

Sustainability Data Book 2024



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 [2024 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).

Scope

GT Capital Holdings, Inc. (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, 2024, unless stated otherwise.

GT Capital's Operating Companies



Metropolitan Bank & Trust Company 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 is the leading and largest automotive and mobility company in the Philippines. Established through a joint venture between GT Capital, Toyota Motor Corporation (TMC), and Mitsui & Co., Ltd. (Mitsui), TMP is engaged in the assembly, importation, and wholesale distribution of Toyota and Lexus motor vehicles in the Philippines.



Federal Land, Inc. 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 master planned, mixed use communities.



AXA Philippines 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.



Metro Pacific Investments Corporation is a leading infrastructure conglomerate in the Philippines. Committed to transforming and growing its infrastructure assets, Metro Pacific currently manages a diverse business portfolio including power generation and distribution, toll roads, water, healthcare, light rail, property, and agriculture.

ECONOMIC AND GOVERNANCE

GTCAP's Economic Performance

In Billion PHP	2021	2022	2023	2024
Direct Economic Value Generated	174.60	245.31	307.27	321.53
Direct Economic Value Distributed	161.81	225.45	271.35	286.70
Operating Costs	138.85	197.33	235.31	247.53
Employee Benefits and Wages	2.97	3.44	3.62	4.21
Payment to Suppliers, Other Operating Costs	8.96	11.84	14.47	16.40
Payments to Providers of Capital	7.51	8.38	8.90	9.39
Payments to Government	3.52	4.45	9.00	9.13
Community Investments	0.01	0.00	0.04	0.04
Direct Economic Value Retained	12.79	19.86	35.93	34.83

Direct Economic Value Generated per Company

In Billion Php	2021	2022	2023	2024
GTCAP	174.60	245.31	307.27	321.53
Metrobank	87.45	104.78	155.49	182.29
TMP	128.89	181.16	224.58	241.93
Federal Land	12.15	13.45	12.91	11.08
AXA	17.74	16.25	19.24	19.35
MPIC	44.00	50.88	61.33	73.00

Direct Economic Value Distributed per Company

In Billion Php	2021	2022	2023	2024
GTCAP	161.81	225.45	271.35	286.70
Metrobank	82.86	83.91	126.87	162.34
TMP	141.24	206.95	234.17	261.33
Federal Land	10.11	6.28	8.16	5.41
AXA	9.84	14.22	17.26	18.36
MPIC	29.00	31.55	59.80	71.00

Direct Economic Value Retained per Company

In Billion Php	2021	2022	2023	2024
GTCAP	12.79	19.86	35.93	34.83
Metrobank	4.59	20.88	28.62	19.95
TMP	-12.35	-25.79	-9.59	-19.40
Federal Land	2.04	7.17	4.75	5.67
AXA	7.90	2.03	1.98	0.99
MPIC	15.00	19.33	1.53	2.00

Payments to Government

In Billion Php	2021	2022	2023	2024
GTCAP	4.00	4.00	9.00	9.00
Metrobank	11.00	14.00	22.00	28.00
TMP	15.00	24.00	31.00	35.00
Federal Land	3.00	1.00	2.00	1.00
AXA	1.00	1.00	1.00	1.00
MPIC	3.00	4.00	6.00	7.00
Total	37.00	48.00	71.00	81.00

Customer Satisfaction Score

	2021	2022	2023	2024
TMP	96%	96%	96%	94%

CORPORATE GOVERNANCE

2024 Board of Directors	Position	Directorship	Age	Gender	Tenure	Board Attendance
Francisco C. Sebastian	Chairman	Non-Executive	70	M	11	6/6 (100%)
Alfred V. Ty	Vice Chairman	Non-Executive	57	M	13	6/6 (100%)
Arthur V. Ty	Director	Non-Executive	58	M	14	5/6 (83%)
Carmelo Maria Luza Bautista	Director	Executive	67	M	14	6/6 (100%)
Regis V. Puno	Director	Non-Executive	66	M	7	6/6 (100%)
David T. Go	Director	Non-Executive	71	M	11	6/6 (100%)
Renato C. Valencia	Lead Independent Director	Independent	83	M	9*	6/6 (100%)
Carlos G. Dominguez III	Director	Independent	79	M	2	6/6 (100%)
Rene J. Buenaventura	Director	Independent	70	M	7	6/6 (100%)
Gil B. Genio	Director	Independent	65	M	3	6/6 (100%)
Consuelo D. Garcia	Director	Independent	70	F	4	6/6 (100%)

* Cumulative term. Prior to May 10, 2017, Mr. Valencia was first elected as an independent director of the Company on February 14, 2012 and served as Independent Director until May 14, 2013

ENVIRONMENT - Energy

Environmental Management System

Certification	Companies Certified
ISO 14001:2015	TMP and its 73 dealerships
	MPIC (Meralco, Maynilad Water Services Inc, NLEX Corp and Light Rail Manila Corp)

Energy Consumption within the Organization

In MWh	2021	2022	2023	2024
GTCAP	40,036	55,602	43,804	42,951
Metrobank	21,961	44,758	63,759	65,344
TMP	44,071	6,845	26,508	42,894
Federal Land	848	1,793	1,713	1,649
AXA	293,692	23,064,446	37,065,658	46,064,333
MPIC	46,072,898	49,554,531	51,044,021	54,321,131
TOTAL	46,473,506	72,727,975	88,245,463	100,538,302

Electricity Consumption

In MWh	2021	2022	2023	2024
Metrobank*	40,036	55,602	43,804	42,951
TMP	21,961	23,535	27,043	27,381
Federal Land	44,071	6,781	26,193	37,310
AXA	848	1,171	1,123	1,060
MPIC	293,692	309,930	290,445	308,015
MPIC (energy sold)	46,072,898	49,554,531	51,044,021	54,321,131
TOTAL	46,473,506	49,951,550	51,432,629	54,737,848

*2023 data restated

Fuel Consumption

In MWh	2021	2022	2023	2024
Metrobank*	103,908	160,563	136,403	148,125
TMP	16,803	21,223	36,716	37,963
Federal Land	685	64	315	5,584
AXA	0	623	590	589
MPIC	25,526,095	22,754,516	36,775,213	45,756,317
TOTAL	25,647,491	22,936,989	36,949,237	45,948,578

*2023 data restated

Energy Intensity

In MWh per Php Million revenue	2021	2022	2023	2024
Metrobank	1,646	2,063	1,159	1,048
TMP	301	247	284	270
Federal Land	3,685	509	2,053	3,871
AXA	48	110	89	85
MPIC*	586,813	453,293	604,384	631,018

2024 Energy Consumption by Source

In MWh	Renewable	Non-Renewable	Renewable	Non-Renewable
Metrobank	0	191,076	0%	100%
TMP	26,453	38,891	40%	60%
Federal Land	15,106	27,788	35%	65%
AXA	0	1,649	0%	100%
MPIC	27,383	46,036,950	0%	100%
TOTAL	68,942	46,296,354	0%	100%

Energy Consumption*

(in MWh)	2021	2022	2023	2024
Renewable	8,344	12,601	35,892	68,942
Non-Renewable	26,039,754	23,321,406	37,301,954	46,296,354

*Excludes energy sold

ENVIRONMENT - 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 GHG Emissions

In tons CO ₂ e	2021	2022	2023	2024
Scope 1	1,641,757	1,715,989	1,876,304	1,980,097
Scope 2 (Location-based)	409,666	422,323	482,888	515,862
Scope 3	5,432,170	5,622,008	6,612,371	6,852,770
TOTAL	7,483,593	7,760,320	8,971,563	9,348,729

GHG Intensity

In tons CO ₂ e per Php Million revenue	2021	2022	2023	2024
Scope 1	9.40	7.00	6.11	6.16
Scope 2 (Location-based)	2.35	1.72	1.57	1.60
Scope 3	31.11	22.92	21.52	21.31
TOTAL	42.86	31.64	29.20	29.07

Scope 1 Emissions

In tons CO ₂ e	2021	2022	2023	2024
Metrobank	55	153	128	139
TMP	1,926	2,450	4,223	6,224
Federal Land	173	16	83	711
AXA	30	25	35	36
MPIC	1,639,573	1,713,345	1,871,835	1,972,987
TOTAL	1,641,757	1,715,989	1,876,304	1,980,097

Scope 2 Location-based Emissions

In tons CO ₂ e	2021	2022	2023	2024
Metrobank	12,462	14,892	11,685	11,462
TMP	5,935	7,321	10,134	10,313
Federal Land	31,388	5,284	20,423	27,208
AXA	103	140	222	209
MPIC	359,833	394,740	440,424	466,670
TOTAL	409,721	422,377	482,888	515,862

Scope 3 Emissions

In tons CO ₂ e	2021	2022	2023	2024
Metrobank*				
TMP	83,621	118,833	0	0
Federal Land	0	3,030	0	0
AXA	0	0	0	245
MPIC	5,348,550	5,500,144	6,612,371	6,852,525
TOTAL	5,432,171	5,622,007	6,612,371	6,852,770

* Not yet collected the data on Scope 3 emissions and working towards including this information in future reports.

Scope 3 Emissions per Category

In tons CO2e	Category	OpCo	2022	2022	2023	2024
Purchased Goods and Services	1	TMP	72,357	104,684	0	0
Fuel and Energy-Related Activities	3	MPIC	5,348,534	6,035,053	6,035,053	6,419,744
Upstream and Downstream Transportation and Distribution	4, 9	TMP	4,179	4,754	0	0
Business Travel and Employee Commuting	6,7	MPIC	15	42	45	45
Downstream Leased Assets	13	FLI, AXA	0	3,030	0	245
Franchises (Dealers)	14	TMP	7,085	9,395	0	0
TOTAL			5,432,171	5,622,007	6,612,371	6,852,770

VOC Emissions

In g/m2	OpCo	2021	2022	2023	2024
Body	TMP	53	51	54	53
Bumper		898	929	951	987

ENVIRONMENT – Violations

Environmental Violations

	2021	2022	2023	2024
GTCAP Group	0	0	0	0

ENVIRONMENT – Water

Water Consumption

In c um	2021	2022	2023	2024
Metrobank	331,320	414,654	267,805	271,241
TMP	262,449	273,951	263,316	272,274
Federal Land	-	77,416	227,271	280,225
AXA	351	2,701	2,417	747
MPIC*	2,280,274	2,202,394	2,496,657	2,478,725
TOTAL	2,874,394	2,971,116	3,257,466	3,303,212

*2023 data restated

ENVIRONMENT – Waste

Non-hazardous Waste

In tons	2021	2022	2023	2024
Metrobank	26	334	237	179
TMP	4,862	4,954	-	5,669
Federal Land	-	104	1,011	1,039
AXA	-	52	41	-
MPIC	257,653	354,809	515,801	348,699
TOTAL	262,541	360,253	517,089	355,586

Hazardous Waste

In tons	2021	2022	2023	2024
Metrobank	0	4	15	15
TMP	585	558	645	677
Federal Land	-	4	6	5
AXA	-	-	-	-
MPIC*	1,827	2,646	3,315	2,433
TOTAL	2,412	3,212	3,981	3,130

*2023 data restated due to recalibration of waste classification

SOCIAL - Employees

Aligned with GT Capital's strategic vision of becoming a world-class conglomerate, we are steadfast in our commitment to establish ourselves as leaders in the global market by effectively attracting and retaining exceptional talent. Our strategy is focused on recruiting candidates with high potential and extensive experience, and providing them with competitive compensation packages. We are dedicated to fostering a workplace environment that promotes professional development, job satisfaction, and employee engagement.

The Human Resources and Administration Department (HRAD) at GT Capital is crucial in maintaining turnover rates that are significantly below the industry average. Guided by the Head of HRAD, the department orchestrates vital HR functions such as talent acquisition, leadership development, succession management, total rewards, and employee engagement. Our talent acquisition process includes partnerships with third-party assessment centers to conduct detailed and objective competency evaluations, assessing potential hires for organizational fit, flight risk, and individual strengths and weaknesses. This approach not only enhances productivity by focusing on developing strengths and addressing areas for improvement but also supports our leadership development program. This program uses customized and evidence-based assessments to identify critical skill gaps and readiness levels of prospective leaders, crafting personalized development plans. Such initiatives optimize talent for advanced roles within the organization for succession management, thereby promoting talent retention and employee engagement.

GT Capital fosters a culture of continuous learning through individualized development plans that identify and address the unique learning and competency improvement needs of each employee. We provide various continuing education options to support employees' long-term career aspirations. Additionally, we provide an extensive onboarding and compliance training program that covers essential topics such as the Code of Conduct, Information Security, and specific work processes relevant to each role. This comprehensive training ensures that all team members are well-versed in our ethical standards and committed to upholding them. To reinforce this commitment, we require all employees to annually certify their understanding of and compliance with these standards.

Total Headcount: Permanent & Temporary Employees

	2021	2022	2023	2024
GTCAP	52	56	58	59
Metrobank	13,565	13,821	14,859	15,987
TMP	3,781	3,742	3,968	4,383
Federal Land	430	529	603	591
AXA	2,354	2,170	2,155	2,250
MPIC	17,867	17,955	17,594	22,549
TOTAL	38,049	38,273	39,237	45,819

2024 Employment Status

	Permanent	Temporary
GTCAP	59	0
Metrobank	15,987	0
TMP	2,035	2,348
Federal Land	590	1
AXA	2,197	53
MPIC	22,549	0
TOTAL	43,417	2,402

2024 Permanent Employees by Gender (%)

	Female	Male
GTCAP	46%	54%
Metrobank	65%	35%
TMP	19%	81%
Federal Land	61%	39%
AXA	61%	39%
MPIC	27%	73%

SOCIAL - Employees

2024 Employees by Gender

	Female	Male	Total
GTCAP	27	32	59
Metrobank	10,342	5,645	15,987
TMP*	380	1,655	2,035
Federal Land	357	233	590
AXA	1,345	852	2,197
MPIC	6,135	16,414	22,549
TOTAL	18,586	24,831	43,417

*Covers permanent employees only

2024 Group Employees by Age Group

	Under 30 years old	30-50 years old	Over 50 Years Old	Total
GTCAP	13	35	11	59
Metrobank	5,956	8,718	1,313	15,987
TMP*	602	1,195	238	2,035
Federal Land	167	386	37	590
AXA	747	1,332	118	2,197
MPIC	6,383	13,289	2,877	22,549

*Covers permanent employees only

Breaches in Code of Conduct

There were no breaches in GTCAP's code of conduct for the year.

2024 Employees by Age Group (%)

	Under 30 years old	30-50 years old	Over 50 Years Old
GTCAP	22%	59%	19%
Metrobank	37%	55%	8%
TMP	30%	59%	12%
Federal Land	28%	65%	6%
AXA	34%	61%	5%
MPIC	28%	59%	13%

2024 Employees by Rank

	Rank-and-File	Junior Management	Middle Management	Senior Management
GTCAP	4	36	0	19
Metrobank	7,749	7,447	0	791
TMP*	1,433	461	121	20
Federal Land	260	181	107	42
AXA	1,638	496	57	6
MPIC	16,866	927	3,681	1,197

*Covers permanent employees only

2024 Employees by Rank (%)

	Rank-and-File	Junior Management	Middle Management	Senior Management
GTCAP	27%	55%	0%	18%
Metrobank	69%	29%	0%	1%
TMP	98%	1%	1%	1%
Federal Land	47%	51%	0%	2%
AXA	89%	9%	1%	0%
MPIC	0%	0%	0%	0%

2024 Female Representative per Rank

	Rank-and-File	Junior Management	Middle Management	Senior Management
GTCAP	2	17	0	8
Metrobank	5,346	4,538	0	458
TMP*	279	58	40	3
Federal Land	179	97	61	20
AXA	1,038	274	31	2
MPIC	4,091	0	1,324	343

*Covers permanent employees only

2024 Employees by Rank (%)

	Rank-and-File	Junior Management	Middle Management	Senior Management
GTCAP	27%	55%	0%	18%
Metrobank	69%	29%	0%	1%
TMP	98%	1%	1%	1%
Federal Land	47%	51%	0%	2%
AXA	89%	9%	1%	0%
MPIC	0%	0%	0%	0%

2024 Employees by Rank

	Rank-and-File	Junior Management	Middle Management	Senior Management
GTCAP	4	36	0	19
Metrobank	7,749	7,447	0	791
TMP*	1,433	461	121	20
Federal Land	260	181	107	42
AXA	1,638	496	57	6
MPIC	16,866	927	3,681	1,197

*Covers permanent employees only

2024 Female Representative per Rank

	Rank-and-File	Junior Management	Middle Management	Senior Management
GTCAP	2	17	0	8
Metrobank	5,346	4,538	0	458
TMP*	279	58	40	3
Federal Land	179	97	61	20
AXA	1,038	274	31	2
MPIC	4,091	0	1,324	343

*Covers permanent employees only

SOCIAL – New Employees

2024 New Employees by Gender

	Female	Male	Total
GTCAP	2	9	11
Metrobank	1,632	1,005	2,637
TMP	42	321	363
Federal Land	87	53	140
AXA	473	265	738
MPIC	1,470	3,495	4,965

2024 New Employees by Gender (%)

	Female	Male
GTCAP	18%	82%
Metrobank	62%	38%
TMP	12%	88%
Federal Land	62%	38%
AXA	64%	36%
MPIC	30%	70%

2024 New Employees by Age Group

	Under 30 years old	30-50 years old	Over 50 Years Old	Total
GTCAP	6	3	2	11
Metrobank	1,982	646	9	2,637
TMP	292	71	0	363
Federal Land	65	61	1	127
AXA	505	250	14	769
MPIC	2,708	2,046	211	4,965

2024 New Employees by Age Group (%)

	Under 30 years old	30-50 years old	Over 50 Years Old
GTCAP	55%	27%	18%
Metrobank	75%	24%	0%
TMP	80%	20%	0%
Federal Land	51%	48%	1%
AXA	66%	33%	2%
MPIC	55%	41%	4%

2024 New Employees by Rank

	Rank-and-File	Junior Management	Middle Management	Senior Management	Total
GTCAP	3	6	0	2	11
Metrobank	1,825	775	0	37	2,637
TMP	356	2	3	2	363
Federal Land	66	71	0	3	140
AXA	687	73	9	0	769
MPIC	0	0	0	0	0

2024 New Employees by Rank (%)

	Rank-and-File	Junior Management	Middle Management	Senior Management
GTCAP	27%	55%	0%	18%
Metrobank	69%	29%	0%	1%
TMP	98%	1%	1%	1%
Federal Land	47%	51%	0%	2%
AXA	89%	9%	1%	0%
MPIC	0%	0%	0%	0%

SOCIAL - Turnover

Employee Turnover Rate (%)

	2021	2022	2023	2024
GTCAP	4%	11%	14%	19%
Metrobank	7%	12%	13%	10%
TMP	4%	3%	3%	2%
Federal Land	28%	23%	19%	18%
AXA	27%	34%	33%	27%
MPIC	21%	29%	20%	0%
Total	15%	21%	19%	5%

2024 Employee Turnover by Gender per Company (%)

	Female	Male
GTCAP	14%	18%
Metrobank	9%	10%
TMP	5%	4%
Federal Land	15%	23%
AXA	28%	25%
MPIC	14%	13%

2024 Employees Turnover Rate by Age Group per Company (%)

	Under 30 years old	30-50 years old	Over 50 Years Old
GTCAP	50%	14%	0%
Metrobank	12%	7%	19%
TMP	7%	3%	3%
Federal Land	28%	15%	3%
AXA	48%	19%	5%
MPIC	19%	10%	12%

SOCIAL – Training Hours

Total Training Hours

	2021	2022	2023	2024
GTCAP	2,681	2,335	1,481	2,791
Metrobank	384,034	134,800	462,377	517,923
TMP	32,895	20,281	26,673	24,035
Federal Land	3,440	7,358	8,635	36,210
AXA	68,266	69,744	90,912	72,194
MPIC	385,510	390,896	511,295	520,885

Average Training Hours by Gender

	2021	2022	2023	2024
GTCAP	56	40	26	47
Metrobank	28	10	31	32
TMP	9	5	7	12
Federal Land	8	14	14	61
AXA	29	32	43	33
MPIC	22	22	29	23

2024 Average Training Hours by Gender

	Female	Male
GTCAP	41	53
Metrobank	30	38
TMP	13	12
Federal Land	55	71
AXA	35	30
MPIC	18	25

2024 Average Training Hours by Age Group

	Under 30 years old	30-50 years old	Over 50 Years Old
GTCAP	68	50	14
Metrobank	57	19	12
TMP	21	9	3
Federal Land	73	58	46
AXA	24	37	39

2024 Average Training Hours by Rank

	Rank-and-File	Junior Management	Middle Management	Senior Management
GTCAP	97	10	0	46
Metrobank	35	32	0	16
TMP	13	9	9	0
Federal Land	55	116	2	17
AXA	21	34	34	3

SOCIAL – Health and Safety

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

2024 Work-Related Fatalities

	2021	2022	2023	2024
GTCAP	0	0	0	0
Metrobank	0	0	0	0
TMP	0	0	0	0
Federal Land	0	0	0	0
AXA	0	0	0	0
MPIC	1	1	1	2
TOTAL	1	1	1	2

2024 Work-Related Injuries

	2021	2022	2023	2024
GTCAP	0	0	0	0
Metrobank	0	0	0	0
TMP	0	0	0	0
Federal Land	0	0	0	0
AXA	0	0	0	0
MPIC	194	162	194	178
TOTAL	194	162	194	178

SOCIAL – Parental Leaves

2024 Parental Leave Availed

	Female	Male
GTCAP	0	0
Metrobank	580	184
TMP	20	60
Federal Land	18	11
AXA	45	21
MPIC	613	151

2024 Return-to-Work Rates

	Female	Male
GTCAP	N/A	N/A
Metrobank	100%	100%
TMP	100%	100%
Federal Land	78%	100%
AXA	100%	133%
MPIC	99%	99%

2024 Retention Rates

	Female	Male
GTCAP	N/A	N/A
Metrobank	98%	96%
TMP	100%	95%
Federal Land	44%	73%
AXA	100%	133%
MPIC	76%	73%

SOCIAL – Employee Benefits

GT Capital and its operating subsidiaries offer competitive benefits packages designed to support and enhance the well-being of all employees. At GT Capital, these packages include emergency and housing loan programs at preferential rates, a car plan with a sharing scheme for middle managers, and company-assigned vehicles for executives. Additionally, employees receive vacation and sick leave credits that can be converted to cash or carried over for future use. In the event of family emergencies, they are entitled to paid medical, calamity, and bereavement leave as needed. In addition, we implement solo parent, gynecological, maternity and paternity leaves in accordance with local laws and policies.

To promote overall well-being, GT Capital provides mental health services through both an in-house physician and our healthcare provider. We also offer holistic wellness programs, such as Get Tracking Plus, which tracks daily steps, improvements in blood panels, and progress toward personal life goals. Additionally, flexible work schedules and other accommodations are available, empowering employees to manage their time effectively while enhancing productivity and job satisfaction.

Employee Engagement Employee satisfaction is crucial for retaining talent. GT Capital administers a Comprehensive Engagement Survey every two years, to measure satisfaction and gather employee feedback. In 2023, a survey was conducted with participation from 79% of GT Capital's workforce. The results showed an overall engagement score of 87%, with 93% of respondents endorsing GT Capital as an excellent workplace.

SOCIAL – Workplace Safeguards

GT Capital is committed to creating a respectful and inclusive environment where employees are safeguarded against harassment and discrimination. To support this commitment, each operating company has established a Whistleblowing Policy that empowers employees to report violations and misconduct—such as threats to health and safety—without fear of retaliation. This policy is particularly advantageous in entities with specific non-discrimination policies, as it facilitates anonymous reporting, ensuring that employees can voice their concerns safely.

In addition to the Whistleblowing Policy, we provide comprehensive training and resources to educate employees about their rights and the channels available for reporting inappropriate behavior. This proactive approach helps cultivate a transparent culture and reinforces our zero-tolerance stance against misconduct.

For detailed information on these policies and programs, please refer to the Corporate Governance section of the [2024 Integrated Report](#).

SOCIAL – Labor Management

At GT Capital and its subsidiaries, transparency is essential to employee welfare. We recognize that open communication fosters trust and enhances employee engagement. Therefore, the Group is committed to notifying employees about operational changes well in advance, adhering to a standard 30-day notice period prior to implementation. This proactive approach allows employees to prepare for changes and voice any concerns they may have, ensuring that they feel valued and heard.

Moreover, this policy is consistently applied across all entities within the Group, including TMP, FLI, AXA, and MPIC. By maintaining uniformity in our communication practices, we enhance organizational cohesion and ensure that all employees receive the same critical information, thereby minimizing confusion and uncertainty. Our commitment to transparency not only supports a positive workplace culture but also contributes to informed decision-making and collaboration across teams.

In addition, GT Capital encourages feedback from employees regarding operational changes through regular meetings, focus group discussions, town hall meeting, and surveys, further reinforcing our commitment to a transparent and inclusive work environment.

SOCIAL – Human Rights

GT Capital recognizes the critical importance of supporting human rights as a cornerstone of responsible and sustainable business practices. The company adheres to strict human rights policies and procedures and ensures comprehensive training on these matters. Additionally, the track record on human rights is a significant consideration in our investment decisions. The HRAD and Legal and Compliance Department are responsible for implementing these policies.

Anti-Corruption and Business Ethics as outlined in GT Capital’s Code of Discipline, demonstrate our strong commitment to anti-corruption and ethical business conduct. This code ensures that all employees conduct business with honesty and integrity, promoting professionalism, ethical standards, and discipline. Practices such as bribery and the acceptance of personal gains in official dealings are strictly prohibited, with violations leading to severe penalties, including dismissal. The Code of Discipline is reviewed biennially as part of the HR Audit by GT Capital’s Internal Audit Department.

Under the Whistleblowing Policy, reports are managed by the Chief Audit Executive (CAE), who oversees investigations, appoints investigating officers, and decides whether cases should be managed by a Special Task Force or escalated to the Discipline, Ethics, and Value Committee.

SOCIAL – Training and Education

GT Capital attributes much of its success to a corporate culture that champions excellence and continuous learning. We promote on-going learning among our employees by offering abundant opportunities for skill and competency development. Each employee benefits from an Individual Development Plan (IDP) tailored to their competency levels, areas for improvement, and career aspirations.

Our Development and Engagement of Employees Program (DEEP) offers a variety of continuing education options, including certifications, diploma programs, and postgraduate degrees, all aligned with employees' long-term career aspirations and the organization's strategic workforce development goals. Learning modalities include in-house professional development programs, e-learning platforms, and external classroom lectures at reputable educational institutions and industry groups. To promote a culture of knowledge sharing, participants who attend external training are encouraged to conduct "echo sessions," where they prepare and present their learnings in an in-house setting to colleagues, helping them gain confidence and improve their presentation skills.

Additionally, the Company has established a secondment program that serves as a valuable intervention for career development and strengthening the leadership bench. This program allows employees to leverage their skills and expertise in new environments, presenting professional challenges that foster growth. It not only bridges identified technical and leadership competency gaps but also broadens their overall expertise.

Agency contractual employees pursuing undergraduate degrees also receive support, enhancing their prospects for eventual regularization.

SOCIAL – Diversity, Inclusivity, and Non-discrimination

GT Capital and its operating companies value the importance of diversity in the workplace and are committed to providing equal opportunities to all, irrespective of gender, ethnicity, or race.

The HRAD, Human Resources Committee, and relevant department heads are tasked with ensuring diversity, inclusivity, and non-discrimination at all levels in the organization. Key initiatives include:

- Eliminating pay disparities between male and female employees

- Creating a workplace free from harassment, violence, intimidation, and discrimination.

- Preventing discrimination based on gender, sexual orientation, age, marital status, pregnancy, political beliefs, ethnicity, religious beliefs, disability, or any other characteristics irrelevant to job performance.

In 2024, there were no reported incidents of discrimination within GT Capital and its subsidiaries.