Sustainability Report

LFM Properties Corporation

Contextual Information

Company Details	
Name of Organization	LFM Properties Corporation (hereafter "*LPC*" or the "*Company*")
Location of Headquarters	Liberty Building, 835 A. Arnaiz Avenue, Makati City
Location of Operations	The business of the Conducted in the following places: 1. Liberty Plaza Building - 102 H.V. Dela Costa Street corner Valero and San Agustin Streets, Salcedo Village, Makati City, Metro Manila 2. Liberty Center Building - 104 H.V. Dela Costa Street corner L.P Leviste and San Agustin Streets, Salcedo Village, Makati City, Metro Manila 3. Commercial lot - Lot 5 Block 1 Ortigas Ave. corner F. Ortigas Jr. and Sapphire Roads, Ortigas Center, Brgy. San Antonio, Pasig City, Metro Manila 4. Liberty Building – 835 A. Arnaiz Avenue Barangay San Lorenzo Makati City
Report Boundary: Legal entities (e.g. subsidiaries) included in this report*	This report is limited to the operations of LPC.
Business Model, including Primary Activities, Brands, Products, and Services	The Company's primary purpose is to deal and engage in the real estate business. This includes holding, owning, developing, administering, selling, conveying, acquiring, and leasing commercial, industrial, residential and urban properties..
Reporting Period	For the year ending on December 31, 2024
Highest Ranking Person responsible for this report	Jose S. Jalandoni President

Materiality Process

Explain how you applied the materiality principle (or the materiality process) in identifying your material topics.[1]

[1] See *GRI 102-46* (2016) for more guidance.

LPC acknowledges that in the course of running its business, there may be impacts on the environment as well as the communities that surround where business is conducted. Hence, in the application of the materiality principle, it was of critical importance that the in drafting and creating the sustainability report that there be a descent into the particulars.

In preparing the report, LPC looked at its organizational strengths as well as areas where improvement would be needed. There was also an evaluation of business risks, and how these risks could be mitigated. To further supplement the aforementioned analysis, all corporate strengths, opportunities, risk, and risk mitigation measures would affect stakeholders and the environment.

The Company acknowledges that if corporate measures carry negative and harmful social and environmental impacts, this would not be a sustainable practice for the Company.

In preparing the report, there were instances where the required data sets were difficult to extract since such data is not customarily collected by LPC. Given the lack of data gathering, this leads to a lack of historical insight on the datasets requested. In such cases, the Company provided information on a best-effort-basis. Additionally, when the report called for the Company to provide a course of action it will undertake in the future, the most sustainable option was selected.

If there was a request for disclosure of information, and the information requested for was not certain, the figures chosen to be reported were conservative estimates that leaned away from showing an over-compliance with sustainability goals, rather would provide for figures which would serve as a benchmark for the company to improve on. The logic and reason behind this choice of methodology is in the ingrained tendency for there to be complacency when figures and data slant favorably towards the Company.

ECONOMIC

Economic Performance

Direct Economic Value Generated and Distributed

Disclosure	Amount - In Thousands of Pesos	Units
Direct economic value generated (revenue)	271,843	PhP
Direct economic value distributed:		
a. Operating costs	98,222	PhP
b. Employee wages and benefits	15,956	PhP
c. Payments to suppliers, other operating costs	11,881	PhP
d. Dividends given to stockholders and interest payments to loan providers	65,159	PhP
e. Taxes given to government	29,899	PhP
f. Investments to community (e.g. donations, CSR)	-0-	PhP

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
The largest impact that the LPC has seen is the recent trend of companies adopting alternative work arrangements (such as work from home). Given that the Company is engaged in the commercial real estate business, its primary source of income is commercial leases to businesses. There is a direct relation between the alternative work arrangements and the ability of the LPC to secure tenants.	The Company, Employees, and the Community	To mitigate the risk the company has focused its attention to securing leases from companies and industries that have a tendency for employees to adopt non-flexible work arrangements.

What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
Early termination of lease contracts and/or or non-renewal of lease contracts that result to vacancies in the leasable areas, especially if such vacancies will be for a significant amount of time	The Company, Employees, and the Community	To mitigate this risk, the Company intends to maintain the current tenant base and continue to carefully screen prospective lessees and impose penalty charges in case tenants pre-terminate their lease contracts.
Delays in the payment of rent caused by many possible causes, including decline in the lessees' sales or business income		
Lessees seeking the protection of bankruptcy laws that could result in delays in the Company's receipt of rental payments		
The Company's inability to collect rental payments		
Failure of the lessee to comply with the general terms of the lease		
Non-enforcement of rental escalation due to various reasons, including request of lessees to prevent early termination of the lease		

Failure of defaulted lessees to move out of the leased premises		
Increase in operating costs and other expenses. With no assurance that the Company will be able to maintain its current level of operating expenses, and any increases in such expenses may have an effect on its financial condition and results of operation. Certain factors can increase the Company's operating and other costs for the LPC Properties, including higher inflation rate, payroll expenses, energy costs, sub-contracted service costs, energy costs, insurance premiums, unforeseen capital expenditures, and property taxes and other statutory charges. Changes in government laws, regulations, or policies may also lead to additional costs to comply with such laws, regulations, or policies.	The Company, and the Employees	To mitigate this risk, the Company will continue to manage its operating expenses, which in the past it was able to successfully do so, without compromising the quality of its services.
Non-Liquidity of Real Estate Investments. Real estate investments, particularly investments in high value properties such as commercial land and buildings are relatively illiquid. Such illiquidity may affect the Company's ability to diversity its investment portfolio or liquidate part of its assets in response to changes in economic, real estate market, or other conditions. This could have an adverse effect on the Company's financial condition and results of operations.	Company	The Company believes that this risk is mitigated by the LPC Properties' strategic location within the central business districts (CBDs) of Makati City and Pasig City, Metro Manila, two (2) of the major financial districts in the Philippines, which is a major consideration for tenants and locators due to their accessibility to major business establishments and thoroughfares
The Company's business is largely affected by the general level of activity and growth in the Makati and Pasig CBDs. All of the LPC Properties are located in the Makati and Pasig CBDs.	Company	To mitigate this risk, the Company plans to: (a) create a development or project in the Ortigas Vacant Commercial Land, most likely similar in nature to Liberty Plaza Building and Liberty Center

There can be no assurance that: (i) the Makati and Pasig CBDs will continue to be major CBDs within Metro Manila; (ii) the expected developments in said CBDs may eventually materialize; and (iii) rental rates in the CBDs will remain at their current levels.		Building; (b) expand its land bank in the Metro Manila and CALABARZON areas; and (c) take advantage of leveraging synergies from LFM which owns two (2) buildings for lease located in Mandaluyong City and Makati City, Metro Manila.
The Company operates a material part of its businesses in a regulated environment. The Company is subject to numerous environmental laws and regulations relating to the protection of the environment and human health and safety. These include laws and regulations governing air emissions, water and waste water discharges, odor emissions, and the management of, disposal of, and exposure to hazardous materials.	Company	To mitigate this risk, the Company keeps itself abreast of the latest compliance requirements, as well as the latest technologies that enable it to implement and comply with existing sanitation, environment and safety laws, and other regulations at cost-efficient means.
The Philippines has experienced a number of major natural catastrophes over the years, including typhoons, floods, droughts, volcanic eruptions, and earthquakes that could adversely affect the Company's business. There can be no assurance that the occurrence of such natural catastrophes will not materially disrupt the Company's operations or any assurance that the Company will be capable of dealing with or recovering from such situations. These factors, which are not within the Company's control, could potentially have significant effects on the Company's operations and properties, particularly Liberty Plaza Building and Liberty Center Building which are large and complex buildings that are susceptible to structural damage and failure.	Company	To mitigate the risk, the Company endeavors to keep its properties in good working condition, insured to their full insurable value with financially sound and reputable insurers against loss or damage in such manner and to the same extent as customary for a business of the same character.

Climate-related risks and opportunities[2]

Governance	Strategy	Risk Management	Metrics and Targets
The Company has a Risk Oversight Committee which is primarily for tracking, collating, and analyzing the various risks that LPC faces.	Natural disasters (e.g. Typhoons and floods) are risks that the Company faces. As mentioned above, natural diesters that affect the structures of the Company's buildings pose as a real and severe threat.	To mitigate the natural disaster risk, the Company endeavors to keep its properties in good working condition, and insured to their full value with sound and reputable insurers.	To measure the effects of natural calamities, the Company looks at the following: • Historical data on natural calamities • Effects of natural calamities on structures locally and abroad • Costs to repair any damage to property, plant and equipment.
Given that the Commercial Real Estate Business is one that is classified by law as environmentally critical the Company ensures that it is, at all times, compliance with the Environmental Compliance Certificate issued by the Department of Environment and Natural Resources.	Given the carbon footprint of commercial buildings, the Company, on a best efforts basis, endeavors to minimize environmental impacts by adopting sustainable practices such as encouraging conservation of utilities and ensuring that all waste products of the building are properly disposed of.	To mitigate the risks, the Company implements stringent monitoring measures to ensure that there is optimization of environmental saving measures. Furthermore, LPC also, when finances permit, upgrade/ update the necessary machinery and equipment to those that are more environmentally friendly.	The Company investigates the overall usage of utilities, monitors the discharge of waste and pollutants, and monitors compliance with environmental permits.

Procurement Practices

Proportion of spending on local suppliers

Disclosure	Quantity	Units
Percentage of procurement budget used for significant locations of operations that is spent on local suppliers	*Variable, and subject to change.*	%

[2] Adopted from the Recommendations of the Task Force on Climate-Related Financial Disclosures. The TCFD Recommendations apply to non-financial companies and financial-sector organizations, including banks, insurance companies, asset managers and asset owners.

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Suppliers and Contractors are chosen based on predetermined requirements and their capacity to fulfill the needs of the Company in the most economically feasible manner.	Employees, Suppliers, Contractors, and Customers.	The Company requires that those that it deals with possess all the necessary permits and licenses necessary to operate.
Suppliers supply various materials and equipment to the building. These include waste management solutions, industrial chemicals, cleaning products, and the like.	Suppliers, Contractors, and Customers	On a best efforts basis, the company selects those suppliers whose products have no known adverse environmental impact.
What are the Risk/s Identified?	**Which stakeholders are affected?**	**Management Approach**
Given the advancement of environmental understanding, there is a risk that current products and supplies provided to the Company, especially industrial chemicals, could be determined to be environmentally adverse.	Suppliers	The Company is actively searching for alternative products that are both cost effective and environmentally friendly.
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	**Management Approach**
Advancement in technologies will allow the Company to adopt more efficient equipment and machinery.	Suppliers	The Company, if finances permit, seeks to install, deploy, and purchase equipment and machinery that reduces the overall carbon footprint of its business. These could be done through the installation of solar panels, or the purchase and installation of more energy efficient air-conditioning systems and elevators.

Anti-corruption

Training on Anti-corruption Policies and Procedures

Disclosure	Quantity	Units
Percentage of employees to whom the organization's anti-corruption policies and procedures have been communicated to	No formal training	%
Percentage of business partners to whom the organization's anti-corruption policies and procedures have been communicated to	No formal training	%
Percentage of directors and management that have received anti-corruption training	100	%
Percentage of employees that have received anti-corruption training	No formal training	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
The Company has an Anti-Corruption Policy in its Code of Corporate Governance.	Employees, suppliers, service providers, and Government.	The Company has an Anti-Corruption and Bribery policy which prohibits directors, officers, management, and all employees from offering or receiving any benefit to "facilitate transactions. To implement such policy, the Company has a Whistleblowing Policy which can be found in the Company's Code of Corporate Governance.
What are the Risk/s Identified?	**Which stakeholders are affected?**	**Management Approach**
Bribery and corruption may be facilitated by employees, suppliers, or service providers, without the knowledge of the Company.	Employees, suppliers, service providers, and the Government.	In the exercise of its day-to-day operations, the Company endeavors to ensure that employees handling government facing roles do not engage in corrupt practices. It is difficult to monitor compliance with this from the supplier and service provider's side since their operations are not controlled by the Company. However, in the selection of suppliers and service providers the Company

		selects those with good reputations – both business wise and ethically.
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	**Management Approach**
An opportunity that the Company has is to communicate the anti-corruption policy, not only to government and regulatory facing employees, rather to all.	Employees	Management will endeavor to come up with a training program, if feasible, to orient its employees on the Anti-Bribery and Corruption Policy and Whistleblowing Policy of the Company.

Incidents of Corruption

Disclosure	Quantity	Units
Number of incidents in which directors were removed or disciplined for corruption	None	#-
Number of incidents in which employees were dismissed or disciplined for corruption	None	#
Number of incidents when contracts with business partners were terminated due to incidents of corruption	None	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
For the 2024 Fiscal Year, there were no reports or incidents that the Company has knowledge of.	Employees, suppliers, service providers, and the Government.	To ensure that this remains the same moving forward, the Company will communicate such to its directors, officers, and employees.
What are the Risk/s Identified?	**Which stakeholders are affected?**	**Management Approach**
If there is a lapse in oversight, some employees or suppliers, or service providers, may be tempted to engage in corrupt practices to help expedite certain matters.	Employees, suppliers, service providers, and the Government.	To ensure that this does not happen, the Company will endeavor to monitor transactions that its employees have with the government, as well as remind its suppliers and service providers, that the company will not tolerate them engaging in corrupt practices.
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	**Management Approach**

No opportunities identified.

ENVIRONMENT

Resource Management

Energy consumption within the organization:

Disclosure	Quantity	Units
Energy consumption (renewable sources)	n/a	GJ
Energy consumption (gasoline)	n/a	GJ
Energy consumption (LPG)	n/a	Kgs
Energy consumption (diesel)	**11.409**	GJ
Energy consumption (electricity)	**2,614.824**	GJ

Standard Energy Content of Diesel:
1 liter of diesel ≈ 38.6 megajoules (MJ)
1 gigajoule (GJ) = 1,000 MJ
Formula:
Energy (GJ)= Liters × (38.6MJ/1000) = Liters x 0.0386

Conversion Factor:
1 kWh=0.0036 GJ= 0.0036 GJ
Formula:
Energy (GJ) = kWh × 0.0036

Reduction of energy consumption

Disclosure	Quantity	Units
Energy reduction (gasoline)	n/a	GJ
Energy reduction (LPG)	n/a	GJ
Energy reduction (diesel)	n/a	GJ
Energy reduction (electricity)	n/a	kWh
Energy reduction (gasoline)	n/a	GJ

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
The operation of buildings consumes a great amount of electricity.	Community	The Company seeks to ensure that the use of energy is in the most efficient manner. Furthermore, the Company is currently monitoring energy consumption; as well as consider upgrades to facility to make its buildings more energy efficient.
What are the Risk/s Identified?	**Which stakeholders are affected?**	**Management Approach**
No significant risks were reported or identified.		
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	**Management Approach**
The Company makes a constant effort to try and lower the amount of energy consumption that the company consumes in every aspect of its operations. This not only helps the environment, it also reduces the Company's operating costs.	Employees, Community	The Company implements measures to try and lessen its energy consumption. Among these measures is considering and planning for the modernization and utilization of upcoming technologies.

Water consumption within the organization

Disclosure	Quantity	Units
Water withdrawal	n/a	m^3
Water consumption	**21,726**	m^3
Water recycled and reused	n/a	m^3

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Water consumption is primarily driven by the use of clients and	Company, Tenants, Stakeholders	Given that discretion on the use of water resources is dependent on the decisions of individuals, the Company sets

tenants of the Company's Buildings.		reminders that water use must be efficient and minimized.
Another source for the company's use of water would be those that are necessary for the upkeep and cleaning of facilities and employee lavatory use. These are further exacerbated by the COVID-19 pandemic where people are encouraged to constantly disinfect. Consequently, there is less focus given to reducing water consumption, and greater attention to sanitizing and disinfecting the premises. This necessarily entails an increase in the usage of water.	Employees and the Company	The Company tries to reduce its water consumption by scheduling the most optimal time for sanitation. Employees are also reminded to be conscientious with their use of water.
What are the Risk/s Identified?	**Which stakeholders are affected?**	**Management Approach**
No significant risks were reported or identified.		
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	**Management Approach**
The Company makes a constant effort to try and lower the amount of water consumption that the company consumes in every aspect of its operations. This not only helps the environment, it also reduces the Company's operating costs.	Employees, Community	The Company implements measures to try and lessen its water consumption. These are done through employee reminders to conserve water, and try and use upcoming technologies in flour milling that make the milling process more efficient and less draining on natural resources.

Materials used by the organization

Disclosure	Quantity	Units
Materials used by weight or volume		
• renewable	No data available	kg/liters
• non-renewable	No data available	kg
Percentage of recycled input materials used to manufacture the organization's primary products and services	No data available	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Being engaged in the real estate business there is industrial waste produced by the nature of the operations. These include the waste matter from restrooms and cafeterias, used containers for supplies, and other discarded waste. The materials used are non-renewable in nature.	Tenants and Community	The Company's a goal is to encourage its employees and tenants to create as little waste as possible, and to require the proper segregation of waste.
What are the Risk/s Identified?	**Which stakeholders are affected?**	**Management Approach**
Given that the nature of the business of the Company, it necessarily deals with human, commercial, and industrial waste.	Community	The Company ensures that human, commercial, and industrial waste are properly disposed of and segregated accordingly.
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	**Management Approach**
The Company foresees that advancements in technology, especially the comfort level with digitalization, can reduce material consumption.	Tenants, Employees and Community	To the extent possible, the Company encourages the use of digital means for all circulars, communications, and documentation with tenants.

Ecosystems and biodiversity (whether in upland/watershed or coastal/marine)

Disclosure	Quantity	Units
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	n/a	
Habitats protected or restored	n/a	Ha
IUCN[3] Red List species and national conservation list species with habitats in areas affected by operations	n/a	

[3] International Union for Conservation of Nature

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Not applicable		
What are the Risk/s Identified?	**Which stakeholders are affected?**	**Management Approach**
Not applicable		
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	**Management Approach**
Not applicable		

Environmental impact management

Air Emissions -

GHG

Disclosure	Quantity	Units
Direct (Scope 1) GHG Emissions	None	kg
Energy indirect (Scope 2) GHG Emissions	None	Kg
Emissions of ozone-depleting substances (ODS)	None	Kg

Note: *The Company has no accurate means to determine the exact quantity of GHG*

The newly-signed memorandum circular (MC 2022-003 to amend Section 5 of MC 2016-008) states that Standby G.S. regardless of capacity, if operating not more than 200 hours annually, provided it operates not more than 3 hours per day nor more than three (3) days per week, for light commercial and industrial operation (hotels, malls, banks, buildings, schools, telecommunication towers, fuel dispensing facilities, manufacturing firms among others) shall not be required to conduct source emission testing for permitting and compliance monitoring purposes.

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Not applicable		
What are the Risk/s Identified?	**Which stakeholders are affected?**	**Management Approach**

Not applicable		
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	**Management Approach**
Not applicable		

Air pollutants

Disclosure	**Quantity**	**Units**
NO_x	No data available	Kg
SO_x	No data available	Kg
Persistent organic pollutants (POPs)	No data available	Kg
Volatile organic compounds (VOCs)	No data available	Kg
Hazardous air pollutants (HAPs)	No data available	Kg
Particulate matter (PM)	No data available	Kg

Note: *The Company has no accurate means to determine the exact weight of its air pollutants.*

The newly-signed memorandum circular (MC 2022-003 to amend Section 5 of MC 2016-008) states that Standby G.S. regardless of capacity, if operating not more than 200 hours annually, provided it operates not more than 3 hours per day nor more than three (3) days per week, for light commercial and industrial operation (hotels, malls, banks, buildings, schools, telecommunication towers, fuel dispensing facilities, manufacturing firms among others) shall not be required to conduct source emission testing for permitting and compliance monitoring purposes.

What is the impact and where does it occur? What is the organization's involvement in the impact?	**Which stakeholders are affected?**	**Management Approach**
The operations of the buildings may create air pollutants.	Community	LPC does not have the institutional expertise or means to accurately measure the extent of its air pollutants discharge. To mitigate this lack of knowledge, the Company encourages the efficient use of utilities, which is believes is the main source of potential or possible air pollutants.
What are the Risk/s Identified?	**Which stakeholders are affected?**	**Management Approach**
Given the lack of the facilities to monitor or study air pollutants the Company has no visibility on its environmental impact.	Community	The Company encourages the efficient use of utilities (especially the generator sets, and air conditioning units) which the Company believes could be the main

		contributor of air pollutants emitted by the Company.
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	**Management Approach**
Advancements in technology creating more energy efficient equipment and machinery as well as alternative power sources.	Community, Company, and Stakeholders	The company constantly studies and considers implementing technologies and equipment that would make the buildings more environmentally sustainable. However, given that these will entail significant capital expenditure, the company balances the intent to upgrade with the financial feasibility of these improvements.

Solid and Hazardous Wastes

Solid Waste

Disclosure	Quantity	Units
Total solid waste generated	40,170	Kg
Reusable	No data available	Kg
Recyclable	19,560	Kg
Composted	No data available	Kg
Incinerated	No data available	Kg
Residuals/Landfilled	No data available	Kg

Note: The Company has no accurate means to determine the exact weight of all its solid waste produced. However, based on the estimates provided by the DENR, 1 garbage bag is equivalent to kgs. of waste.

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
There are solids wastes that are necessarily created by virtue of operating a commercial establishment. This include commercial, human, and industrial waste.	Community	As a matter of policy, the Company tries to reduce the amount of waste from its operations as well as encourage its tenants to reduce their waste. Proper segregation of waste materials is also enforced in the Company's buildings. Furthermore, there are safeguards and procedures in place to ensure that the solid waste is disposed of properly.
What are the Risk/s Identified?	**Which stakeholders are affected?**	**Management Approach**

No significant risks were reported or identified.		
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	**Management Approach**
No significant opportunities were reported or identified.		

Hazardous Waste

Disclosure	Quantity	Units
Total weight of hazardous waste generated	**1,396.2**	Kg
Total weight of hazardous waste transported	0	Kg

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
The Company, through the course of operating commercial buildings generates hazardous waste.	Employees and Community	The Company ensures that there are proper measures and safeguards in place for the identification and handling of hazardous waste. These are implemented to ensure the safety of the Company's employees, as well as ensuring its proper disposal. In the transportation of hazardous waste, the Company ensures that it handles the hazardous waste properly. If the hazardous waste is beyond the competency of the Company to handle, the services of a duly licensed and accredited third-party provider are secured.
What are the Risk/s Identified?	**Which stakeholders are affected?**	**Management Approach**
No significant risk reported or identified.		
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	**Management Approach**
No significant risk reported or identified.		

Effluents

Disclosure	Quantity	Units
Total volume of water discharges	No data available	Cubic meters
Percent of wastewater recycled	No data available	%

Note: The Company has no accurate means to determine the exact quantity of water discharges since the establishments are tapped to Magallanes STP.

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
As a by-product of toilets, and sanitation facilitates, the Company produces waste water.	Employees and Community	The company does not transport nor handle its own wastewater. However, to ensure that the proper handling of the wastewater, the Company ensures that the necessary facilities are in place to ensure that wastewater reaches the proper sewage.
What are the Risk/s Identified?	**Which stakeholders are affected?**	**Management Approach**
No significant risk reported or identified.		
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	**Management Approach**
No significant opportunity reported or identified.		

Environmental compliance

Non-compliance with Environmental Laws and Regulations

Disclosure	Quantity	Units
Total amount of monetary fines for non-compliance with environmental laws and/or regulations	none	PhP
No. of non-monetary sanctions for non-compliance with environmental laws and/or regulations	none	#
No. of cases resolved through dispute resolution mechanism	none	#

What is the impact and where does it occur? What is the	Which stakeholders are affected?	Management Approach

organization's involvement in the impact?		
Not applicable		
What are the Risk/s Identified?	**Which stakeholders are affected?**	**Management Approach**
Not applicable		
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	**Management Approach**
Not applicable		

SOCIAL

Employee Management

Employee Hiring and Benefits

Employee data

Disclosure	Quantity	Units
Total number of employees[4]	17	
a. Number of female employees	4	#
b. Number of male employees	13	#
Attrition rate[5]	n/a	Rate
Ratio of lowest paid employee against minimum wage	n/a	Ratio

Employee benefits

List of Benefits	Y/N	% of female employees who availed for the year	% of male employees who availed for the year
SSS	Y	0	20.00
PhilHealth	N	0	0
Pag-ibig	Y	0	30.00
Parental leaves	Y	n/a	0
Vacation leaves	Y	25.00	45.00
Sick leaves	Y	0	20.00
Medical benefits (aside from PhilHealth))	N	0	0
Housing assistance (aside from Pag-ibig)	N	0	0
Retirement fund (aside from SSS)	Y	0	0
Further education support	N	n/a	n/a
Company stock options	N	n/a	n/a
Telecommuting	N	n/a	n/a
Flexible-working Hours	N	n/a	n/a
(Others)		n/a	n/a

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Technological advancement, especially in the field of administrative works, has been forecasted to displace the human workforce.	The Company sees employees as a valuable resource. As such, the Company sees value in ensuring that employees are kept abreast and made technologically proficient.

[4] Employees are individuals who are in an employment relationship with the organization, according to national law or its application (GRI Standards 2016 Glossary)

[5] Attrition are = (no. of new hires – no. of turnover)/(average of total no. of employees of previous year and total no. of employees of current year)

What are the Risk/s Identified?	Management Approach
Given the lean organizational structure of the Company there is a risk that resignations and requirements would hamper operations.	The company, to the extent possible, reviews and implements succession planning.
What are the Opportunity/ies Identified?	**Management Approach**
Productivity tools which are artificial intelligence assisted has the potential to reshape how business is conducted.	The company explores how the current suit of digital tools can remove tedious and mundane work activities. This will allow our employees to focus on the more thought intensive matters.

Employee Training and Development

Disclosure	Quantity	Units
Total training hours provided to employees	N/A	Hours
a. Female employees	N/A	Hours
b. Male employees	N/A	Hours
Average training hours provided to employees	N/A	Hours
a. Female employees	N/A	hours/employee
b. Male employees	N/A	hours/employee

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
None identified and reported.	
What are the Risk/s Identified?	**Management Approach**
As mentioned above, there is a real risk that advancements in technology, artificial intelligence in particular, can displace human jobs	Instead of outright adoption of technological advancements, the Company looks at how this can blend in with the skills and competencies of its workforce.
What are the Opportunity/ies Identified?	**Management Approach**
As mentioned above, there is an opportunity for Company employees to upskill and ready themselves for the emergence of new technologies.	Management studies and determines the applicability of certain technological advancements and how these can be adopted to the skill base of its employees. However, employee input is appreciated and greatly considered.

Labor-Management Relations

Disclosure	Quantity	Units
% of employees covered with Collective Bargaining Agreements	None	%
Number of consultations conducted with employees concerning employee-related policies	None	#

Note: *The Company's employees are not unionized.*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Not Applicable	
What are the Risk/s Identified?	**Management Approach**
Not Applicable	
What are the Opportunity/ies Identified?	**Management Approach**
Not Applicable	

Diversity and Equal Opportunity

Disclosure	Quantity	Units
% of female workers in the workforce	24	%
% of male workers in the workforce	76	%
Number of employees from indigenous communities and/or vulnerable sector*	0	#

**Vulnerable sector includes, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E).*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
The Company supports diversity in employment, where of prime importance is skill and qualification. The Company does not discriminate as to matters such as, race, sex, religion, gender orientation, political opinion, and others.	The Company implements and "*equal employment opportunity for all*" policy, and strays from discriminating against applicants.
What are the Risk/s Identified?	**Management Approach**
No significant risk reported or identified.	
What are the Opportunity/ies Identified?	**Management Approach**
No significant opportunity reported or identified.	

Workplace Conditions, Labor Standards, and Human Rights

Occupational Health and Safety

Disclosure	Quantity	Units
Safe Man-Hours	0	0
No. of work-related injuries	0	0
No. of work-related fatalities	0	0
No. of work related ill-health	0	0
No. of safety drills	2	14 attendees x 1hr=14 man-hour

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
The Company values the health, safety, and wellbeing of its employees. In furtherance of such, the company implements and complies with safety, health and welfare standards, and policies.	In the interest of the health of the Company's employees the former has implemented a retirement scheme that is more favorable than required by law.
What are the Risk/s Identified?	**Management Approach**
Given that the employees work in high rise buildings, natural calamities pose a risk to their life and health.	Management implements measures to ensure disaster preparedness.
What are the Opportunity/ies Identified?	**Management Approach**
No significant opportunity reported or identified.	

Labor Laws and Human Rights

Disclosure	Quantity	Units
No. of legal actions or employee grievances involving forced or child labor	None	None

Do you have policies that explicitly disallows violations of labor laws and human rights (e.g. harassment, bullying) in the workplace?

Topic	Y/N	If Yes, cite reference in the company policy
Forced labor	N	
Child labor	N	
Human Rights	N	

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
For 2024 there were no incidents related to human rights abuse.	Employees are given an avenue through which they could voice out any complaints and concerns, including human rights violations. Under the Code of Corporate Governance, the employees have a grievance mechanism where they can submit complaints to the internal auditor, the audit committee, or any responsible officer of the Company. The choice of which avenue to course complaints is at the reporting employee's discretion.
What are the Risk/s Identified?	**Management Approach**
If the Company does not respect and honor human rights, these will have massive negative impacts on the morale of the employees which may lead to strikes, lockouts, work stoppages, pickets, mass resignations and the like.	The Company undertakes and ensures that it respects and values human rights. Furthermore, as part of the Company's Code of Corporate Governance, employees are treated as partners in value growth and creation.
What are the Opportunity/ies Identified?	**Management Approach**
No significant opportunity reported or identified.	

Supply Chain Management

Do you have a supplier accreditation policy? If yes, please attach the policy or link to the policy:

Do you consider the following sustainability topics when accrediting suppliers?

Topic	Y/N	If Yes, cite reference in the supplier policy
Environmental performance	N	
Forced labor	N	
Child labor	N	
Human rights	N	
Bribery and corruption	Y	The Company does not have a specific policy for suppliers, rather there is a general Anti-Corruption Policy in the Code of Corporate Governance.

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach

Suppliers and service providers are selected based on their ability to fulfill the needs and requirements of the Corporation.	Before a supplier is selected, the company does a background check of the following, among others: historical performance with the company; historical performance with other companies or businesses; and reputation for fair and good dealing.
What are the Risk/s Identified?	**Management Approach**
No significant risks reported or identified. The company's supply chain basically consists of readily available commodities.	
What are the Opportunity/ies Identified?	**Management Approach**
No significant opportunity reported or identified.	

Relationship with Community

Significant Impacts on Local Communities

Operations with significant (positive or negative) impacts on local communities (exclude CSR projects; this has to be business operations)	Location	Vulnerable groups (if applicable)*	Does the particular operation have impacts on indigenous people (Y/N)?	Collective or individual rights that have been identified that or particular concern for the community	Mitigating measures (if negative) or enhancement measures (if positive)
None					

**Vulnerable sector includes children and youth, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E)*

For operations that are affecting IPs, indicate the total number of Free and Prior Informed Consent (FPIC) undergoing consultations and Certification Preconditions (CPs) secured and still operational and provide a copy or link to the certificates if available: ______________

Certificates	Quantity	Units
FPIC process is still undergoing	n/a	#
CP secured	n/a	#

What are the Risk/s Identified?	Management Approach
Not applicable	

What are the Opportunity/ies Identified?	Management Approach
Not applicable	

Customer Management

Customer Satisfaction

Disclosure	Score	Did a third party conduct the customer satisfaction study (Y/N)?
Customer satisfaction	No data available.	N/A

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Tenant satisfaction is essential to the Company, because it leads to extension of leases as well as leasing referrals.	The Company strives for all its tenants to be satisfied with the services that it provides. This includes maintaining and updating the facilities in the buildings.
What are the Risk/s Identified?	**Management Approach**
Given new buildings being built around Metro Manila, there is the risk that current tenants may choose to move to the newer office spaces. This is further compounded by the fact that the implementation of flexible work arrangements became more prevalent after COVID-19.	The Company tries to maintain the current tenant base and continue to carefully screen prospective lessees and impose penalty charges in case tenants pre-terminate their lease contracts.
What are the Opportunity/ies Identified?	**Management Approach**
The Company sees opportunity in developing its property in Ortigas.	The Company is currently studying the financial feasibility of this project.

Health and Safety

Disclosure	Quantity	Units
No. of substantiated complaints on product or service health and safety*	None	#
No. of complaints addressed	No complaints	#

**Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
No reported impact reported or identified.	
What are the Risk/s Identified?	**Management Approach**
As mentioned above, natural calamities pose a risk to health and safety.	The Company implements disaster response training as well as fire and earthquake drills.
What are the Opportunity/ies Identified?	**Management Approach**
No significant opportunity reported or identified.	

Marketing and labelling

Disclosure	Quantity	Units
No. of substantiated complaints on marketing and labelling*	None	#
No. of complaints addressed	None	#

**Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
No significant marketing or labelling impact reported or identified.	
What are the Risk/s Identified?	**Management Approach**
No significant risk reported or identified.	
What are the Opportunity/ies Identified?	**Management Approach**
No significant opportunity reported or identified	

Customer privacy

Disclosure	Quantity	Units
No. of substantiated complaints on customer privacy*	None	#
No. of complaints addressed	None	#
No. of customers, users and account holders whose information is used for secondary purposes	None	#

**Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
The Company processes the personal data of its tenants, as well as those that may provide them incidentally to the contracts of lease (such as those of delivery personnel and visitors).	The Company seeks to implement data privacy industry best practices while balancing these practices with then need to collect personal data for security purposes.
What are the Risk/s Identified?	**Management Approach**
The largest risk in the processing of personal data is it being susceptible to a breach or unauthorized processing.	To the extent practicable, the Company tries to implement industry best practices. This includes trying to implement privacy by design mechanisms and refraining from collecting sensitive personal information to the extent possible.
What are the Opportunity/ies Identified?	**Management Approach**
Technological advances can be leverages to improve matters related to data privacy and security.	Management studies adopting technologies that would further the objectives of the general principles of data privacy and security.

Data Security

Disclosure	Quantity	Units
No. of data breaches, including leaks, thefts and losses of data	None	None

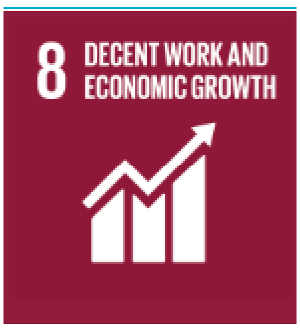
What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
For the year 2024 there were no data breaches or security incidents.	The Company values information security, especially in these evolving times. To ensure that the Company is insulated from cyber threats, it has implemented the necessary safety and security measures as well as hired the services of a third-party contractor with more expertise on the subject to handle the matter.
What are the Risk/s Identified?	**Management Approach**
The increasing reliance on information technology infrastructure makes the Company susceptible to cyber-attacks, data breaches, security incidents, and the like.	As mentioned above, the company has in place security measures which would address these concerns. However, to not compromise the

	security systems of the company, the specifics of such shall be left out.
What are the Opportunity/ies Identified?	**Management Approach**
No significant opportunity reported or identified.	

UN SUSTAINABLE DEVELOPMENT GOALS

Product or Service Contribution to UN SDGs

Key products and services and its contribution to sustainable development.

	**<u>Contribution to UN SDG's:</u>** Through its operations, the Company creates employment opportunity for the community. This may be in the form of its own employees, or those service providers (such as security and janitorial) that render services for the buildings. **<u>Negative Impacts and mitigation measures:</u>** A negative impact of job creation would be the Company's indirect contribution to the increase in fossil fuel usage, arising from the fossil fuels consumed by employees going to and from work. To mitigate these risks, the Company tries to encourage employees to use alternative modes of transportation that would not require the use of fossil fuels.
	**<u>Contribution to UN SDG's:</u>** The Company, as a real estate company, is in a position to implement innovative and sustainable concepts in its projects. **<u>Negative Impacts and mitigation measures:</u>** Given that fixed assets have a tendency to age, there is a constant uphill battle to ensure that these assets are environmentally efficient and comply with current best practices.
	<u>Contribution to UN SDG's:</u>

10 REDUCED INEQUALITIES	The Company is committed to supporting diversity and equal opportunity in the workplace. As provided for by the Code of Corporate Governance, LPC does not support any form of discrimination or bias. **<u>Negative impacts and mitigation measures:</u>** The Company does not see any negative impacts for implementing equal opportunity measures.