



**GT CAPITAL**  
HOLDINGS INCORPORATED

**Built on Trust and Partnerships**

# **Sustainability Data Book 2023**



## About the Sustainability Data Book

This Sustainability Data Book contains comprehensive historical information about the GT Capital Holdings, Inc.'s economic, environmental, social and governance (EESG) performance as a conglomerate. This data book supplements the [2023 Integrated Report](#) and support of the company's commitment to sustainable and transparent reporting.

GT Capital prepared this data book in reference to the International Integrated Reporting Framework, on the identified topics material to GT Capital and its priority stakeholders, following the Global Reporting Initiative (GRI) Standards, Sustainability Accounting Standards Board (SASB), Task Force for Climate-Related Financial Disclosures (TCFD) recommendations, and the United Nations Sustainable Development Goals (UN SDGs).

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 top five operating companies for the calendar period January 1 to December 31, 2023, 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
	<b>ECONOMIC</b>						
1	Economic Performance	✓	✓	✓	✓	✓	✓
2	Indirect Economic Impacts	✓	✓	✓	✓	✓	✓
3	Sustainable Investing and Stewardship	✓	✓				✓
	<b>ENVIRONMENTAL</b>						
4	Environmental Compliance	✓	✓	✓	✓	✓	✓
5	Energy	✓	✓	✓	✓	✓	✓
6	Emissions	✓	✓	✓	✓	✓	✓
7	Climate Action	✓	✓	✓	✓	✓	✓
	<b>SOCIAL</b>						
8	Employment	✓	✓	✓	✓	✓	✓
9	Labor/Management Relations	✓	✓	✓	✓	✓	✓
10	Occupational Health and Safety	✓	✓	✓	✓	✓	✓
11	Training and Education	✓	✓	✓	✓	✓	✓
12	Equality and Diversity	✓	✓	✓	✓	✓	✓
13	Non-Discrimination	✓	✓	✓	✓	✓	✓
14	Human Rights	✓	✓	✓	✓	✓	✓
15	Local Communities	✓	✓	✓	✓	✓	✓
16	Supplier Social Assessment	✓	✓	✓	✓	✓	✓
17	Marketing and Labeling		✓	✓	✓	✓	✓
18	Socioeconomic Compliance	✓	✓	✓	✓	✓	✓
19	Pandemic	✓	✓	✓	✓	✓	✓
	<b>GOVERNANCE</b>						
20	Corporate Governance	✓	✓	✓	✓	✓	✓
21	Board Diversity	✓	✓	✓	✓	✓	✓
22	Risk Management	✓	✓	✓	✓	✓	✓
23	Integrity, Ethics, and Transparency	✓	✓	✓	✓	✓	✓
24	Investor Engagement	✓	✓				✓
25	Data Privacy and Security	✓	✓	✓	✓	✓	✓

# Table of Contents

<b>ECONOMIC AND GOVERNANCE</b> .....	<b>5</b>
ECONOMIC PERFORMANCE .....	5
CUSTOMER ENGAGEMENT .....	6
CORPORATE GOVERNANCE .....	6
<b>ENVIRONMENT</b> .....	<b>7</b>
ENVIRONMENTAL MANAGEMENT SYSTEM .....	7
ENERGY .....	8
EMISSION.....	9
WATER.....	10
WASTE.....	10
<b>SOCIAL</b> .....	<b>11</b>
DIVERSITY .....	11
NEW HIRES.....	12
TALENT ATTRACTION AND RETENTION.....	13
TRAINING AND EDUCATION.....	13
HEALTH AND SAFETY.....	14
PARENTAL LEAVES .....	14

## ECONOMIC AND GOVERNANCE

### ECONOMIC PERFORMANCE

#### GT Capital Economic Performance

in Php Billion	2020	2021	2022	2023
Direct Economic Value Generated	134.42	174.60	245.31	<b>306.70</b>
Direct Economic Value Distributed	127.78	161.81	225.45	<b>271.35</b>
Operating Costs	104.74	138.85	197.33	<b>235.31</b>
Employee Wages and Benefits	2.72	2.97	3.44	<b>3.62</b>
Payments to Suppliers, Other Operating Costs	8.38	8.96	11.84	<b>14.47</b>
Payments to Providers of Capital	8.20	7.51	8.38	<b>8.90</b>
Payments to Government	3.71	3.52	4.45	<b>9.00</b>
Community Investments	0.03	0.01	0.00	<b>0.04</b>
Direct Economic Value Retained	6.64	12.79	19.86	<b>35.35</b>

#### Direct Economic Value Generated per Company

in Php Billion	2020	2021	2022	2023
GTCAP	134.42	174.60	245.31	<b>306.70</b>
MBT	113.90	87.40	104.80	<b>155.50</b>
TMP	97.84	128.89	181.16	<b>224.61</b>
FLI	9.25	12.15	13.45	<b>12.91</b>
AXA	16.74	17.74	16.25	<b>19.24</b>
MPIC	40.86	44.00	50.88	<b>61.33</b>

#### Direct Economic Value Distributed per Company

in Php Billion	2020	2021	2022	2023
GTCAP	127.78	161.81	225.45	<b>271.35</b>
MBT	107.98	82.94	83.94	<b>126.87</b>
TMP	102.54	141.24	206.95	<b>232.06</b>
FLI	7.35	10.11	6.28	<b>8.16</b>
AXA	9.38	9.84	14.22	<b>17.26</b>
MPIC	31.61	29.00	31.55	<b>59.80</b>

#### Direct Economic Value Retained per Company

in Php Billion	2020	2021	2022	2023
GTCAP	6.64	12.79	19.86	<b>35.35</b>
MBT	5.92	4.46	20.86	<b>28.63</b>
TMP	-4.70	-12.35	-25.79	<b>-7.45</b>
FLI	1.90	2.04	7.17	<b>4.75</b>
AXA	7.36	7.90	2.03	<b>1.98</b>
MPIC	9.25	15.00	19.33	<b>1.53</b>

#### Payment to Government

in Php Billion	2020	2021	2022	2023
GTCAP	3.71	3.52	4.45	<b>9.00</b>
MBT	18.21	11.40	13.60	<b>21.69</b>
TMP	0.01	15.21	23.84	<b>31.26</b>
FLI	0.12	2.57	0.54	<b>2.16</b>
AXA	1.34	0.93	0.93	<b>1.09</b>
MPIC	5.91	3.00	4.00	<b>6.00</b>

## CUSTOMER ENGAGEMENT

### Customer Satisfaction Score

TMP	2021	2022	2023
New Car Customers	97%	97%	<b>98%</b>
Service	95%	95%	<b>94%</b>

## CORPORATE GOVERNANCE

### 2023 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
Carlos G. Dominguez III**	Independent Director	Independent
Arthur Vy Ty	Director	Non-Executive
David T. Go	Director	Non-Executive
Regis V. Puno	Director	Non-Executive
Pascual M. Garcia III***	Director	Non-Executive

\*Did not attend meeting of non-executive directors held on August 11, 2023

\*\*Elected August 11, 2023

\*\*\*No longer a director as of August 11, 2023

### Board Diversity

	2020	2021	2022	2023
Female	1	1	1	<b>1</b>
Male	10	10	10	<b>11</b>

### Board Attendance

	Meeting Attended	% Attendance
Francisco C. Sebastian	6/6	100%
Alfred Vy Ty	6/6	100%
Carmelo Maria Luza Bautista*	5/5	100%
Renato C. Valencia	6/6	100%
Rene J. Buenaventura	6/6	100%
Consuelo D. Garcia	6/6	100%
Gil B. Genio	6/6	100%
Carlos G. Dominguez III**	3/3	100%
Arthur Vy Ty	6/6	100%
David T. Go	6/6	100%
Regis V. Puno	6/6	100%
Pascual M. Garcia III***	3/3	100%

\*Did not attend meeting of non-executive directors held on August 11, 2023

\*\*Elected August 11, 2023

\*\*\*No longer a director as of August 11, 2023

## ENVIRONMENT

### Boundaries on data collected

	Inclusion	Exclusion
GTCAP	Company	None
MBT	Company	Subsidiaries: <ul style="list-style-type: none"> <li>Philippine Savings Bank (PSBank)</li> <li>First Metro Investment Corporation (FMIC)</li> <li>Orix Metro Leasing and Finance Corp (Orix)</li> </ul>
TMP	Company	Subsidiaries and affiliates: <ul style="list-style-type: none"> <li>Toyota Mobility Solutions Philippines, Inc.</li> <li>Toyota Motor Philippines Logistics, Inc.</li> <li>Toyota Bicutan, Paranaque</li> <li>Toyota Makati, Inc.</li> <li>Toyota San Fernando Pampanga, Inc.</li> <li>Lexus Manila, Inc.</li> <li>Toyota Aisin Philippines, Inc.</li> </ul>
FLI	Company	Subsidiaries: <ul style="list-style-type: none"> <li>Horizon Land</li> <li>Federal Land NRE Global</li> <li>Sunshine Fort Bonifacio North</li> <li>Bonifacio Landmark Realty and Development Corp.</li> </ul>
AXA	Company	None
MPIC	Parent company and subsidiaries: <ul style="list-style-type: none"> <li>Manila Electric Company and</li> </ul>	Subsidiaries: <ul style="list-style-type: none"> <li>MetPower Venture Partners Holdings Inc.</li> </ul>

	<ul style="list-style-type: none"> <li>Subsidiaries</li> <li>Metro Pacific Tollways Corporation</li> <li>NLEX Corporation</li> <li>CAVITEX Infrastructure Corporation</li> <li>MPCALA Holdings Inc</li> <li>Maynilad Water Services, Inc.</li> <li>Philippine Hydro, Inc.</li> <li>Light Rail Manila Corporation</li> </ul>	<ul style="list-style-type: none"> <li>Cebu Cordova Link Expressway Corporation</li> <li>Easytrip Services Corporation</li> <li>CII Bridges &amp; Roads (Vietnam)</li> <li>PT Nusantara (Indonesia)</li> <li>Amayi Water Solutions Inc.</li> <li>MetroPac Water Investments Corporation</li> <li>Philippine Coastal Storage and Pipeline Corporation</li> <li>Metro Pacific Hospital Holdings Inc.</li> <li>Landco Pacific Corporation</li> <li>Metro Pacific Agro Ventures</li> <li>The Laguna Creamery, Inc.</li> </ul>
Others		<ul style="list-style-type: none"> <li>Toyota Financial Services Philippines Corp</li> <li>GT Capital Auto and Mobility Holdings Inc.</li> <li>Sumisho Motor Finance Corp</li> </ul>

### ENVIRONMENTAL MANAGEMENT SYSTEM

Certification	Companies Certified
ISO 14001:2015	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	2023
MBT*	13,282	41,085	56,662	53,283
TMP	32,310	38,764	44,758	63,759
FLI	511	44,756	6,845	26,508
AXA	704	848	1,793	1,713
MPIC	22,910,991	25,819,298	23,056,407	37,120,863
<b>TOTAL:</b>	<b>22,957,798</b>	<b>25,944,751</b>	<b>23,166,466</b>	<b>37,266,126</b>

\*2021 and 2022 data restated

### Energy Sold

In MWh	2020	2021	2022	2023
MPIC	43,572,257	46,072,898	49,554,540	51,044,013

### Renewable Energy Consumption

In MWh	2020	2021	2022	2023
TMP	1,195	1,196	1,343	1,558
AXA	0	0	0	761
MPIC	333	7,139	11,250	57,139
<b>TOTAL:</b>	<b>1,528</b>	<b>8,335</b>	<b>12,593</b>	<b>59,458</b>

### Non-Renewable Energy Consumption

In MWh	2020	2021	2022	2023
MBT*	13,282	41,085	56,662	53,283
TMP	31,115	37,568	43,415	62,201
FLI	511	44,756	6,845	26,508
AXA	704	848	1,793	952
MPIC	22,910,657	25,812,160	23,045,157	37,063,724
<b>TOTAL:</b>	<b>22,956,269</b>	<b>25,936,416</b>	<b>23,153,873</b>	<b>37,206,668</b>

\*2021 and 2022 data restated

### Electricity Consumption

In MWh	2020	2021	2022	2023
MBT	13,282	40,036	55,602	51,973
TMP	18,138	21,961	23,535	27,043
FLI	511	44,071	6,781	26,193
AXA	704	848	1,171	1,123
MPIC	282,167	293,695	305,806	322,084
<b>TOTAL:</b>	<b>314,802</b>	<b>400,611</b>	<b>392,894</b>	<b>428,415</b>

### Fuel Consumption

In MWh	2020	2021	2022	2023
MBT	0	1,050	1,061	1,310
TMP	14,172	16,803	21,223	36,716
FLI	0	685	64	315
AXA	0	0	623	590
MPIC	22,628,824	25,525,604	22,750,602	36,798,779
<b>TOTAL:</b>	<b>22,642,996</b>	<b>25,544,141</b>	<b>22,773,572</b>	<b>36,837,711</b>

### Energy Intensity

In MWh per Mn revenue	2020	2021	2022	2023
MBT	117	465	536	343
TMP	330	301	247	284
FLI	55	3,685	509	2,053
AXA	42	48	110	89
MPIC	560,788	586,802	453,135	605,284



## EMISSION

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 GHG Emissions

In tons-CO <sub>2</sub> e	2020	2021	2022	2023
Scope 1	1,393,274	1,641,770	1,397,321	1,530,056
Scope 2 (Location-based)	368,537	410,312	420,379	490,375
Scope 3	4,958,930	5,432,170	6,156,959	6,612,723
<b>TOTAL:</b>	<b>6,720,740</b>	<b>7,484,252</b>	<b>7,974,659</b>	<b>8,633,155</b>

### GHG intensity

In tons CO <sub>2</sub> e per Php million revenue	2020	2021	2022	2023
Scope 1	10.37	9.40	5.70	4.99
Scope 2 (Location-based)	2.74	2.35	1.71	1.60
Scope 3	36.89	31.11	25.10	21.56

### Scope 1 Emission per Operating Company

In tons-CO <sub>2</sub> e	2020	2021	2022	2023
MBT	138	55	55	113
TMP	1,678	1,926	2,450	4,223
FLI	16	173	16	83
AXA	30	30	25	35
MPIC	1,391,412	1,639,586	1,391,858	1,525,602
<b>TOTAL:</b>	<b>1,393,274</b>	<b>1,641,770</b>	<b>1,394,403</b>	<b>1,530,056</b>

### Scope 2 Emission (Location-based) per Operating Company

In tons-CO <sub>2</sub> e	2020	2021	2022	2023
MBT	10,234	12,407	14,838	15,054
TMP	4,902	5,935	7,321	10,134
FLI	5,601	31,388	5,284	20,423
AXA	86	103	140	222
MPIC	347,714	360,479	392,796	444,542
<b>TOTAL:</b>	<b>368,537</b>	<b>410,312</b>	<b>420,379</b>	<b>490,375</b>

### Scope 3 Emission per Operating Company

In tons-CO <sub>2</sub> e	2020	2021	2022	2023
MBT	0	0	0	0
TMP	0	83,621	118,833	0
FLI	0	0	3,030	0
AXA	0	0	0	0
MPIC	4,958,930	5,348,550	6,035,095	6,612,723
<b>TOTAL:</b>	<b>4,958,930</b>	<b>5,432,170</b>	<b>6,156,959</b>	<b>6,612,723</b>

### Scope 3 Emission by Category

In tons-CO <sub>2</sub> e	Category	OpCo	2021	2022	2023
Purchased Goods and Services	1	TMP	72,357	104,684	0
Fuel and Energy-Related Activities	3	MPIC	5,348,534	6,035,053	6,419,744
Upstream and Downstream Transportation and Distribution	4,9	TMP	4,179	4,754	0
Business Travel and Employee Commuting	6, 7	MPIC	15	42	45

Downstream Leased Assets	13	FLI	0	3,030	0
Franchises (Dealers)	14	TMP	7,085	9,395	0
<b>Total</b>			<b>5,432,170</b>	<b>6,156,959</b>	<b>6,419,788</b>

### VOC Emissions

In tons	2020	2021	2022	2023
TMP	237.36	351.61	381.39	323.00

### WATER

#### Water Withdrawal

In cum	2020	2021	2022	2023
MBT	224,669	331,320	414,654	0
TMP	196,379	262,449	273,951	0
FLI	0	0	77,416	227,271
AXA	0	351	2,701	2,417
MPIC	2,181,606,400	2,280,274,900	2,202,393,700	2,466,149
<b>TOTAL:</b>	<b>2,182,027,448</b>	<b>2,280,869,019</b>	<b>2,203,162,422</b>	<b>2,695,837</b>

### WASTE

#### Non-Hazardous Waste Generation

In Mt	2020	2021	2022	2023
MBT	28	26	334	0
TMP	3,886	4,862	4,954	0
FLI	0	0	104	1,011
AXA	0	0	52	41
MPIC	224,064	257,653	328,783	370,526
<b>TOTAL:</b>	<b>227,978</b>	<b>262,541</b>	<b>334,226</b>	<b>371,578</b>

### Hazardous Waste Generation

In Mt	2020	2021	2022	2023
MBT	0	0	4	0
TMP	434	585	558	0
FLI	0	0	4	6
AXA	0	0	0	0
MPIC	1,565	1,827	5,817	5,953
<b>TOTAL:</b>	<b>2,000</b>	<b>2,412</b>	<b>6,382</b>	<b>5,959</b>

## SOCIAL

### Total Headcount: Permanent & Temporary Employees

	2020	2021	2022	2023
GTCAP	43	51	55	58
MBT	13,718	13,565	13,821	14,859
TMP	3,578	3,781	3,742	3,968
FLI	474	430	529	603
AXA	2,391	2,354	2,170	2,155
MPIC	16,513	17,867	17,955	17,543
<b>TOTAL:</b>	<b>36,717</b>	<b>38,048</b>	<b>38,272</b>	<b>39,186</b>

### 2023 Employment Status

	Permanent	Temporary
GTCAP	58	0
MBT	14,859	0
TMP	1,798	2,170
FLI	598	5
AXA	2,135	20
MPIC	17,543	0
<b>TOTAL:</b>	<b>36,991</b>	<b>2,195</b>

### DIVERSITY<sup>1</sup>

#### 2023 Group Employees by Gender

	2020	2021	2022	2023
Female	16,103	16,461	16,277	17,117
Male	18,938	19,663	20,099	19,874

### 2023 Employees by Gender per Company

	Female	Male
GTCAP	29	29
MBT	9,639	5,220
TMP	362	1,436
FLI	344	254
AXA	1,303	832
MPIC	5,440	12,103
<b>TOTAL:</b>	<b>17,117</b>	<b>19,874</b>

### 2023 Group Employees by Age

	2020	2021	2022	2023
Under 30 years old	11,570	10,613	10,726	11,754
30-50 years old	19,461	21,054	21,254	21,214
Over 50 years old	4,010	4,457	4,396	4,023

### 2023 Employees by Age per Company

	Under 30 years old	30-50 years old	Over 50 Years Old
GTCAP	11	36	11
MBT	5,479	8,078	1,302
TMP	431	1,141	226
FLI	192	370	36
AXA	705	1,332	98
MPIC	4,936	10,257	2,350
<b>TOTAL:</b>	<b>11,754</b>	<b>21,214</b>	<b>4,023</b>

<sup>1</sup> TMP only covers permanent employees

### 2023 Group Employees by Rank

	2020	2021	2022	2023
Rank-and-File	No data	12,434	23,439	22,567
Junior Management	No data	1,061	8,008	8,564
Middle Management	No data	2,522	3,053	3,941
Senior Management	No data	2,330	1,876	1,919

### 2023 Employees by Rank per Company

	Rank-and-File	Junior Mgmt	Middle Mgmt	Senior Mgmt
GTCAP	4	34	N/A	20
Metrobank	7,378	6,777	N/A	704
TMP	1,201	460	118	19
Federal Land	265	195	94	44
AXA	1,616	463	48	8
MPIC	12,103	635	3,681	1,124
<b>TOTAL</b>	<b>22,567</b>	<b>8,564</b>	<b>3,941</b>	<b>1,919</b>

### Female Representative per Rank

	Rank-and-File	Junior Mgmt	Middle Mgmt	Senior Mgmt
GTCAP	4	17	N/A	8
MBT	5,051	4,195	N/A	393
TMP	268	51	39	4
FLI	179	96	50	19
AXA	1,025	250	25	3
MPIC	No data	No data	No data	No data
<b>TOTAL:</b>	<b>6,527</b>	<b>4,609</b>	<b>114</b>	<b>427</b>

### NEW HIRES

#### New Hires per Company

	2020	2021	2022	2023
GTCAP	7	12	9	12
MBT	371	755	1,991	2,966
TMP	28	84	105	99
FLI	46	101	218	188
AXA	236	575	587	769
MPIC	5,368	5,272	5,334	5,053
<b>TOTAL:</b>	<b>6,056</b>	<b>6,799</b>	<b>8,244</b>	<b>9,087</b>

#### 2023 New Hires by Gender per Company

	Female	Male
GTCAP	6	6
MBT	1,942	1,024
TMP	39	60
FLI	114	74
AXA	459	310
MPIC	1,409	3,644
<b>TOTAL:</b>	<b>3,969</b>	<b>5,118</b>

#### 2023 Employees by Age per Company

	Under 30 years old	30-50 years old	Over 50 Years Old
GTCAP	5	7	0
MBT	2,312	633	21
TMP	83	14	2
FLI	109	76	3
AXA	474	287	8
MPIC	2,959	1,911	183
<b>TOTAL:</b>	<b>5,942</b>	<b>2,928</b>	<b>217</b>

### 2023 New Hires Representative per Rank

	Rank-and-File	Junior Mgmt	Middle Mgmt	Senior Mgmt
GTCAP	0	9	0	2
MBT	No data	No data	No data	No data
TMP	94	0	3	2
FLI	95	89	0	4
AXA	688	74	6	1
MPIC	No data	No data	No data	No data
<b>TOTAL:</b>	<b>877</b>	<b>172</b>	<b>9</b>	<b>9</b>

### 2023 Employees Turnover Rate by Age Group per Company

	Under 30 years old	30-50 years old	Over 50 Years Old
GTCAP	29%	12%	9%
MBT	18%	9%	21%
TMP	8%	5%	2%
FLI	21%	19%	11%
AXA	54%	23%	8%
MPIC	10%	21%	80%
<b>TOTAL:</b>	<b>17%</b>	<b>16%</b>	<b>54%</b>

## TALENT ATTRACTION AND RETENTION

### 2023 Employee Turnover Rate

	2020	2021	2022	2023
GTCAP	16%	4%	11%	14%
MBT	7%	7%	12%	13%
TMP	No data	7%	7%	3%
FLI	15%	28%	23%	19%
AXA	No data	27%	34%	33%
MPIC	15%	21%	29%	26%
<b>TOTAL:</b>	<b>11%</b>	<b>15%</b>	<b>21%</b>	<b>19%</b>

## TRAINING AND EDUCATION

### Total Training Hours per Company

	2020	2021	2022	2023
GTCAP	1,777	2,681	2,335	1,481
MBT	141,295	379,820	134,755	462,377
TMP	57,964	32,895	20,281	26,673
FLI	5,688	3,440	7,358	8,635
AXA	69,339	68,266	69,744	90,912
MPIC	267,278	385,510	365,796	509,645
<b>TOTAL:</b>	<b>543,341</b>	<b>872,612</b>	<b>600,269</b>	<b>1,099,723</b>

### 2023 Employee Turnover by Gender per Company

	Female	Male
GTCAP	18%	19%
MBT	0%	0%
TMP	9%	4%
FLI	19%	20%
AXA	32%	34%
MPIC	23%	27%
<b>TOTAL:</b>	<b>10%</b>	<b>19%</b>

### 2023 Average Training Hours per Company

	2020	2021	2022	2023
GTCAP	39	56	40	26
MBT	10	28	10	31
TMP	16	9	5	7
FLI	12	8	14	14
AXA	29	29	32	43
MPIC	16	22	20	20
<b>TOTAL:</b>	<b>15</b>	<b>23</b>	<b>16</b>	<b>28</b>

### 2023 Average Training Hours by Gender per Company

	Female	Male
GTCAP	29	23
MBT	34	27
TMP	6	7
FLI	14	15
AXA	43	41
MPIC	15	27
<b>TOTAL:</b>	<b>27</b>	<b>26</b>

### 2023 Average Training Hours by Age Group

	Under 30 years old	30-50 years old	Over 50 Years Old
GTCAP	32	27	13
TMP	9	8	1
Federal Land	14	15	9
AXA	30	49	52

### 2023 Average Training Hours by Rank

	Rank-and-File	Junior Mgmt	Middle Mgmt	Senior Mgmt
GTCAP	10	26	0	28
TMP	6	11	2	3
Federal Land	15	23	0	5
AXA	41	47	61	43

### HEALTH AND SAFETY

Certification	Companies Certified
ISO 45001:2018	MPIC (Meralco, Maynilad Water Services Inc, NLEX Corp and Light Rail Manila Corp)

### 2023 Work-Related Fatalities

	2020	2021	2022	2023
GTCAP	0	0	0	0
MBT	0	0	0	0
TMP	0	0	0	0
FLI	0	0	0	0
AXA	0	0	0	0
MPIC	1	1	1	1
<b>TOTAL:</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>

### 2023 Work-Related Injuries

	2020	2021	2022	2023
GTCAP	0	0	0	0
MBT	0	0	0	0
TMP	0	0	0	0
FLI	0	0	0	0
AXA	0	0	0	0
MPIC	189	194	189	208
<b>TOTAL:</b>	<b>189</b>	<b>194</b>	<b>189</b>	<b>208</b>

### PARENTAL LEAVES

#### 2023 Parental Leave Availed

	Female	Male
GTCAP	1	1
MBT	559	504
TMP	23	73
FLI	19	11
AXA	77	36
MPIC	493	574
<b>TOTAL:</b>	<b>1,172</b>	<b>1,199</b>

**2023 Return-to-Work Rates**

	<b>Female</b>	<b>Male</b>
GTCAP	100%	0%
MBT	100%	100%
TMP	100%	100%
FLI	100%	78%
AXA	97%	100%
MPIC	99%	99%
<b>TOTAL:</b>	<b>99%</b>	<b>99%</b>

**2023 Retention Rates**

	<b>Female</b>	<b>Male</b>
GTCAP	N/A	N/A
MBT	95%	94%
TMP	100%	100%
FLI	73%	44%
AXA	72%	57%
MPIC	96%	95%
<b>TOTAL:</b>	<b>94%</b>	<b>93%</b>