract that include human rights clauses or that underwent human rights screening (412-3)

Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.

All contracts include standard clauses in relation to compliance with all applicable laws and regulations and have undergone legal due diligence.



Supplier Social Assessment

New suppliers that were screened using social criteria (414-1)

Group-wide policy under development

Negative social impacts in the supply chain and actions taken (414-2)

Formal policy for development to be cascaded to component companies

Suppliers are usually sourced from accredited MBT/Group suppliers.

Marketing and Labelling

Incidents of non-compliance concerning marketing communications (417-3)



No noted incidents of non-compliance concerning marketing communications.

Customer Privacy

Substantiated complaints concerning breaches of customer privacy losses of customer data (418-1)

No substantiated complaints concerning breaches of customer privacy and losses of customer data.

Socioeconomic Compliance

Non-compliance with laws and regulation in the social and economic area (419-1)

No recorded fines or monetary sanctions for non-compliance with environmental, social and economic laws and regulations.

Economic Performance

Direct economic value generated and distributed (201-1)

**DIRECT ECONOMIC VALUE
GENERATED**

PHP **99.9** Billion

NET INCOME

PHP **28.1** Billion

Anti-corruption

Confirmation incidents of corruption and actions taken (205-3)

There are no incidents in which directors or employees were removed or disciplined for corruption during the period. There are no incidents when contracts with business partners were terminated due to incidents of corruption.

Environmental Performance

Materials

Used by weight or volume (301-1)

3,166 pieces of UPS batteries and

17,498 cartridges of printer toner



Energy

Consumption within the organization (302-1)

81,715,298.59kWH

Emissions

Direct (Scope 1) GHG Emissions (305-1)

90027kg CO²e



Energy Indirect (Scope 2) GHG Emissions (305-2)

143,406,263.26kg CO²e



Water and Effluents

Water Consumption (303-5)

1,239,454.17m³

Solid and Hazardous Wastes



SOLID WASTE

Total Solid Waste Generated

9.21MT

HAZARDOUS WASTE

Total Weight of Hazardous Waste Generated

0.0071MT

Environmental Compliance

Non-compliance with Environmental Laws and Regulations (307-1)

**TOTAL AMOUNT OF MONETARY
FINES FOR NON-COMPLIANCE
WITH ENVIRONMENTAL LAWS
AND/ OR REGULATIONS**

Zero

**NO. OF NON-MONETARY
SANCTIONS FOR NON-COMPLIANCE
WITH ENVIRONMENTAL LAWS AND/
OR REGULATIONS**

Zero

Social Performance

Employment

New employee hires and employee turnover (401-1)

TOTAL EMPLOYEE COUNT

13,150

EMPLOYEE BREAKDOWN BASED ON AGE

≤ 25 - 2,980
 26 - 30 - 3,276
 31 - 35 - 2,318
 36 - 40 - 1,291
 41 - 45 - 1,085
 46 - 50 - 1,378
 51 - 55 - 708
 > 55 - 114

EMPLOYEE BREAKDOWN BASED ON GENDER:

Female **8,565**
 Male **4,585**

8.69% ATTRITION RATE

5.33% RATE OF LOWEST PAID EMPLOYEE AGAINST MINIMUM WAGE

Labor-management Relations

89% of employees covered with Collective Bargaining Agreements

Diversity and Equal Opportunity

65% of workers in the workforce are female

35% Percentage of male workers in the workforce

Number of employees from indigenous communities and/or vulnerable sector

Female **125** Male **11**

Occupational Health and Safety

Work-related ill health (403-10)

2019 Diseases/Principal complaint count **2,288**

No. of Work-related injuries **9**

No. of Work-related fatalities **0**

Employee Training and Development

TOTAL TRAINING HOURS PROVIDED TO EMPLOYEES

750,470.50hours

AVERAGE TRAINING HOURS PROVIDED TO EMPLOYEES

57.07hours

Customer Management

Customer Satisfaction **81%**

Customer Privacy

No. Substantiated Complaints on Customer Privacy **0**

No. of Complaints addressed **0**

No. of Customers, Users and Account Holders whose Information is Used for Secondary Purposes **0**

Data Security

No. of data breaches, including leaks, thefts and losses of data **0**

Training and Education

Average hours of training per year per employee (404-1) **57.07** hours

Employee assessed based on their performance **95%**

Number of employees promoted **2,915**

Non-discrimination

Incidents of discrimination and corrective actions taken – There were no instances of discrimination during the reporting period.

Freedom of Association and Collective Bargaining

Employee covered by collective bargaining agreement **6,111**

Percentage of employees covered by collective bargaining agreement **89%**

Product or Service Contribution to UN SDGs

Product or Service Contribution to UN SDGs
 Php 605 Billion loans distributed are aligned with UN SDGs. In the interest of time, loans tagged for this report are limited to 80% of the Institutional Banking Loan Portfolio

Economic Performance

Toyota Group Investments
1989-2019
PHP 66 Billion

2019
PHP 3.52 Billion

Total Duties & Taxes Paid
1989-2019
PHP 384 Billion

2019
PHP 46.8 Billion

Procurement from local suppliers
1989-2019
PHP 216 Billion

2019
PHP 17.56 Billion

Toyota Group Auto Parts Exports
1997-2019
USD 15.5 Billion

2019
USD 1.02 Billion

accounts to 27% of total PH auto parts exports

Employment
1989-2019

(TMP, Suppliers & Dealer Network)

Over 55,000 Employees



REVENUES

PHP 168.6 Billion

NET INCOME ATP

PHP 9.1 Billion

Total Vehicle Sales 1989 – 2019

1,745,863 units

54.3% local production of total vehicle sales

Total Vehicle Production 1989 – 2019

867,741 units

Manpower Profile

Total Employees

1,967 Team Members

BY GENDER



Male 1,605 (83%)

Female 362 (19%)

BY AGE

18-22 years: 42

23-27 years: 458

28-32 years: 392

33-37 years: 307

38-42 years: 152

43-47 years: 265

48-52 years: 277

53 & over years: 74

BY REGION

149 PH-Makati City:

marketing offices at GT Tower International in Makati City

1,798 PH-Santa Rosa City:

TMP's head office and manufacturing plant in Santa Rosa City, Laguna

20 Overseas

Toyota's Global headquarters (Japan) or at Regional headquarters (Singapore, Thailand) for Team Members under the Intra-Company Transfer (ICT) Program

New employee hires and employee turnover

BY GENDER



Male 79 (72%)

Female 31 (28%)

BY AGE

18-22 years: 28

23-27 years: 50

28-32 years: 19

33-37 years: 1

38-42 years: 2

43-47 years: 3

48-52 years: 4

53 & over years: 3

BY REGION

22 PH-Makati City

88 PH-Santa Rosa City

0 Overseas

Environmental Performance

Energy

ELECTRICITY

Average Monthly Consumption (in Kwh)

1,927,921.77

▲ 8%

Consumption Per Unit Produced (in Kwh)

428.21

▼ -8%

LPG

Average Monthly Consumption (in Kg)

58,626.13

▲ 7%

Consumption Per Unit Produced (in Kg)

13.02

▼ -9%

DIESEL

Average Monthly Consumption (in L)

20,192.07

▼ -13%

Consumption Per Unit Produced (in L)

4.48

▼ -26%

Emissions

VOC Emissions Per Unit Produced (in g/m²)

48.06 ▲ 0.4%

CO² Emissions Per Unit Produced
(in ton-CO²)

0.28 ▲ 7%



Water

Average Monthly Consumption (in m3)

15,857.13 ▲ 2%



Consumption Per Unit Produced (in m3)

3.52 ▼ -13%



Waste

Target Max. Generation Per Unit Produced

10.35 ▼ -12%

Actual Generation Per Unit Produced

11.92 ▲ 11%

Average Monthly Generation

53,653.30 ▲ 30%

Number of Local Suppliers and Geographical Location

Programs for upgrading employee skills and transition assistance programs

IN-HOUSE

19 Corporate Trainings

4 Leadership Development Programs

2 Global Training Programs

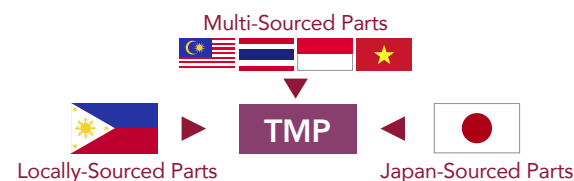


PUBLIC SEMINARS

As requested by Function Heads

1 program to prepare employees for Retirement

Parts Supply Flow



Local Parts
44 Suppliers

Indirect Materials
447 Suppliers

Locally-Sourced Parts

ELECTRICALS & SYSTEMS

11 Aircon, Clock, Writing Harness, Meter Combination (*100% CCP)

CHASSIS

7 Tires, Alloy Wheel Exhaust Pipe, Pedal, Fuel Tank, Brake Tubes, Asphalt Sheet

INTERIOR

7 Seat Belt, Door Trim, Visor, Carpet Assy

RESIN

6 Bumper, Instrument Panel, Cluster Louver

STAMPED/FORGED

5 Reinforcement Instrument Panel Cluster, Hood lock, Insulator

RUBBER

1 Weather Strip, Hoses, Moldings

OTHERS

7 Glass, Sticker, Battery

Economic Performance



Revenues
PHP 13.2 Billion

Net Income
PHP 1.6 Billion

Social Performance



Parental Leave (401-3)

Total number of employees that were entitled to parental leave

218 Male | 289 Female

Total number of employees that took parental leave, by gender

6 Male | 18 Female

Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender

6 Male | 8 Female

Return to work and retention rates of employees that took parental leave, by gender

6 Male | 18 Female

Minimum notice periods regarding operational changes Federal Land, Inc. is not unionized



30 days (402-1)



Training

Average hours of trainings that the organization's employees have undertaken the reporting period by (404-1):

GENDER

**Male 1,552.5 hours (total),
 13.16 hours (average)**

**Female 1,594 hours (total)
 9.78 hours (average)**

EMPLOYEE CATEGORY

**Staff 1,594 hours (total)
 9.78 hours (average)**

**Junior Officers 2,026 hours (total)
 14.58 (average)**

**Senior Officers 347.50 hours (total)
 17.38 hours (average)**

Social Performance



Program for upgrading employee skills and transition assistance program (404-2)

Type and scope of programs implemented, and assistance provided to upgraded employee skills:

In-house trainings	11
Core Trainings	8
Employee Engagement trainings	3
External Functional trainings	76
Total # of programs	87

No existing program for Retiree. HR will review its existing Retirement program.



Incident of discrimination and corrective actions taken (406-1)

No incident of discrimination reported in 2019



Incidents of non-compliance concerning marketing compliance (417-3)

0

Percentage of employees receiving regular performance and career development reviews (404-3)

80.04% of employees
(qualified for performance appraisal)



Male **33.3%**



Female **46.71%**



Substantiated complaints concerning breaches of customer privacy and customer data (418-1)

No incidences of breaches, losses and security risks on customer data.

Ratio of basic salary and remuneration of women to men (405-2)

STAFF:

0.94:1.00
Female to Male

JUNIOR OFFICERS:

1.10:1.00
Female to Male



Non-compliance with laws and regulations in the social and economic area (419-1)

No fines or monetary sanctions were recorded/paid due to non-compliance with environmental, social, and economic laws and regulations.



Economic Performance

NET INCOME - LIFE INSURANCE

PHP **3.4** Billion

Legal actions for anti-trust, and monopoly practices (206-1)

No formal case against AXA was filed by PCC for the period

Environmental Performance

Noncompliance with environmental laws and regulations (307-1)

No identified non-compliance with environmental laws and/ or regulations in 2019

Social Performance



Benefits provided to full-time employees that are not provided to temporary or part-time employees (401-2)

- We do not have part-time employees
- Both regular and contractual direct hires same Group Life Insurance coverage
- Both regular and contractual direct hires same HMO coverage
- Both regular and contractual direct hires same Group Life Insurance coverage with ADD
- Both regular and contractual direct hires same parental leave benefit
- Regular employees have the option to purchase AXA shares at a discount
 - o Both regular and contractual direct hires have same vacation and sick leave credits
 - o Both regular and contractual direct hires have same clothing allowance
 - o Both regular and contractual direct hires have same rice allowance
 - o Both regular and contractual direct hires have same bereavement assistance benefit
 - o Regular employees may avail of company loans
- No distinction of benefit based on location



Parental Leave (401-3)

Total number of employees that were entitled to parental leave, by gender

1,590 Female | **991** Male

Total number of employees that took parental leave, by gender

108 Female | **42** Male | **0** LGBTQ

Total number of employees that returned to work in the reporting period after parental leave ended, by gender

79 Female | **42** Male | **0** LGBTQ

Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender

79 Female | **42** Male | **0** LGBTQ

Return to work and retention rates of employees that took parental leave, by gender

100%

Average hours of training per year per employee (404-1)

 **2.5 hours per FTE**
(head office data only)

 **Female 14 hours**
 **Male 15 hours**



Programs for upgrading employee skills and transition assistance program (404-2)

Type and scope of programs implemented, and assistance provided to upgrade employee skills:

- Manager Capability
- Change Management
- Problem Solving and Decision Making
- Process Improvement (Kaizen)
- No transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.



Employee training on human rights policies or procedures (412-2)

12 hours

Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations

17.09%

Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations

Ratio of basic salary and remuneration of women to men (405-2)

Ratio of the basic salary and remuneration of women to men for each employee category by significant locations of operations: pay structure is the same for all regardless of location of operation.

COMPENSATION RATION

RATIO OF SALARY AND REMUNERATION OF WOMEN TO MEN

Director
Female **99%**
Male **94%**

Director
1.09:1

Senior Management
Female **91%**
Male **93%**

Senior Manager
0.98:1

Manager
Female **89%**
Male **93%**

Manager
0.94:1

Supervisor/Officer
Female **97%**
Male **95%**

Supervisor / Officer
1:1

Rank and File
Female **94%**
Male **91%**

Rank and File
1.01:1



Incidents of discrimination and corrective actions taken (406-1)

Total number of incidents of discrimination during reporting period

0

Note: Current policy is being reviewed to strengthen safeguards against discriminated

2019 Key Performance Indicators

Power

30 million
MERALCO
estimated
population served

46,871 Gwh
MERALCO
energy sales

3,851 Gwh
GBP energy sales

Toll Roads

283,296
NLEX average
daily vehicles

70,551
SCTEX average
daily vehicles

181,656
CAVITEX average
daily vehicles

Water

9.7 million
Estimated
population served

535 MCM
Volume of water
billed

727 MCM
Volume of water
supplied

Healthcare

3,235
Total beds
available

3.7 million
Number of out-
patients

201,131
Number of in-
patients

Light Rail

446,943
Average daily
ridership

178,417
Total passenger
trips

161,346,440
Total number
of riders

Social Performance



Parental Leave (401-3)

Total number of employees that were entitled to parental leave, by gender

11 Male 16 Female

Total number of employees that took parental leave, by gender

0 Male 2 Female

Total number of employees that returned to work in the reporting period after parental leave ended, by gender

0 Male 2 Female

Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender

0 Male 2 Female

Return to work and retention rates of employees that took parental leave

100% Female



Minimum notice periods regarding operational changes (402-1)

30 days

Average hours of training per year per employee at MPI Parent Company level (404-1)

Average hours of training that the organization's employees have undertaken during the reporting period, by:

GENDER

Female - **19** hours | Male - **18** hours

EMPLOYEE CATEGORY

Senior Management - **9** hours

Middle Management - **18** hours

Supervisors - **40** hours

Rank and File - **15** hours

Economic Performance



CORE INCOME
PHP 15.6 Billion

REPORTED INCOME
PHP 23.9 Billion

Financial assistance received from the government (201-4)

None received in 2019

Legal actions for anti-competitive behavior, anti-trust and monopoly practices (206-1)

No actions against the Company in relation to anti-competitive behavior, anti-trust or monopoly practices.

Environmental Performance

Noncompliance with environmental laws and regulations (307-1)

No non-compliance with environmental law and/or regulations in 2019

Programs for upgrading employee skills and transition assistance program (404-2)

- MCLE 2019 Program
- ISO 31000 Risk Management Training
- Philippine Institute of CPA – Metro Manila Region Conference
- Master Class on Power and Electricity
- Project Finance Modeling Training Course
- M&A Deal Structuring Training Course
- How to Survive the BIR Audit Training
- Harrison Development Accreditation
- Expanded Maternity Benefit Law Workshop
- Executive Assistants Training
- Forging a Grisilient Future (AQ+Grit Workshop)
- Applied Improvisation
- Executive Presence
- Project Management



Incidents of discrimination and corrective actions taken (406-1)

0



Incidents of non-compliance concerning marketing communication (417-3)

No noted incidents of non-compliance concerning marketing communications



Substantiated complaints concerning breaches of customer privacy and customer data (418-1)

No substantiated complaints concerning breaches of customer privacy and losses of customer data



Non-compliance with laws and regulations in the social and economic area (419-1)

No recorded fines or monetary sanctions for non-compliance with environmental, social and economic laws and regulations.



GRI Content Index

For the Materiality Disclosures Service, GRI Services reviewed that the GRI content index is clearly presented and the references for Disclosures 102-40 to 102-49 align with appropriate sections in the body of the report.

GRI Standard	Disclosure	Page number(s), direct answer and/or URLs	Reason for Omission
GRI 101: Foundation 2016			
General Disclosures			
GRI 102:	Organizational Profile		
General Disclosures 2016	102-1	Name of the organization	GT Capital Holdings Inc.
	102-2	Activities, brands, products, and services	p. 6
	102-3	Location of headquarters	43rd Floor, GT Tower International 6813 Ayala Avenue corner H.V. Dela Costa Street, Makati City, Philippines
	102-4	Location of operations	Philippines
	102-5	Ownership and legal form	GT Capital is a corporation registered with the Philippine Securities and Exchange Commission. As of December 31, 2019, GT Capital is 55.93% owned by Grand Titan Holdings, Incorporated, directors and officers. The remainder is public float.
	102-6	Markets served	p. 6
	102-7	Scale of the organization	p. 6
	102-8	Information on employees and other workers	p. 8
	102-9	Supply chain	The supply chain at the parent level covers contractual services, office supplies and equipment.
	102-10	Significant changes to the organization and its supply chain	GT Capital redeemed its 51% stake in Property Company of Friends, Inc. in exchange for 702 hectares of selected assets.
	102-11	Precautionary Principle or approach	p. 4
	102-12	External initiatives	Global Reporting Initiative, ASEAN Corporate Governance Scorecard
	102-13	Membership of associations	Philippine Stock Exchange
Strategy			
102-14	Statement from senior decision-maker	p. 2	

GRI Standard	Disclosure	Page number(s), direct answer and/or URLs	Reason for Omission
GRI 102: General Disclosures 2016	Ethics and integrity		
	102-16	Values, principles, standards, and norms of behavior	https://www.gtcapital.com.ph/about/vision-mission
	Governance		
	102-18	Governance structure	https://www.gtcapital.com.ph/governance/policies
		Stakeholder engagement	
	102-40	List of stakeholder groups	p. 5
	102-41	Collective bargaining agreements	GT Capital has no collective bargaining agreements at present.
	102-42	Identifying and selecting stakeholders	p. 5
	102-43	Approach to stakeholder engagement	p. 5
	102-44	Key topics and concerns raised	p. 5
	Reporting practice		
	102-45	Entities included in the consolidated financial statements	The entities consolidated in the financial statements are Federal Land, Inc., Toyota Motor Philippines Corporation, Toyota Manila Bay Corp., and GT Capital Auto Dealership Holdings, Inc.
	102-46	Defining report content and topic Boundaries	p. 1
	102-47	List of material topics	p. 5
	102-48	Restatements of information	There were no restatements of information from the 2019 sustainability report.
	102-49	Changes in reporting	There were no changes in the reporting framework from the 2019 sustainability report.
	102-50	Reporting period	p. 1
	102-51	Date of most recent report	May 8, 2019 - date of the 2019 Annual Stockholders' Meeting
	102-52	Reporting cycle	Annual
	102-53	Contact point for questions regarding the report	Winston Andrew L. Peckson Chief Risk Officer winston.peckson@gtcapital.com.ph
102-54	Claims of reporting in accordance with the GRI Standards	p. 1	
102-55	GRI Content Index	p. 30	
102-56	External Assurance	The report has not been externally assured.	

GRI Content Index

Material Topics

GRI Standard		Disclosure	Page number(s), direct answer and/or URLs	Reason for Omission
Economic Category				
Economic Performance				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 10	
	103-2	The management approach and its components	p. 10	
	103-3	Evaluation of the management approach	p. 10	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distribute	p. 16	
	201-3	Defined benefit plan obligation and retirement plans for employees	p. 16	
	201-4	Financial assistance received from the government	p. 16	
Indirect Economic Impacts				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 10	
	103-2	The management approach and its components	p. 10	
	103-3	Evaluation of the management approach	p. 10	
GRI 203: Indirect Economic Impacts 2016	203-2	Significant indirect economic impacts	p. 6, 8-9	
Anti-corruption				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 11	
	103-2	The management approach and its components	p. 11	
	103-3	Evaluation of the management approach	p. 11	
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	p. 16	
	205-2	Communication and training about anti-corruption policies	p. 16	
Anti-competitive Behavior				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 11	
	103-2	The management approach and its components	p. 11	
	103-3	Evaluation of the management approach	p. 11	
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	p. 14	

GRI Standard		Disclosure	Page number(s), direct answer and/or URLs	Reason for Omission
Environmental Category				
Energy				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 11	
	103-2	The management approach and its components	p. 11	
	103-3	Evaluation of the management approach	p. 11	
GRI 302: Energy 2016	302-4	Reduction of energy consumption	p. 17	
Environmental Compliance				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 15	
	103-2	The management approach and its components	p. 15	
	103-3	Evaluation of the management approach	p. 15	
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations.	p. 17	
Social Category				
Employment				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 12	
	103-2	The management approach and its components	p. 12	
	103-3	Evaluation of the management approach	p. 12	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	p. 17	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 17	
	401-3	Parental leave	p. 17	
Labor/Management Relations				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 12	
	103-2	The management approach and its components	p. 12	
	103-3	Evaluation of the management approach	p. 12	
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	p. 17	

GRI Content Index

GRI Standard		Disclosure	Page number(s), direct answer and/or URLs	Reason for Omission
Training and Education				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 13	
	103-2	The management approach and its components	p. 13	
	103-3	Evaluation of the management approach	p. 13	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	p. 18	
	404-2	Programs for upgrading employee skills and transition assistance programs	p. 18	
	404-3	Percentage of employees receiving regular performance and career development reviews	p. 18	
Diversity and Equal Opportunity				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 13	
	103-2	The management approach and its components	p. 13	
	103-3	Evaluation of the management approach	p. 13	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	p. 19	
	405-2	Ratio of basic salary and remuneration of women to men	p. 19	
Non-Discrimination				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 13	
	103-2	The management approach and its components	p. 13	
	103-3	Evaluation of the management approach	p. 13	
GRI 406: Non-Discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	p. 19	
Human Rights Assessment				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 13	
	103-2	The management approach and its components	p. 13	
	103-3	Evaluation of the management approach	p. 13	
GRI 412: Human Rights Assessment 2016	412-2	Employee training on human rights policies or procedures	p. 19	
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	p. 17	

GRI Standard		Disclosure	Page number(s), direct answer and/or URLs	Reason for Omission
Supplier Social Assessment				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 14	
	103-2	The management approach and its components	p. 14	
	103-3	Evaluation of the management approach	p. 14	
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	p. 19	
	414-2	Negative social impacts in the supply chain and actions taken	p. 19	
Marketing and Labeling				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 14	
	103-2	The management approach and its components	p. 14	
	103-3	Evaluation of the management approach	p. 14	
GRI 417: Marketing and Labeling 2016	417-3	Incidents of non-compliance concerning marketing communications	p. 19	
Customer Privacy				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 14	
	103-2	The management approach and its components	p. 14	
	103-3	Evaluation of the management approach	p. 14	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	p. 19	
Socio-economic Compliance				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 15	
	103-2	The management approach and its components	p. 15	
	103-3	Evaluation of the management approach	p. 15	
GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	p. 19	