



GT Capital Holdings, Inc.

Sustainability Data Book 2022

About the Sustainability Data Book

This is the first sustainability data book of GT Capital Holdings, Inc., containing comprehensive historical information about the company’s economic, environmental, social and governance (EESG) performance as a conglomerate. This data book supplements the annual Integrated Report and the Sustainability page on our website to disclose GT Capital’s sustainability practices and data in support of its commitment to sustainability and transparent reporting.

- [GT Capital 2022 Integrated Report](#)
- [GT Capital Sustainability Microsite](#)

GT Capital aligns with the Global Reporting Initiative (GRI) Standards and Sustainability Accounting Standards Board (SASB) to report EESG data. In addition, it follows the International Integrated Reporting <IR> Framework and aligns with the UN Sustainable Development Goals (UN SDGs) for its sustainability report.

To provide assurance on the credibility and quality of the disclosures, SyCip Gorres Velayo & Company (SGV & Co.) assured the company’s financial performance while DNV Business Assurance Singapore Pte Ltd (DNV) assured the non-financial or environmental, social and governance data.

Scope

GT Capital is a listed major Philippine conglomerate with interests in market-leading businesses across banking, automotive assembly, importation, dealership, and financing, property development, life and general insurance, and infrastructure. All of the information in this data book covers GT Capital and its operating companies for the calendar period January 1, 2022 to December 31, 2022, unless stated otherwise.

GT Capital’s Operating Companies



Metropolitan Bank & Trust Company (Metrobank) is a leading universal bank providing corporate and consumer banking products and services through its extensive nationwide branch network and its foreign branches and representative offices.



Incorporated on August 3, 1988, Toyota Motor Philippines Corporation (TMP) is the leading and largest automotive and mobility company in the Philippines. Established through a joint venture between GT Capital and Toyota Motor Corporation (TMC), TMP is engaged in the assembly, importation, and wholesale distribution of Toyota and Lexus motor vehicles in the Philippines.



Federal Land, Inc. (Federal Land) is a leading Philippine property developer known for its distinct design, superior customer service, and comprehensive market knowledge. With a solid track record of over 50 years, Federal Land develops innovative, well-built residential projects, commercial developments, and masterplanned, mixed-use communities



AXA Philippines (AXA) is one of the largest and fastest growing insurance companies in the country, offering financial security to close to two million individuals through its group and individual life insurance products. AXA Philippines is a pioneer in the bancassurance industry and is also a market leader in variable unit-linked life insurance products.



Metro Pacific Investments Corporation (MPIC) is a leading infrastructure conglomerate in the Philippines. Metro Pacific currently manages a diverse business portfolio including power generation and distribution, toll roads, water, hospital operations, light rail, property, and agriculture.

Material Topics Covered per Company

#	TOPIC	GT Capital	Metrobank	TMP	Federal Land	AXA	MPIC
	ECONOMIC						
1	Economic Performance	0	0	0	0	0	0
2	Indirect Economic Impacts	0	0	0	0	0	0
3	Sustainable Investing and Stewardship	0					
	ENVIRONMENTAL						
4	Environmental Compliance	0	0	0	0	0	0
5	Energy	0	0	0	0	0	0
6	Emissions	0	0	0	0	0	0
7	Climate Action	0	0	0	0	0	0
	SOCIAL						
8	Employment	0	0	0	0	0	0
9	Labor/Management Relations	0	0	0	0	0	0
10	Occupational Health and Safety	0	0	0	0	0	0
11	Training and Education	0	0	0	0	0	0
12	Equality and Diversity	0	0	0	0	0	0
13	Non-Discrimination	0	0	0	0	0	0
14	Human Rights	0	0	0	0	0	0
15	Local Communities	0	0	0	0	0	0
16	Supplier Social Assessment	0	0	0	0	0	0
17	Marketing and Labeling		0	0	0	0	0
18	Socioeconomic Compliance	0	0	0	0	0	0
19	Pandemic	0	0	0	0	0	0
	GOVERNANCE						
20	Corporate Governance	0	0	0	0	0	0
21	Board Diversity	0	0	0	0	0	0
22	Risk Management	0	0	0	0	0	0
23	Integrity, Ethics, and Transparency	0	0	0	0	0	0
24	Investor Engagement	0	0				0
25	Data Privacy and Security	0	0	0	0	0	0

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Economic and Governance

ECONOMIC PERFORMANCE

GT Capital Economic Performance

in Php Billion	2020	2021	2022
Direct Economic Value Generated	134.42	174.60	245.31
Direct Economic Value Distributed	127.78	161.81	225.45
- Operating Costs	104.74	138.85	197.33
- Employee Wages and Benefits	2.72	2.97	3.44
- Payments to Suppliers, Other Operating Costs	8.38	8.96	11.84
- Payments to Providers of Capital	8.20	7.51	8.39
- Payments to Government	3.71	3.52	4.45
- Community Investments	0.03	0.01	0.004
Direct Economic Value Retained	6.64	12.79	19.86

Direct Economic Value Generated

in Php Billion	2020	2021	2022
GTCAP	134.42	174.60	245.31
Metrobank	113.90	87.40	104.80
TMP*	97.84	128.89	181.16
Federal Land	9.25	12.15	13.45
AXA	16.74	17.74	16.25
MPIC	40.86	44.00	50.88

*Unaudited figures as of April 2023

Direct Economic Value Distributed

in Php Billion	2020	2021	2022
GTCAP	127.78	161.81	225.45
Metrobank	107.98	82.94	83.94
TMP*	102.54	141.24	206.95
Federal Land	7.35	10.11	6.28
AXA	9.38	9.84	14.22
MPIC	31.61	29.00	31.55

*Unaudited figures as of April 2023

Direct Economic Value Retained

in Php Billion	2020	2021	2022
GTCAP	6.64	12.79	19.86
Metrobank	5.92	4.46	20.86
TMP*	-4.70	-12.35	-25.79
Federal Land	1.90	2.04	7.17
AXA	7.36	7.90	2.03
MPIC	9.25	15.00	19.33

*Unaudited figures as of April 2023

Payments to Government

in Php Billion	2020	2021	2022
GTCAP	3.71	3.52	4.45
Metrobank	18.21	11.40	13.60
TMP*	0.01	15.21	23.84
Federal Land	0.12	2.57	0.54
AXA	1.34	0.93	0.93
MPIC	5.91	3.00	4.00

*Unaudited figures as of April 2023

CUSTOMER ENGAGEMENT

Customer Satisfaction Rate

	2021	2022
TMP		
– New vehicle purchases	97%	97%
– Vehicle servicing	95%	95%

SUPPLY CHAIN MANAGEMENT

Suppliers with ESG engagement

2022	Total no. of Suppliers	% of Suppliers assessed on ESG criteria
AXA	194	99%

CORPORATE GOVERNANCE

Board of Directors

	Position	Directorship
Francisco C. Sebastian	Chairman	Non-Executive
Alfred Vy Ty	Vice Chairman	Non-Executive
Carmelo Maria Luza Bautista	President and Director	Executive
Renato C. Valencia	Lead Independent Director	Independent
Rene J. Buenaventura	Independent Director	Independent
Consuelo D. Garcia	Independent Director	Independent
Gil B. Genio*	Independent Director	Independent
Arthur Vy Ty	Director	Non-Executive
David T. Go	Director	Non-Executive
Pascual M. Garcia III	Director	Non-Executive
Regis V. Puno	Director	Non-Executive

*Elected May 11, 2022

Board Diversity

	2020	2021	2022
Female	1	1	1
Male	10	10	10

Board Attendance

2022	Meetings Attended	% Attendance
Francisco C. Sebastian	5/5	100%
Alfred Vy Ty	5/5	100%
Carmelo Maria Luza Bautista	5/5	100%
Renato C. Valencia	5/5	100%
Rene J. Buenaventura	4/5	80%
Consuelo D. Garcia	5/5	100%
Gil B. Genio	4/4	100%
Arthur Vy Ty	5/5	100%
David T. Go	5/5	100%
Pascual M. Garcia III	5/5	100%
Regis V. Puno	5/5	100%

Environment

Notes on the boundary of data per company

GTCAP	Energy and emissions data of the Parent company has been excluded in this year's data book but will be included in the next reporting cycle.
Metrobank	Data covers Metrobank's branches. Data of its subsidiaries, PSBank, First Metro Investment Corp and Orix Metro Leasing and Finance Corp, are not included.
TMP	Data covers TMP's manufacturing plant operations.
Federal Land	Data covers only environmental data of GT Tower. Other properties are to be included in the next reporting cycle.
AXA	Data covers AXA's branches.
MPIC	Data covers MPIC Group's operating companies, Meralco, Metro Pacific Tollways Corp, Maynilad Water Services Inc, and Light Rail Manila Corp.

ENVIRONMENTAL MANAGEMENT SYSTEM

Certification	Companies Certified
ISO 14001:2015	<ul style="list-style-type: none"> TMP and its 71 dealerships MPIC (Meralco, Maynilad Water Services Inc, NLEX Corp and Light Rail Manila Corp)

ENERGY

Energy Consumption within the Organization

in MWh	2020	2021	2022
Metrobank	13,282	40,640	56,198
TMP	32,310	38,764	44,758
Federal Land	511	44,756	6,845
AXA	704	848	1,793
MPIC	22,910,991	25,819,298	23,056,407
Total	22,957,798	25,944,306	23,166,001

Energy Sold

in MWh	2020	2021	2022
MPIC	43,572,257	46,072,898	49,554,540

Renewable Energy Consumption

in MWh	2020	2021	2022
TMP	1,195	1,196	1,343
MPIC	333	7,139	11,250
Total	1,528	8,335	12,593

Non-Renewable Energy Consumption

in MWh	2020	2021	2022
Metrobank	13,282	40,640	56,198
TMP	31,115	37,568	43,415
Federal Land	511	44,756	6,845
AXA	704	848	1,793
MPIC	22,910,657	25,812,160	23,045,157
Total	22,956,269	25,935,971	23,153,408

Electricity Consumption

in MWh	2020	2021	2022
Metrobank	13,282	40,036	55,602
TMP	18,138	21,961	23,535
Federal Land	511	44,071	6,781
AXA	704	848	1,171
MPIC	282,167	293,695	305,806
Total	314,802	400,611	392,894

Fuel Consumption

in MWh	2020	2021	2022
Metrobank	No data	605	596
TMP	14,172	16,803	21,223
Federal Land	No data	685	64
AXA	No data	No data	623
MPIC	22,628,824	25,525,604	22,750,602
Total	22,642,996	25,543,696	22,773,107

Energy Intensity

in MWh per Php Million revenue	2020	2021	2022
Metrobank	116.61	464.99	536.24
TMP	330.23	300.75	247.06
Federal Land	55.20	3,685.14	508.89
AXA	42.07	47.79	110.34
MPIC	560,787.92	586,802.24	453,134.85

EMISSIONS

GT Capital follows the GHG Protocol Corporate Standard in reporting its emissions. As a holding company, the company follows the equity share approach in which GHG emissions are reported based on its share of equity for each operating company.

GT Capital Emissions

in tons-CO ₂ e	2020	2021	2022
Scope 1	1,393,274	1,641,770	1,394,403
Scope 2 (Location-Based)	368,537	410,312	420,379
Scope 3	4,958,930	5,432,170	6,156,959
Total	6,720,740	7,484,252	7,971,741

Scope 1 Emissions

in tons-CO ₂ e	2020	2021	2022
Metrobank	138	55	55
TMP	1,678	1,926	2,450
Federal Land	16	173	16
AXA	30	30	25
MPIC	1,391,412	1,639,586	1,391,858
Total	1,393,274	1,641,770	1,394,403

Scope 2 Emissions (Location-Based)

in tons-CO ₂ e	2020	2021	2022
Metrobank	10,234	12,407	14,838
TMP	4,902	5,935	7,321
Federal Land	5,601	31,388	5,284
AXA	86	103	140
MPIC	347,714	360,479	392,796
Total	368,537	410,312	420,379

Scope 3 Emissions

in tons-CO ₂ e	2020	2021	2022
Metrobank	No data	No data	No data
TMP	No data	83,621	118,833
Federal Land	No data	No data	3,030
AXA	No data	No data	No data
MPIC	4,958,930	5,348,550	6,035,095
Total	4,958,930	5,432,170	6,156,959

Scope 3 Emissions by Category

in tons-CO2e	Companies Covered	2020	2021	2022
Fuel and Energy-Related Activities	MPIC	4,958,930	5,348,534	6,035,053
Upstream and Downstream Transportation and Distribution	TMP	-	4,179	4,754
Downstream Leased Assets	Federal Land	-	-	3,030
Business Travel and Employee Commuting	MPIC	-	15	42
Purchased Goods and Services	TMP	-	72,357	104,684
Franchises (Dealers)	TMP	-	7,085	9,395
Total		4,958,930	5,432,170	6,156,959

GHG Intensity

in tons CO2-e per Php million revenue	2020	2021	2022
Scope 1	10.37	9.40	5.68
Scope 2 (Location-Based)	2.74	2.35	1.71
Scope 3	36.89	31.11	25.10

VOC Emissions

in tons	2020	2021	2022
TMP	237.36	351.61	381.39

WATER

Water Withdrawal

in cum	2020	2021	2022
Metrobank	224,669	331,320	414,654
TMP	196,379	262,449	273,951
Federal Land	No data	No data	77,416
AXA	No data	351	2,701
MPIC	2,181,606,400	2,280,274,900	2,202,393,700
Total	2,182,027,448	2,280,869,019	2,203,162,422

WASTE

Non-Hazardous Waste Generation

in metric tons	2020	2021	2022
Metrobank	28	26	334
TMP	3,886	4,862	4,954
Federal Land	No data	No data	104
AXA	No data	No data	52
MPIC	224,064	257,653	329,179
Total	227,978	262,541	334,622

Hazardous Waste Generation

in metric tons	2020	2021	2022
Metrobank	No data	No data	4
TMP	434	585	558
Federal Land	No data	No data	4
AXA	No data	No data	No data
MPIC	1,565	1,827	5,561
Total	2,000	2,412	6,127

Social

Notes on the boundary of data per company

GTCAP	Data covers GT Capital's employee data.
Metrobank	Data covers Metrobank's employee data. Data of its subsidiaries, PSBank, First Metro Investment Corp and Orix Metro Leasing and Finance Corp, are not included.
TMP	Data covers TMP's employee data.
Federal Land	Data covers Federal Land's employee data.
AXA	Data covers AXA Philippines' employee data.
MPIC	Data covers MPIC Group's employee data, including its parent and operating companies, Meralco, Metro Pacific Tollways Corp, Maynilad Water Services Inc, and Light Rail Manila Corp.

EMPLOYMENT

Employee Headcount

	2020	2021	2022
GTCAP	43	51	55
Metrobank	13,718	13,565	13,821
TMP	3,578	3,781	3,742
Federal Land	474	430	529
AXA	2,391	2,354	2,170
MPIC	16,513	17,867	17,955
Total	36,717	38,048	38,272

Employment Status

2022 Headcount	Permanent	Temporary
GTCAP	54	1
Metrobank	13,821	-
TMP	1,846	1,896
Federal Land	529	-
AXA	2,156	14
MPIC	17,955	-
Total	36,361	1,911

DIVERSITY

Employees by Gender

	2020	2021	2022
Female	43	16,461	16,277
Male	13,718	19,663	20,099

2022 Breakdown by Company	Female	Male
GTCAP	27	28
Metrobank	8,971	4,850
TMP	362	1,484
Federal Land	298	231
AXA	1,321	849
MPIC	5,298	12,657
Total	16,277	20,099

Employees by Age Group

	2020	2021	2022
Under 30 years old	11,570	10,613	10,726
30 to 50 years old	19,461	21,054	21,254
Above 50 years old	4,010	4,457	4,396

2022 Breakdown by Company	Under 30	30 to 50	Over 50
GTCAP	10	33	12
Metrobank	4,502	7,895	1,424
TMP	473	1,164	209
Federal Land	165	330	34
AXA	747	1,330	93
MPIC	4,829	10,502	2,624
Total	10,726	21,254	4,396

Employees by Rank

	2020	2021	2022
Rank-and-File	No data	No data	23,439
Junior Management	No data	No data	8,008
Middle Management	No data	No data	3,053
Senior Management	No data	No data	1,876

2022 Breakdown by Company	Rank-and-File	Junior Management	Middle Management	Senior Management
GTCAP	3	34	N/A	18
Metrobank	6,978	6,209	N/A	634
TMP	1,231	483	111	21
Federal Land	234	173	82	40
AXA	1,653	464	44	9
MPIC	13,340	645	2,816	1,154
Total	23,439	8,008	3,053	1,876

Female Representation by Rank

2022	Rank-and-File	Junior Management	Middle Management	Senior Management
GTCAP	3	17	N/A	7
Metrobank	4,775	3,865	N/A	331
TMP	268	52	37	5
Federal Land	156	81	45	16
AXA	1,051	244	23	3
MPIC	No data	No data	No data	No data
Total	6,253	4,259	105	362

Ratio of Salary of Men to Women

2022	Rank-and-File	Junior Management	Middle Management	Senior Management
GTCAP	N/A*	1:0.71	N/A	No data
MPIC**	1:0.74	1:0.85	1:1.12	1:0.43

*All rank-and-file employees are female

**Only covers parent company

NEW HIRES

New Hires

	2020	2021	2022
GTCAP	7	12	9
Metrobank	371	755	1,991
TMP	28	84	105
Federal Land	46	101	218
AXA	236	575	587
MPIC	5,368	5,272	5,334
Total	6,056	6,799	8,244

New Hires by Gender

2022 Breakdown by Company	Female	Male
GTCAP	5	4
Metrobank	1,244	747
TMP	41	64
Federal Land	125	93
AXA	336	251
MPIC	1,461	3,873
Total	3,212	5,032

New Hires by Age Group

2022 Breakdown by Company	Under 30	30-50	Over 50
GTCAP	2	5	2
Metrobank	1,457	526	8
TMP	98	7	-
Federal Land	104	111	3
AXA	339	240	8
MPIC	3,046	2,126	162
Total	5,046	3,015	183

New Hires by Rank

2022 Breakdown by Company	Rank-and-File	Junior Management	Middle Management	Senior Management
GTCAP	-	7	-	2
Metrobank	No data	No data	No data	No data
TMP	-	7	-	2
Federal Land	105	-	-	-
AXA	110	69	35	4
MPIC	No data	No data	No data	No data

TALENT ATTRACTION AND RETENTION

Employee Benefits

2022 Breakdown by Company	Life Insurance	Health Care	Disability and Invalidation Coverage	Parental Leave	Retirement Provision	Stock Ownership
GTCAP	0	0	0	0	0	
Metrobank	0	0	0	0	0	
TMP	0	0	0	0	0	
Federal Land	0	0		0	0	
AXA	0	0	0	0	0	0
MPIC	0	0	0	0	0	0

Employee Engagement Rate

	Latest Year Surveyed	Survey Participation Rate	Engagement Score
GTCAP	2021	88%	92%

Employee Turnover Rate

	2020	2021	2022
GTCAP	16%	4%	11%
Metrobank	7%	7%	12%
TMP	No data	7%	7%
Federal Land	15%	28%	23%
AXA	No data	27%	35%
MPIC	15%	21%	29%
Total	11%	15%	21%

Turnover Rate by Gender

2022 Breakdown by Company	Female	Male
GTCAP	19%	4%
Metrobank	11%	13%
TMP	10%	6%
Federal Land	24%	22%
AXA	34%	35%
MPIC	31%	27%
Total	20%	23%

Turnover Rate by Age Group

2022 Breakdown by Company	Under 30	30-50	Over 50
GTCAP	9%	15%	0%
Metrobank	16%	9%	16%
TMP	2%	2%	3%
Federal Land	38%	16%	10%
AXA	44%	30%	10%
MPIC	52%	21%	20%
Total	34%	16%	17%

TRAINING AND EDUCATION

Total Training Hours

	2020	2021	2022
GTCAP	1,777	2,681	2,335
Metrobank	141,295	379,820	134,755
TMP	57,964	32,895	20,281
Federal Land	5,688	3,440	7,358
AXA	69,339	68,266	69,744
MPIC	267,278	385,510	365,796
Total	543,341	872,612	600,269

Average Training Hours

	2020	2021	2022
GTCAP	39	56	40
Metrobank	10	28	10
TMP	16	9	5
Federal Land	12	8	14
AXA	29	29	32
MPIC	16	22	20
Total	15	23	16

Average Training Hours by Gender

2022 Breakdown by Company	Female	Male
GTCAP	43	38
Metrobank	10	9
TMP	4	8
Federal Land	13	15
AXA	33	31
MPIC	15	22
Total	14	18

Average Training Hours by Age Group

2022 Breakdown by Company	Under 30	30-50	Over 50
GTCAP	49	32	52
TMP	10	3	2
Federal Land	14	13	21
AXA	32	32	33

Average Training Hours by Rank

2022 Breakdown by Company	Rank-and-File	Junior Management	Middle Management	Senior Management
GTCAP	30	32	N/A	56
TMP	4	8	2	1
Federal Land	12	15	15	15
AXA	35	21	22	21

HEALTH AND SAFETY

Occupational Health and Safety Management System

Certification	Companies Certified
ISO 45001:2018	<ul style="list-style-type: none"> MPIC (Meralco, Maynilad Water Services Inc, and NLEX Corp)

Work-Related Fatalities

	2020	2021	2022
GTCAP	-	-	-
Metrobank	-	-	-
TMP	-	-	-
Federal Land	-	-	-
AXA	-	-	-
MPIC	1	1	1
Total	1	1	1

Work-Related Injuries

	2020	2021	2022
GTCAP	-	-	-
Metrobank	-	-	-
TMP	-	-	5
Federal Land	-	-	-
AXA	-	-	-
MPIC	189	194	187
Total	189	194	192

PARENTAL LEAVES

Parental Leaves Availed

2022 Breakdown by Company	Female	Male
GTCAP	-	-
Metrobank	499	184
TMP	17	54
Federal Land	19	8
AXA	67	39
MPIC	502	522
Total	1,104	807

Return-to-Work Rates*

2022 Breakdown by Company	Female	Male
GTCAP	N/A	N/A
Metrobank	100%	100%
TMP	100%	100%
Federal Land	100%	100%
AXA	100%	97%
MPIC	91%	98%
Total	96%	99%

*Return-to-work rate: Percentage of employees who returned to work after taking parental leave

Retention Rates

2022 Breakdown by Company	Female	Male
GTCAP	N/A	N/A
Metrobank	94%	97%
TMP	100%	100%
Federal Land	100%	100%
AXA	88%	87%
MPIC	86%	95%
Total	90%	95%

*Retention rate: Percentage of employees who returned to work and are still employed by the company after 12 months after taking parental leave