



**Sustainability Report
2025**

ESG Approach

AyalaLand Logistics Holdings Corp. (ALLHC) remains steadfast in its mission to transform landscapes into high-impact, resilient industrial environments. By embedding sustainability practices into the core of developments, we strengthen the nation's economic backbone and ensure long-term supply chain resilience for the communities we serve. This approach is the foundation of our commitment to generating shared economic, environmental, and social value.

Materiality Review and Sustainability Four Focus Areas

To monitor the economic, environmental, and social impacts of its developments, ALLHC adopts Ayala Land's ESG approach, integrating sustainability into operations across four key focus areas:

Site Resilience and Risk Management, Net Zero and Climate Action, Resource Efficiency and Circularity, and Social and Community Impacts.

Site Resilience and Risk Management aims to minimize communities' vulnerability to climate change and natural disasters thru climate adaptation, risk reduction and preparedness, while Net Zero and Climate Action focuses on decarbonization, adoption of renewable energy solutions and emissions reductions of operations.

Resource Efficiency and Circularity address the ongoing depletion of natural resources by optimization of resource use in energy, water and materials and circular approach to waste management, and Social and Community Impacts seeks to reduce socio-economic inequalities.

Identified in the Double Materiality Assessment conducted in 2024, Ayala Land continues to refine its strategic priorities to address ESG risks and opportunities. It is responsible for driving sustainability across all its subsidiaries, including ALLHC, serving as a guide in project development and business operations while managing and mitigating possible risks.

Four Focus Areas and the UN Sustainable Development Goals

With the establishment of the United Nations Sustainable Development Goals (SDGs) in 2015, ALLHC aligned each focus area with the relevant SDGs.

Site Resilience and Risk Management

ALLHC acknowledges the potential risks posed by climate change, including extreme weather events and rising sea levels. To enhance site resilience and emergency preparedness, we take several measures such as conducting site evaluations and technical due diligence to assess geohazards. We also practice disaster-readiness exercises, incorporate spaces for refuge and rainwater absorption through open and green areas, and use native trees in landscaping to support biodiversity.

Net Zero and Climate Action

ALLHC properties integrate climate adaptation to its designs, developments and operations to strengthen its commitment to decarbonization. We promote renewable energy solutions and emission reduction through our strategic operational efficiencies.

Resource Efficiency and Circularity

ALLHC is committed to supporting Ayala Land’s goal of achieving carbon neutrality for all its properties by 2030, and the Ayala Group’s net zero emissions target by 2050. We strictly monitor the responsible use of resources, such as energy and water, and ensure the proper handling of waste in its properties. Conservation programs and management schemes are in place and undergo regular audits.

Social and Community Impacts

ALLHC’s industrial and commercial properties generate employment and business opportunities. Through our properties, we help spur economic activity, contribute to nation-building, and create value for local communities.

ALLHC’s Material Topics

To measure and report the company’s performance and impact on local and global development, ALLHC uses identified UN Sustainable Development Goals (SDGs) and topics from Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) that correspond to Ayala Land’s four focus areas and other material topics.

	Sustainability Four Focus Areas				Other Material Topics	
	Site Resilience and Risk Management	Net Zero and Climate Action	Resource Efficiency and Circularity	Social and Community Impacts	Corporate Governance and Risk Management	Labor Practices and Decent Employment
GRI	303: Water and Effluents 307: Environmental Compliance	302: Energy 305: Emissions	204: Procurement Practices 302: Energy 303: Water and Effluents 305: Emissions 306: Waste 308: Supplier Environmental Assessment	202: Market Presence 203: Indirect Economic Impacts 401: Employment 404: Training and Education 413: Local Communities	201: Economic Performance 205: Anti-Corruption 206: Anti-Competitive Behavior 418: Customer Privacy	402: Labor Management Relations 403: Occupational Health and Safety 405: Diversity and Equal Opportunity 406: Non-Discrimination 408: Child Labor 409: Forced Labor 412: Human Rights Assessment
SASB	IF-RE-450: Climate Change Adaptation		IF-RE-130: Energy Management		IF-RE-450: Climate Change Adaptation	

			IF-RE-140: Water Management IF-RE-410: Management of Tenant Sustainability Impacts IF-RE-450: Climate Change Adaptation			
UN SDGs	13: Climate Action 15: Life on Land	7: Affordable and Clean Energy 12: Responsible Consumption and Production 13: Climate Action	6: Clean Water and Sanitation 12: Responsible Consumption and Production	1: No Poverty 8: Decent Work and Economic Growth 10: Reduced Inequalities		8: Decent Work and Economic Growth

Stakeholder Engagement

At ALLHC, we believe that energizing business environments is a collaborative effort. We actively engage with our stakeholders through multiple channels, valuing their contributions and feedback to build strong relationships and generate sustainable, shared value.

Stakeholder	Issues and Concerns of Stakeholders	Engagement Means and Initiatives
Property Buyers and Tenants, Tenant Employees, and Shoppers	<ul style="list-style-type: none"> • Customer health, welfare, and safety • Customer service and experience • Delivery of quality products and services • Facilities management • Management of environmental and social impacts 	<ul style="list-style-type: none"> • Customer satisfaction surveys • E-newsletters and e-brochures • ALLHC website and social media platforms
Brokers and Sellers	<ul style="list-style-type: none"> • Occupational health, welfare, and safety • Training and career development • Compensation and rewards • Labor practices and human rights 	<ul style="list-style-type: none"> • Training sessions • General assemblies and briefings • Awards and recognition events
Employees and Workers	<ul style="list-style-type: none"> • Occupational health, welfare, and safety • Training and career development • Compensation and rewards • Labor practices and human rights 	<ul style="list-style-type: none"> • Access to healthcare services • Townhalls, monthly or quarterly updates • Organizational climate surveys • Grievance mechanisms and channels

		<ul style="list-style-type: none"> • Performance reviews • Training and learning sessions; blended learning modalities • Employee engagement activities
Business Partners, Suppliers, and Service Providers	<ul style="list-style-type: none"> • Compliance with all laws, regulations, codes, and standards • Productivity and timely delivery of products and services • Occupational and customer health, welfare, and safety • Labor practices and human rights • Procurement practices • Management of environmental and social impacts 	<ul style="list-style-type: none"> • Training sessions • One-on-one meetings • Policies and memos • Vendor's Code of Ethics • Third-party vendor accreditation process • Business Integrity Program (BIP) channels
Creditors	<ul style="list-style-type: none"> • Financial and operating performance • Debt servicing capacity 	<ul style="list-style-type: none"> • Financial sustainability and capital management strategies • Regular engagement with partner banks and investors
Shareholders and Analysts	<ul style="list-style-type: none"> • Financial and operating performance • Debt servicing capacity • Recovery and growth plans 	<ul style="list-style-type: none"> • Financial sustainability, capital management strategies, and recovery and growth initiatives • Regular engagement with investors through one-on-one meetings and investor conferences • SEC and PSE filings and disclosures
Communities and NGOs	<ul style="list-style-type: none"> • Local economic development • Management of environmental and social impacts • Concerns of communities pertaining to development of projects 	<ul style="list-style-type: none"> • Conferences and meetings • Community consultations • Partnerships in national and local projects, programs, and initiatives • Dialogues and meetings with leaders at the barangay, local government, and national agency levels
National and Local Government	<ul style="list-style-type: none"> • Compliance with all laws, regulations, codes, and standards • Economic development • Management of environmental and social impacts • Concerns of communities pertaining to development of projects • Support to the government projects and activities 	<ul style="list-style-type: none"> • Conferences and meetings • Participation in government consultations • Partnerships in local and national projects, programs, and initiatives • Dialogues and meetings with leaders at the barangay, local government, and national agency levels

Media	<ul style="list-style-type: none">• Timely and accurate news• Transparency	<ul style="list-style-type: none">• News releases• Through third-party consultants• Annual reports• ALLHC website and social media platforms
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Environmental Stewardship

ALLHC aligns with Ayala Land's sustainability principles, focusing on enhancing the resilience of its properties and mitigating climate change risks. By prioritizing site resilience, pedestrian mobility, and transit connectivity, we foster the development of sustainable industrial and commercial properties. Our commitment to resource efficiency ensures the responsible use of resources, benefiting communities for the long term.

Site Resilience and Risk Management <GRI 304; SDG 11, 13, 15>

We conduct comprehensive technical due diligence prior to land acquisition to assess potential geohazards and climate change impacts. In the planning phase, we integrate green spaces for rainwater absorption and utilize native trees in our landscaping—particularly in emerging industrial estates—to support local diversity.

Pedestrian Mobility and Transit Connectivity <GRI 203; SDG 3, 9, 11>

The pedestrian and commuter experience are key considerations for ALLHC when developing properties. Pedestrian walkways and sidewalks are available, and multiple transport modes such as jeepneys, taxis, UV express shuttles, point-to-point (P2P) buses, and commuter railway are accessible from ALLHC's sites for commuters.

Resource Efficiency

ALLHC implements measures to promote the efficient use of energy and water, along with proper waste management, across its properties to help reduce their carbon footprint.

Energy Management <GRI 302; SASB IF-RE-130, IF-RE-410; SDG 7, 12>

Total energy consumption from electricity and fuel increased by 23%, reaching 41.4 million kWh compared to the previous year at 33.8 million kWh. The increase in consumption is primarily due to the addition of new cold storage facilities, a higher overall occupancy rate, and increased business activities compared to last year.

To assess energy efficiency over time, electricity intensity in both common and tenant areas is measured in kWh consumption per square meter (sqm) of occupied floor area or occupied pallet position (pp). In 2025, electricity intensity in common areas of commercial centers decreased by 39% due to repairs of equipment and conversion of mall parking to night market, while the tenant areas' intensity increased by 5% primarily due to utilized area conversion and a higher occupancy rate compared to last year. Tenant area intensities for warehouses and cold storage were 16.09 kWh/sqm and 593.59 kWh/pp, respectively. There is a 24% reduction in the leased area intensity of warehouses due to a higher GLA and lower consumption, and a 61% reduction in common area intensity due to the reduction in construction works from the previous year. However, the intensity increased in cold storage compared to the previous year driven by new facilities launched this year and higher cold storage utilization.

Energy Consumption (kWh)	2021	2022	2023	2024	2025
Within the Organization	6,994,408	9,168,540	9,484,150	10,730,565	15,606,121
Electricity (Common Area)	219,431	248,592	299,821	1,064,225	145,441
Fuel					
Outside the Organization	14,844,693	20,624,340	20,002,587	22,000,049	25,650,000
Electricity (Leased Area)					
Total	22,058,532	30,041,472	29,786,558	33,794,839	41,401,562

Electricity Intensity	Unit	2021	2022	2023	2024	2025
Malls & Offices						
Whole Building	kWh/sqm GFA	111.18	134.90	125.88	138.31	123.54
Common Area	kWh/sqm GCA	70.45	92.94	87.53	94.75	57.74
Leased Area	kWh/sqm GLA	163.52	188.04	174.61	193.34	203.11
Warehouses						
Common Area	kWh/sqm GCA	-	-	36.18	47.37	18.66
Leased Area	kWh/sqm GLA	-	-	22.04	21.27	16.09
Cold Storage						
Leased Area	kWh/pp	-	-	404.41	502.10	593.59

Legend: GFA – Gross Floor Area; GCA – Gross Common Area; GLA – Gross Leasable Area

Notes: To take into account significant changes in the occupancy rate in light of the pandemic, intensity has been measured as kWh consumption per square meter (sqm) of relevant area or pallet position (pp) multiplied by occupancy rate. Monitoring of intensities for warehouses and cold storage commenced only in 2023. For warehouses and cold storage, intensity for leased areas covers only facilities where ALLHC has visibility on tenant consumption. 2024 warehouse leased area electricity intensity restated.

Water Management <GRI 303; SASB IF-RE-140, IF-RE-410; SDG 6,12 >

Although the business activities increased in 2025, it still led to a 1% reduction in total water consumption across properties. Consumption in common areas increased by 23%, totaling 248,928 cubic meters, while water usage in leased areas decreased by 18%, reaching 216,423 cubic meters.

In terms of water intensity, measured as cubic meters consumed per square meter of occupied floor area, the overall building intensity for commercial centers decreased by 6% driven by a higher occupancy rate compared to the previous year. Tenant area intensities for warehouses and cold storage were 0.34 m³/sqm and 1.85 m³/pp, respectively. The reduction in warehouse water intensity was attributed to the change in demand requirement due to the change in the use of the facility. The increase in cold storage intensity is due to the newly acquired facilities and longer operating hours in Artico Biñan 1.

Water Consumption (m ³)	2021	2022	2023	2024	2025
Within the Organization (Common Area)	106,495	150,182	210,449	202,954	248,928
Outside the Organization (Leased Area)	137,192	225,027	226,637	265,104	216,423
Total	243,687	375,209	437,086	468,058	465,351

Water Intensity	Unit	2021	2022	2023	2024	2025
Malls & Offices						
Whole Building	m ³ /sqm GFA	1.20	1.62	1.62	1.58	1.48
Common Area	m ³ /sqm GCA	1.13	1.62	1.66	1.54	1.03
Leased Area	m ³ /sqm GLA	1.30	1.61	1.58	1.63	1.76
Warehouses						
Common Area	m ³ /sqm GCA	-	-	1.72	1.71	1.82
Leased Area	m ³ /sqm GLA	-	-	0.54	0.53	0.34
Cold Storage						
Leased Area	m ³ /pp	-	-	0.79	1.19	1.85

Legend: GFA – Gross Floor Area; GCA – Gross Common Area; GLA – Gross Leasable Area

Notes: To consider significant changes in the occupancy rate in light of the pandemic, intensity has been measured as cubic meter consumption per square meter (sqm) of relevant area or pallet position (pp) multiplied by occupancy rate. Monitoring of intensities for warehouses and cold storage commenced only in 2023. For warehouses and cold storage, intensity for leased areas covers only facilities where ALLHC has visibility on tenant consumption.

Green Certification

To validate our commitment to resource efficiency of our properties, Artico Biñan 1 and Artico Santo Tomas received EDGE Advanced Certification from the International Finance Corporation (IFC). This World Bank-backed standard recognizes designs that significantly optimize energy and water use while reducing embodied carbon in materials.

Property Name	PPA	Type of Certification	Date Certified	Energy Savings	Water Savings	Embodied Carbon in Materials
Artico Biñan 1	4,775	EDGE Advanced	August 2025	55%	26%	96%
ALogis Santo Tomas	5,136	EDGE Advanced	December 2025	52%	48%	41%

Net Zero

ALLHC supports Ayala Land's goal of achieving carbon neutrality across all its properties by 2030 and Ayala Corporation's target of reaching net zero by 2050. As we expand our industrial footprint, we are modernizing our energy procurement to ensure that our facilities are powered by sustainable sources. Our strategy prioritizes the aggressive transition of our growing logistics and industrial portfolio from conventional grid power to renewable energy (RE) solutions.

Renewable Energy

The shift toward renewable energy is a cornerstone of our operational efficiency. While our commercial properties have already transitioned to RE, we are progressively migrating our industrial and logistics assets.

A significant milestone in 2025 was the transition of Artico Mandaue to the Green Energy Option Program (GEOP), allowing the facility to source 100% of its electricity from renewable sources. By implementing this transition, we aim to enhance the sustainability of our operations and reduce our carbon footprint.

The expansion of our facilities network, specifically the addition of Artico Mabalacat, Urdaneta, and Iloilo, has temporarily shifted our energy profile as these assets currently utilize non-renewable energy. Consequently, the share of non-renewable energy increased by 11% year-on-year. Conversely, fuel consumption decreased by 3.5% compared with the previous year, which experienced increased generator use due to a power interruption.

Energy Mix	2021	2022	2023	2024	2025
Electricity (Renewable)	86%	81%	90%	90%	83%
Electricity (Non-renewable)	13%	18%	9%	6%	17%
Fuel	1%	1%	1%	4%	0.4%

Fleet Decarbonization

Decarbonizing our operations extends to our mobility. Since 2024, ALLHC has been transitioning its corporate fleet to electric and hybrid alternatives. As of early 2026, the company has deployed four BYD hybrid vehicles, a strategic move to reduce Scope 1 emissions and mitigate long-term fuel costs.

Emissions

ALLHC's rapid scaling of our cold storage and industrial portfolio has significantly influenced our emissions profile. While the acquisition of three new properties operating on non-renewable energy led to a 190% increase in total net emissions, our core operations demonstrate the effectiveness of our decarbonization strategies. Excluding these new acquisitions, ALLHC achieved an 8% reduction in total net emissions across its portfolio.

- Scope 1: 81% increase driven by increased business activity and a one-time refrigerant refill at Artico Biñan 1.
- Scope 2: 1,111% increase reflecting the addition of three facilities, which currently utilize non-renewable power and ammonia refrigeration systems.

- Scope 3: 11% decrease from the successful implementation of water conservation and waste reduction initiatives across all managed properties.

Net Emissions (t-CO2e)	2021	2022	2023	2024	2025
Scope 1	55	62	75	271	489
Scope 2	225	745	588	382	4,627
Scope 3	1,970	3,467	1,399	1,610	1,441
Total	2,250	4,274	2,062	2,263	6,557

Notes: Scope 2 emissions declared are market-based. For properties that shifted to purchasing electricity from renewable energy power plants, Scope 2 emissions were zeroed out from the date of shifting. Scope 3 emissions factored in are from tenants' electricity consumption only.

Net Emissions (t-CO2e)	2024	2025
Scope 1	271	474
Scope 2	382	376
Scope 3	1,610	1,230
Total	2,263	2,080*

*Excluding Artico Mabalacat, Urdaneta, and Iloilo

Circular Economy

Solid Waste

ALLHC has adopted a circular waste management model in alignment with Ayala Land's practices to minimize waste sent to landfills. The company segregates waste at the property level and regularly reviews its waste profile.

In 2025, total waste generated across our properties decreased by 6% from 421,249 kilograms to 394,619 kilograms. We successfully diverted a total of 171,419 kilograms (43%) from landfills through a mix of recycling and organic waste processing:

- **Recycling:** 143,296 kg (36% of total waste) diverted to accredited recyclers.
- **Organics:** 28,123 kg (7% of total waste) processed via food waste digesters.

Beyond operations, our "Clean and Dry Plastics" initiative saw employees collect 3,725 kilograms, exceeding our target by 248%. Additionally, our community-facing Recyclable Fairs in Tutuban and South Park Center, recovered 7,038 kilograms of recyclables and 390 kilograms of e-waste.

We are enhancing the sustainability of our supply chain by integrating recycled materials into our operations. In 2025, our cold storage facilities utilized 3,366 recycled plastic pallets, effectively diverting 87,516 kg of plastic from landfills.

Furthermore, we are lowering the embodied carbon of our infrastructure. In 2025, low-carbon steel, which requires significantly less energy to produce, was utilized in five major development projects: ALogis Mabalacat 1 & 2, Bagsakan Market, Artico Mabalacat, and Artico Santo Tomas.

Solid Waste Generation and Diversion	2021	2022	2023	2024	2025
Total Waste Generation (kg)	392,795	402,146	439,167	421,249	394,619
Sent to Landfill					
Food	165,571 (42%)	134,535 (33%)	171,406 (39%)	159,862 (38%)	84,373 (21%)
Residual	50,634 (13%)	98,265 (25%)	89,985 (20%)	88,930 (21%)	138,827 (35%)
Diverted from Landfill					
Recyclers / Food Digester	176,590 (45%)	169,346 (42%)	177,776 (41%)	172,457 (41%)	171,419 (43%)

Note: Locator tenants in our industrial properties are responsible for their own proper waste disposal.

Social Engagement

To fulfill our mission of creating environments that energize and support businesses, ALLHC actively engages with its various stakeholders. By generating opportunities for employment, upskilling and reskilling our workforce, and focusing on the health and safety of our stakeholders, we play a pivotal role in local economic resilience and nation-building.

Contribution to Local Economic Development <GRI 401, 402; SDG 1, 8, 10>

Our industrial estates, logistics hubs, and commercial properties act as catalysts for growth. As of year-end 2025, the ALLHC Group supported a total headcount of 923 individuals, a significant increase that tracks with the expansion of our cold storage and warehouse portfolio.

Employment and Job Creation

As of the end of 2025, the ALLHC group had a total headcount of 923 direct employees and support staff, comprising 122 direct employees and 801 support staff for property management, including security, technical maintenance, and housekeeping.

Employment Summary	2021	2022	2023	2024	2025
Direct Employees	53	63	71	83	122*
Support Staff	566	606	642	737	801
Total	619	669	713	820	923

**ALLHC organic employees only (excluding ALL seconded employees)*

Employee Profile

Our team reflects a balanced and maturing professional landscape. In 2025, our direct workforce was comprised of 54% female and 46% male professionals. While we value the energy of our younger cohorts (28% under 30 years old), 72% of our team is aged 30 and above, providing a stable base of experience to support our operations.

Direct Employees by Gender	
Male	56
Female	66
Total	122

Headcount by Gender			
	Total	Male	Female
Corporate	19	6	13
Industrial Parks and Real Estate Logistics	81	39	42
Commercial Leasing	22	11	11
Total	122	56	66
Percentage	100%	48%	52%

Compliance with the Labor Code Notice Period Requirement

ALLHC strictly adheres to the Labor Code of the Philippines. We remain in full compliance with mandatory notice periods for major operational changes and all local government regulations across our project sites. This commitment to fair labor practices ensures a stable and predictable environment for our workforce as we scale our national operations.

Health and Safety <GRI 403; SDG 8>

Safety is the cornerstone of our day-to-day operations. We prioritize the creation of secure working conditions through a rigorous management framework. Each of our properties is overseen by dedicated on-site property managers who execute comprehensive preventive maintenance programs and technical audits.

Emergency Preparedness

Each site has a comprehensive emergency preparedness and response plan that Resilience is built through preparation. Every ALLHC site operates under a comprehensive emergency preparedness and response plan that includes regular drills for emergencies like fires, earthquakes, and other identified situations.

In 2025, we intensified our readiness through 382 emergency response team drills across all managed properties. Our protocol mandates immediate root-cause investigation for any incident to prevent recurrence, with findings reported directly to senior leadership for continuous monitoring. As of year-end 2025, no major safety incidents were recorded across ALLHC's portfolio.

Employee Wellness

We recognize that the health of our workforce is a critical asset. ALLHC provides a holistic wellness program that includes annual physical examinations for employees, along with health insurance for both employees and their eligible family members. This ensures that our team remains fit to drive our strategic growth and development.

Training and Development <GRI 404; SDG 1, 8>

ALLHC believes in providing its employees with professional growth opportunities for career development. As we continue to scale, upskilling remains a top priority. In 2025, ALLHC invested in 4,321 of formal training hours, averaging 36 hours per employee.

Employees participated in training sessions covering a variety of topics, including professional effectiveness and leadership, digitalization and technology, marketing and communications, management, ethics, sustainability, corporate governance, and personal mental health and well-being. In addition to webinars and on-site training, employees were provided access to self-paced learning via online platforms such as LinkedIn Learning. This ensures our workforce remains agile and capable of supporting our operations efficiently.

Employee Training Hours		
	Total	Average
Men	2,124	38
Women	2,197	33
Total	4,321	36

Stakeholder Relations

At ALLHC, we view our relationship with property buyers, tenants, and shoppers as a partnership. By addressing stakeholder needs through active, technical engagement, we ensure our industrial and commercial hubs remain the preferred choice for businesses seeking long-term stability and growth.

Property Buyers and Tenants, and Shoppers

Recognizing that customers are fundamental to its success, ALLHC is committed to delivering quality and reliable products and services that meet customer expectations. The company fosters strong customer relationships through a dedicated focus on their needs and consistently strives to provide exceptional service.

The sales and leasing teams serve as the primary contact point for industrial lot buyers, warehouse lessees, and mall and office tenants. After a property is acquired or leased, our engineering and operations teams lead the transition, providing rigorous post-turnover support to ensure readiness.

To ensure seamless operations, ALLHC fosters close collaboration with its tenants. Facilities engineers hold regular meetings with warehouse tenants to proactively address technical issues, while building engineers coordinate with mall and office tenants. Furthermore, operations teams conduct meetings with all tenants as needed to resolve operational concerns and discuss expansion plans, ensuring smooth businesses operations.

ALLHC prioritizes keeping its industrial lot buyers, warehouse lessees, and mall and office tenants well-informed about key property developments. The company distributes advisory notices, including memos, e-brochures, and e-newsletters. Broader news and announcements are shared with the public through its social media channels and corporate website.

We validate our performance and gather stakeholder feedback through annual third-party customer satisfaction (CSAT) surveys. These metrics allow us to benchmark our performance and identify improvement opportunities across our portfolio.

Business Segment	2025 CSAT Score	Key Performance Drivers
Artico Cold Chain	97%	High marks for loading/unloading efficiency, security protocols, and billing accuracy.
ALogis	75%	Positive feedback on property management professionalism, security courtesy, and account flexibility.

Tutuban Center	2.8 / 4.0	Commended for helpful security, housekeeping efficiency, and accessible administration
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Employees and Workers <GRI 401, 407; SDG 8>

ALLHC’s strategic growth is powered by a team of dedicated and hardworking professionals who embody our commitment to excellence. We prioritize a high-performance culture underpinned by robust capacity-building programs, uncompromising ethical standards, and a deep focus on employee well-being.

We maintain transparent and agile communication channels to ensure alignment across all levels of the organization. Through regular town halls, individual performance reviews, "Monthly Connect" sessions, we foster a culture of continuous feedback.

Our commitment to this dialogue is reflected in the latest biennial employee engagement survey (2025), where the ALLHC Group achieved a score of 88% with 100% direct employee participation. Key strengths identified include a high degree of collaboration, opportunities for personal and professional development, mentorship, and team-priority setting as among the company’s strengths.

Compensation and Rewards <GRI 401, SDG 8>

ALLHC provides compensation and benefits mandated by national labor laws and aligned with its performance incentive program. The company rejects any form of forced and compulsory labor.

All regular employees receive life insurance, health coverage for both in-patient and out-patient care, medical allowances, and retirement benefits. Additionally, ALLHC offers variable pay, including performance-based cash bonuses tied to individual key goals set at the start of the year.

Employee Leaves

The company implements government-mandated leaves on paternity, maternity, and solo parents, ensuring that all employees are entitled to parental leave.

Diversity and Equal Opportunity <GRI 401, 405; SDG 10>

ALLHC recognizes the importance of diversity and equal opportunity in the workplace, with women accounting for 52% of the company’s employees.

Ethical Behavior <GRI 205, 402, 409; SDG 8>

Ethical conduct and integrity are the foundation of our operations. ALLHC maintains strict zero-tolerance policy towards corruption, fraud, bribery, or any unethical behavior. Our Code of Ethics serves as the standard for all interactions, mandating the highest levels of respect and professionalism.

Whistleblowing

We provide secure and accessible channels for customers, employees, and the public to report misconduct. These include a customer service hotline, feedback

form on the company's website, email, and designated personnel handling such grievances.

Our Whistleblowing Policy ensures that any awareness of wrongdoing or misconduct, whether involving employees or business partners, can be reported without fear of retaliation. In 2025, no major incidents of illegal or unethical behavior were reported.

SEC Memorandum Circular No. 2003-13 defines an incident or unethical behavior as significant if it reduces the company's consolidated total assets by at least 5%.

Non-Discrimination <GRI 406>

The company does not tolerate discrimination based on race, gender, age, and religious affiliation. Employees and stakeholders are encouraged to report any discriminatory practice to Human Resources. In 2025, there were no reports of any acts of discrimination.

Business Partners, Suppliers, and Service Providers <GRI 204, 205, 308>

ALLHC respects the rights of all its business partners, suppliers, and service providers. We aim to build long-term, mutually beneficial relationships based on fairness and cost-competitiveness.

As part of the Ayala Land Group, ALLHC mandates that all accredited vendors adhere to the Vendor's Code of Ethics. To ensure compliance, the ALLHC Internal Audit Department conducts vendor audits as needed, in accordance with the Code.

We prioritize suppliers committed to environmental stewardship and, whenever possible, source materials locally.

ALLHC does not tolerate any form of child labor or modern slavery. All vendors, suppliers, and service providers are thoroughly audited to ensure that they do not use underage or illegal workers. No part of our operations has been found to involve child labor, forced labor, or exploitation.

Creditors

ALLHC acknowledges the rights of creditors and is committed to honoring its contracted financial obligations and any financial covenant that they may contain. Creditors have access to readily available information about ALLHC for credit standing assessment. The company has not defaulted on any loan or payment to creditors.

Shareholders and Analysts

As a publicly listed company, ALLHC provides timely, accurate, and materially relevant financial and operational information to its shareholders, analysts, and the investing public. Management and key company representatives make themselves available for one-on-one investor meetings and conferences.

The company maintains open communication by providing the contact details of its Investor Relations Office to address information requests of the investing community.

ALLHC complies with all the disclosure and transparency rules of the Securities and Exchange Commission (SEC) and the Philippine Stock Exchange (PSE), ensuring that all relevant information is publicly available. The company is dedicated to protecting and promoting the rights and interests of all shareholders.

Communities and Non-Government Organizations

Our developments are designed to create shared value in the regions where we operate. We serve as a bridge between industrial progress and local community resilience.

In 2025, ALLHC engaged in multiple community initiatives. Two carbon forest activities were conducted in Alaminos, Laguna. Tutuban Center and South Park Center organized "Trash to Cash" recycling fairs, collecting 390 kilograms of e-waste and 7,038 kilograms of common recyclable materials for proper disposal. This initiative aimed to promote environmental awareness and encourage responsible waste management within the community.

ALLHC continues to support small and medium enterprises through its TutuBuy e-commerce site and Alagang AyalaLand Social Enterprise in its commercial centers.

National and Local Government

ALLHC actively ensures compliance with all applicable laws and regulations mandated by government institutions and regulatory bodies. The company collaborates with both the local and national government to address social issues.

The company participates in local government initiatives, including local medical missions. In 2025, Tutuban Center and South Park Center continued to support local government units and agencies through initiatives such as Blood Letting in partnership with Muntinlupa LGU and Brgy. 234 Council & Alay Dugtong Buhay Youth Chapter in Manila City, and the free pet vaccination initiated by the LGUs. The company also participated in the Pride Month celebration and Job Fair in South Park Center.

Media

Transparency is our guiding principle. Through its corporate communications, ALLHC actively engages with the media through press releases, features, social events, and third-party consultants. The company ensures that media inquiries and concerns are promptly addressed via email, phone, in-person meetings, and other communication channels.

ALLHC strives to build transparent and trustworthy relationships with media representatives, guided by the company's commitment to good corporate governance and ethical standards.