



First Pacific Company Limited

(Stock Code: 00142)

Environmental, Social and Governance Report 2020

April 2021



Hang Seng Corporate Sustainability Index Series Member 2020-2021

TABLE OF CONTENTS

1	Message from the Chief Executive Officer and Chief Sustainability Officer	1
2	Overview of First Pacific's Journey	3
3	Key Highlights in 2020	4
4	About this Report	5
	4.1 Aim of this Report	5
	4.2 Reporting Boundary	5
	4.3 Reporting Guidelines	6
	4.4 External Verification	7
	4.5 Endorsement and Approval	7
	4.6 Feedback to this Report	7
5	Organizational Profile	8
	5.1 About First Pacific	8
	5.2 Our Operating Companies	13
6	Our ESG Approach	20
	6.1 Approach to Sustainability	20
	6.2 Responsible Investment	21
	6.3 Stakeholder Engagement and Materiality Assessment	24
7	Governance and Risk Management	26
	7.1 Corporate Governance	26
	7.2 Governance of ESG matters	27
	7.3 Code of Conduct	27
	7.4 Board Diversity and Succession	28
	7.4.1 Board Diversity	28
	7.4.2 Board Succession	29
	7.5 Risk Management	29
	7.6 Internal Control	30
	7.6.1 Anti-Bribery and Corruption	30
	7.6.2 Related Party Transactions	31
	7.7 Cybersecurity	31
8	Employment and Labor Standards	32
	8.1 Employment	32
	8.2 Labor Standards	34
	8.3 Occupational Health and Safety	34
	8.4 Compliance	35

9	Environmental Responsibility	36
9.1	Environmental Management	36
9.1.1	Energy Consumption	36
9.1.2	Waste Management	37
9.2	Climate Change	38
9.3	Compliance	42
10	Supply Chain Management	42
11	Community Investment	43
12	Highlights of First Pacific’s Operating Companies	44
12.1	Consumer Food Products	44
12.1.1	IndoAgri	44
12.1.2	RHI	45
12.2	Telecommunications	46
12.2.1	PLDT	46
12.3	Infrastructure	48
12.3.1	MPIC	48
12.3.2	Meralco	50
12.3.3	GBPC	51
12.3.4	PLP	51
12.3.5	MPTC	53
12.3.6	Maynilad	53
12.3.7	LRMC	54
12.4	Natural Resources	55
12.4.1	Philex	55
Appendix I:	ESG Performance of First Pacific and Operating Companies in 2020	57
Appendix II:	SEHK ESG Reporting Guide Content Index	64
Appendix III:	GRI Content Index	71

1 MESSAGE FROM THE CHIEF EXECUTIVE OFFICER AND CHIEF SUSTAINABILITY OFFICER

Dear fellow stakeholders,

In preparing this message to begin and frame First Pacific's 2020 ESG Report, we are struck by the speed at which sustainability is being integrated into seemingly all aspects of our life and work. One driver of this is a growing consensus that companies leading on ESG matters generally deliver stronger shareholder returns than those which don't.

Our duty towards delivering shareholder returns places these stakeholders among our most important. We observe increasing demand from large investors for greater accountability for and disclosure of ESG issues. As the Millennial generation increases its wealth with the passage of time, we can expect such matters to increase in importance to shareholder value.

A focus on ESG can improve the bottom line by, for example, reducing waste and energy costs and improving efficiency. It also improves resilience for the long term.

The COVID-19 pandemic has reminded us all of the importance of resilience. We would expect that very few corporates one year ago had "pandemic" on their risk matrices, but in retrospect we all should have (First Pacific now does). Nassim Nicholas Taleb, author of "The Black Swan" tells us that this pandemic was utterly predictable, and its enormous consequences are not a black swan but the fault of "the 'naïve empiricists' who think that our tomorrows are likely to be pretty much like our yesterdays."¹

The United Nations Principles for Responsible Investment ("UNPRI"), whose Principles of Responsible Investment we committed to in 2020, agrees. "The Inevitable Policy Response"² to foot-dragging on sustainability is likely to take place in 2023-25, it says, as this is the timeline the Paris Climate Accord sets down for meaningful government action towards the goal of limiting global warming. Among expected inevitable policy responses are: deep and rapid changes in the energy system with oil peaking in 2026-28 and thermal coal "virtually nonexistent" by 2040; the electrification of transportation within 20 years; and major changes in land use, with deforestation virtually eliminated by 2030.

¹ <https://www.newyorker.com/news/daily-comment/the-pandemic-isnt-a-black-swan-but-a-portent-of-a-more-fragile-global-system>
² www.unpri.org/download?ac=9833&adredir=1

We are preparing for these inevitable policy responses at First Pacific, and we recognize that urgency is likely to increase in the short to medium term. Our plantations business has been a leader in environmental matters for years, such as in deforestation and here it must be noted that Indonesia recently reported that less than 300,000 hectares of land and forest were burnt last year, less than in the European Union and an order of magnitude less than in the United States. Meralco is turning away new coal projects and is building solar power facilities instead.

For its part, The Stock Exchange of Hong Kong Limited (“SEHK”) is tightening ESG reporting requirements from fiscal 2021, and – as we try every year – we meet as many of the new standards a year or more ahead of time (such as earlier publication deadline and description of the reporting boundary of this ESG report) to reinforce our commitment to leading where and when we can. We observe similar tightening of regulations in our key jurisdictions of Indonesia and the Philippines as well, though at a different pace, with Indonesia requiring all listed companies to issue annual sustainability reports from fiscal 2021, following a step the Philippines Securities and Exchange Commission made two years earlier.

Sustainability requires change, as our tomorrows won’t be like our yesterdays, and First Pacific is committed to playing our part in the solution as we look ahead to increasingly tough and inevitable regulatory responses.

Manuel V. Pangilinan

Managing Director and Chief Executive Officer

John W. Ryan

Associate Director and Chief Sustainability Officer

2 OVERVIEW OF FIRST PACIFIC’S JOURNEY



2016

1st ESG Report

- 1st ESG Report
- Comply with SEHK ESG’s general disclosure requirements
- Included operating companies to illustrate ESG commitments: IndoAgri, Philex and PLDT



2017

2nd ESG Report

- Appointed Chief Sustainability Officer
- Comply with SEHK ESG’s general and environmental KPI disclosure requirements
- Adopted the GRI Standards reporting framework
- Included additional operating companies: MPIC, Meralco, Maynilad, Goodman Fielder and PLP
- Included environmental and social KPIs (referencing GRI Standards)



2018

3rd ESG Report

- Included a total of 11 operating companies with additional operating companies Global Business Power Corporation, NLEX Corporation and Cavitet Infrastructure Corporation
- Better aligned ESG disclosure practices related to definitions of ESG data, data disclosure, etc. among key operating companies
- Adopted ESG in risk assessment and set ESG as a regular agenda item in First Pacific’s Board and Corporate Governance Committee meetings
- Established the Code of Business Practice and Supplier Code of Conduct



2019

4th ESG Report

- Enhanced scope of data disclosure
- Refined ESG-related topics that are most material to First Pacific
- Materiality assessment results are separated by First Pacific Head Office and operating companies
- Aligned United Nations Sustainable Development Goals



2020

5th ESG Report

- Early adopt the new ESG Reporting Guide published by SEHK, including publishing the Report in April 2021, one year ahead of requirement
- To prepare a GRI Standards: Core option “in accordance” report for 2020
- Developed the First Pacific Responsible Investment Policy, Climate Change Policy and Code of Conduct
- Included a total of 12 operating companies with additional operating company Light Rail Manila Corporation

3 KEY HIGHLIGHTS IN 2020

At First Pacific we have been proactively managing our environmental, social and governance (“ESG”) performance, many of our efforts have materialized, and we are proud to share our ESG achievements below.

Awards and Recognition

- Received an Award of Excellence in Corporate Governance at the Hong Kong Corporate Governance Excellence Awards 2020 organized by The Chamber of Hong Kong Listed Companies and Hong Kong Baptist University’s Centre for Corporate Governance and Financial Policy
- Listed in the Hang Seng Corporate Sustainability Benchmark Index for the third consecutive year
- Received the ISS ESG Prime Label
- Received the CDP Label for the fourth consecutive year
- Achieved CarbonCare® Label 2020, CarbonCare® Star Label 2020, Green Office Label and Eco-Healthy Workplace Label
- Recognized as a Good MPF Employer by the Mandatory Provident Fund Schemes Authority since 2019
- Received the Caring Company Label from The Hong Kong Council of Social Service since 2019

Governance and Risk Management

- Formulated the First Pacific Responsible Investment Policy and Climate Change Policy to demonstrate ESG commitment and document the approach to incorporating ESG factors into investment decisions
- Joined the United Nations Global Compact (“UNGC”) as Participant (with effect from January 2021)

Employee Well-Being

- Formulated the Flexible Working Hours Policy, Equal Pay Policy and Mental Health Policy to safeguard and enhance the wellness of our employees

Environmental Management

- Achieved a 68.5% reduction in greenhouse gas (“GHG”) intensity by gross floor area (Scopes 1 & 2) from our first year of reporting this data, in 2013

Community Investment

- Donated a total of US\$0.4 million to charitable causes

4 ABOUT THIS REPORT

4.1 Aim of this Report

First Pacific Company Limited (“First Pacific”) or (“the Company”) recognizes the impact of its investments on the environment and society at large, and endeavors to integrate sound ESG practices into its business. Through this ESG Report (this “Report”), we describe our progress and performance in managing the ESG impact of our operations. This Report is an integral part of our annual reporting, and should be read in conjunction with our Annual Report 2020, in particular the Corporate Governance Report and Corporate Social Responsibility Report contained therein, as well as the Corporate Governance Section of the First Pacific’s website (www.firstpacific.com/sustainability/cg.php).

4.2 Reporting Boundary

This Report provides an overview of the sustainability approach and performance of First Pacific during the period from 1 January to 31 December 2020 (“the reporting period”), unless otherwise stated.

The scope of this Report primarily covers the physical and operational boundary of First Pacific Head Office (“Head Office”) located in Hong Kong, focusing on the ESG governance, policies and performance data at the Head Office level where we have operational control. The incompleteness of ESG information from some operating companies prevents us from expanding our reporting boundary to include the entire First Pacific Group (“the Group”). Nevertheless, to present a more holistic view of the ESG performance of First Pacific and its various operating companies, the 2020 ESG data disclosed in Appendix I cover the following entities which represent the vast bulk of impact on ESG matters by the Group as a whole:

- Indofood Agri Resources Ltd. (“IndoAgri”),
- **PLDT Inc. (“PLDT”),**
- **Metro Pacific Investments Corporation (“MPIC”) (head office),**
- Manila Electric Company (“Meralco”),
- Global Business Power Corporation (“GBPC”),
- Metro Pacific Tollways Corporation (“MPTC”),
- Maynilad Water Services, Inc. (“Maynilad”),
- Light Rail Manila Corporation (“LRMC”),
- **PacificLight Power Pte. Ltd. (“PLP”),**
- **Philex Mining Corporation (“Philex”),** and
- **Roxas Holdings, Inc. (“RHI”).**

Entries in bold typeface are directly held by First Pacific and the remainder are indirectly held. Although not all businesses in the First Pacific group of companies issue annual ESG or sustainability reports, they all have plans to issue one as soon as practicable.

There are also summaries highlighting the ESG initiatives of the above-mentioned operating companies in the “Highlights of First Pacific’s Operating Companies” section. Readers are urged to refer to the annual ESG reports and corporate websites of the operating companies for further details on their policies, initiatives and performance to obtain a fuller understanding of how the Group manages sustainability matters.

4.3 Reporting Guidelines

This Report has been prepared in accordance with the Global Reporting Initiative (“GRI”) Standards: Core option and Appendix 27 – Environmental, Social and Governance Reporting Guide (“ESG Guide”) of the Rules Governing the Listing of Securities (the “Listing Rules”) on SEHK (updated in December 2019). The SEHK ESG Reporting Guide Content Index and GRI Content Index are provided in Appendix II and Appendix III respectively.

In preparing this Report, we applied the reporting principles of the ESG Guide as follows:

Reporting principles	Application in this report
Materiality	Material ESG issues were identified and prioritized with contributions from internal and external stakeholders of the Company and are disclosed in this Report.
Quantitative	Quantitative key performance indicators (“KPIs”) are compiled and disclosed in Appendix I of this Report for evaluating the Group’s ESG performance.
Consistency	Unless stated otherwise, the Group applies consistent methodology in compiling the ESG data reported to ensure meaningful comparison of ESG performance over time and between entities. Any change in methods or KPIs used is explained.

We have also referenced the United Nations Sustainable Development Goals (“SDGs”) to illustrate the values our operating companies create for society. A table elaborating the impacts of our operating companies on the economy, environment and society can be found in Section 5.2, “Our Operating Companies”.

SUSTAINABLE DEVELOPMENT GOALS



4.4 External Verification

The Head Office GHG emissions data disclosed in this Report has been verified by Carbon Care Asia Limited. Operating companies including PLDT and MPIC have also obtained external verification regarding selected KPI disclosures; please refer to their respective sustainability reports for further information.

4.5 Endorsement and Approval

First Pacific's Corporate Governance Committee ("CG Committee") has reviewed and endorsed this Report, and approval from the Board of Directors was obtained on 30 March 2021.

4.6 Feedback to this Report

We welcome comments and suggestions regarding this Report and our approach to sustainability. You may submit your communications to our website (www.firstpacific.com/contact/contact.php) or email directly to First Pacific at sustainability@firstpacific.com.

5 ORGANIZATIONAL PROFILE

5.1 About First Pacific

First Pacific Company Limited (SEHK: 00142, ADRs: FPAFY) is a Hong Kong-based investment management and holding company with operations located in Asia-Pacific. Our principal businesses relate to consumer food products, telecommunications, infrastructure and natural resources.

Our mission is to unlock value in our operating companies by:

- Delivering dividend/distribution returns to shareholders
- Delivering share price/value appreciation of First Pacific and its operating companies
- Making further investments in value-enhancing businesses, taking into consideration all relevant criteria, including ESG factors to better manage risk and generate sustainable long-term returns

Our investment criteria are clear:

- Investments must be located in or trading with the fast-growing economies of emerging Asia
- They must be related to our four industry sectors (consumer food products, telecommunications, infrastructure, and natural resources)
- Companies invested in must have a strong or dominant market position in their respective sectors
- They must possess the potential for substantial cash flows
- First Pacific must obtain management control or significant influence to ensure our goals can be met

Our strategies are threefold:

- Identify undervalued or underperforming assets with strong growth potential and possible synergies
- Manage businesses by setting strategic direction, developing business plans and defining targets
- Raise reporting and ESG standards to world-class levels at First Pacific and its operating companies

First Pacific’s portfolio has a balance of assets in our core industries and markets.



Data as at 29 March 2021.

Consumer Food Products

PT Indofood Sukses Makmur Tbk (“Indofood”) is the largest vertically integrated food company in Indonesia and a global manufacturer of wheat-based instant noodles.

RHI runs a sugar and ethanol business in the Philippines.

Telecommunications

PLDT is the largest fully integrated telecommunications and digital services provider in the Philippines with the country’s most extensive fixed broadband network and the most modern and sophisticated wireless network.

Infrastructure

MPIC is a leading infrastructure investment management and holding company in the Philippines, with businesses in the country’s largest electricity distributor, toll road operator, water distributor and hospital group. MPIC also holds assets in the storage of petroleum products in the Philippines.

PLP is the operator of one of Singapore’s most efficient gas-fired power plants.

Natural Resources

Philex is one of the largest metal mining companies in the Philippines, producing gold, copper and silver.

PXP Energy Corporation (“PXP”) is an upstream oil and gas company with a number of service contracts in the Philippines and Peru.

As at 31 December 2020, First Pacific's economic interest in Indofood was 50.1%, in PLDT 25.6%, in MPIC 43.1%, in Philex 31.2%³, in PXP 35.7%³, in FPM Power Holdings Limited ("FPM Power") (this is the holding company for First Pacific's investment in PLP) 67.8%, and in FP Natural Resources Limited ("FP Natural Resources") (this is the holding company for First Pacific's investment in RHI) 80.8%.

For the year ended 31 December 2020, First Pacific recorded US\$7.1 billion in consolidated revenues, with a recurring profit of US\$321.2 million and reported profit of US\$201.6 million. Consolidated total equity stood at US\$10.6 billion and total assets were US\$26.9 billion. At the end of 2020, First Pacific Head Office's gross debt was US\$1.4 billion and net debt US\$1.3 billion.

As of 31 December 2020, the gross asset value ("GAV")⁴ of First Pacific's investments was US\$5.3 billion, with the following geographic breakdown:

- Indonesia: 40%
- Philippines: 60%

³ Two Rivers Pacific Holdings Corporation, a Philippine affiliate of First Pacific, holds an additional 15.0% and 6.7% economic interest in Philex and PXP, respectively.

⁴ GAV represents the total market value of listed investments, carrying amounts of unlisted investments and other assets of the First Pacific Head Office.

Financial Performance

Contribution and Profit Summary

For the year ended 31 December US\$ millions	Turnover		Contribution to Group profit ⁽ⁱ⁾	
	2020	2019 (Restated) ⁽ⁱⁱ⁾	2020	2019
Indofood	5,583.1	5,414.4	194.4	163.4
PLDT ⁽ⁱⁱⁱ⁾	–	–	134.9	119.3
MPIC	825.5	1,239.8	84.8	126.8
Philex ⁽ⁱⁱⁱ⁾	–	–	8.0	1.0
FPM Power	571.0	713.4	(2.5)	(10.5)
FP Natural Resources	150.9	217.4	(9.9)	(7.2)
FPW ^(iv)	–	–	–	2.8
Contribution from Operations^(v)	7,130.5	7,585.0	409.7	395.6
Head Office items:				
– Corporate overhead			(19.7)	(20.8)
– Net interest expense			(60.0)	(76.5)
– Other expenses			(8.8)	(8.3)
Recurring Profit^(vi)			321.2	290.0
Foreign exchange and derivative gains, net ^(vii)			34.0	6.8
Gain on changes in fair value of biological assets			0.1	3.0
Non-recurring items ^(viii)			(153.8)	(553.7)
Profit/(Loss) attributable to Owners of the Parent			201.6	(253.9)

(i) After taxation and non-controlling interests, where appropriate.

(ii) The Group has restated its 2019 turnover to US\$7,585.0 million from US\$8,054.7 million following the classification of GBPC as a disposal group held for sale and a discontinued operation in December 2020.

(iii) Associated companies.

(iv) FPW Singapore Holdings Pte. Ltd. (“FPW”), a joint venture and was sold on 16 December 2019.

(v) Contribution from operations represents the recurring profit contributed to the Group by its operating companies.

(vi) Recurring profit represents the profit/(loss) attributable to owners of the parent excluding the effects of foreign exchange and derivative gains, gain on changes in fair value of biological assets and non-recurring items.

(vii) Foreign exchange and derivative gains, net represent the net gains on foreign exchange translation differences on the Group’s unhedged foreign currency denominated net assets/liabilities and the changes in the fair values of derivatives.

(viii) Non-recurring items represent certain items, through occurrence or size, which are not considered as usual operating items. 2020’s non-recurring losses of US\$153.8 million mainly represent (a) the Group’s impairment provisions for assets, including investments in RHI, property, plant and equipment, goodwill, deferred costs and others (US\$74.1 million), loss on disposal of RHI’s sugar mill, ethanol plant and other assets in La Carlota, Negros Occidental (US\$15.8 million) and debt refinancing costs (US\$7.5 million), and (b) PLDT’s manpower reduction costs (US\$9.5 million) and accelerated amortization for Sun trademark (US\$6.8 million), and PLP’s provisions for take-or-pay obligation and onerous contracts (US\$7.4 million). 2019’s non-recurring losses of US\$553.7 million mainly represent (a) the Group’s loss on disposal of Goodman Fielder Pty Limited (US\$308.3 million), (b) impairment provisions for the Group’s investments in PLP (US\$249.5 million) and Philex’s mining assets (US\$37.5 million), and MPIC’s investments in Maynilad, MetroPac Movers, Inc. and other water investments (US\$124.2 million), (c) PLDT’s manpower reduction costs (US\$11.5 million), PLP’s provision for onerous contracts (US\$6.9 million) and RHI’s write-off of deferred tax assets (US\$6.7 million), partly offset by MPIC’s gain on deconsolidation of Metro Pacific Hospital Holdings, Inc. (US\$210.6 million).

For additional details of First Pacific’s financial performance, please refer to the Annual Report 2020 found at www.firstpacific.com/financials/annual.php.

Membership of Associations


First Pacific is a charter member of the Hong Kong Management Association and a member of The Chamber of Hong Kong Listed Companies as well as a corporate member of the Hong Kong Investor Relations. Since January 2021, the Company is also a participant of the UNGC. The Company continues to explore other possible memberships in organizations that promote responsible and sustainable investment.

5.2 Our Operating Companies



Through our operating companies, we operate in various sectors including our core industries of consumer food products, telecommunications, infrastructure, and natural resources. To provide an overview of the operating companies' businesses and demonstrate how they contribute to the SDGs, the below table summarizes the businesses of selected operating companies and the SDGs they contribute to.

Company profiles of First Pacific's operating companies with SDGs relevance


Sector	Operating Companies	Company profile	Relevance to the SDGs
Consumer food products	Indofood	<p>Indofood is one of Indonesia's leading providers of total food solutions. This company is engaged in all stages of food manufacturing, from the production and processing of raw materials to consumer products. It has four complementary strategic business groups:</p> <ul style="list-style-type: none"> ▪ Consumer Branded Products ▪ Bogasari (flour and pasta) ▪ Agribusiness ▪ Distribution <p>For additional information about Indofood, please visit www.indofood.com.</p>	<p>A grid of 13 Sustainable Development Goal (SDG) icons. The icons are: 1. No Poverty (red), 2. Zero Hunger (yellow), 3. Good Health and Well-being (green), 4. Quality Education (red), 5. Gender Equality (red), 6. Clean Water and Sanitation (blue), 7. Affordable and Clean Energy (yellow), 8. Decent Work and Economic Growth (dark red), 9. Industry, Innovation and Infrastructure (orange), 10. Reduced Inequalities (pink), 12. Responsible Consumption and Production (orange), 13. Climate Action (green), and 15. Life on Land (green). The icon for SDG 11 (Sustainable Cities and Communities) is missing.</p>
Consumer food products	IndoAgri	<p>IndoAgri is a subsidiary of Indofood. The company has a vertically integrated agribusiness model centered on palm oil. Its primary business operations span the entire supply chain from research and development, breeding of oil palm seeds, oil palm cultivation and milling, to the refining, branding, and marketing of cooking oil, margarine, and other palm oil derivative products.</p> <p>For additional information about IndoAgri, please visit www.indofoodagri.com.</p>	<p>A grid of 7 Sustainable Development Goal (SDG) icons. The icons are: 7. Affordable and Clean Energy (yellow), 8. Decent Work and Economic Growth (dark red), 9. Industry, Innovation and Infrastructure (orange), 10. Reduced Inequalities (pink), 12. Responsible Consumption and Production (orange), 13. Climate Action (green), and 15. Life on Land (green). The icons for SDG 1, 2, 3, 4, 5, 6, and 11 are missing.</p>

Sector	Operating Companies	Company profile	Relevance to the SDGs
Consumer food products	RHI	<p>RHI is one of the largest sugar producers in the Philippines, as well as a pioneer in ethanol production and a first mover in agribusiness in the country. The company's brand is trusted and recognized for its contributions and legacy in sugar and ethanol production. It currently operates one of the largest milling and refinery sugar operations in the Philippines and it continues to be one of the largest ethanol plants in the country.</p> <p>For additional information about RHI, please visit www.roxasholdings.com.ph.</p>	 <p>The Relevance to the SDGs column displays five icons representing Sustainable Development Goals: 3 (Good Health and Well-being), 7 (Affordable and Clean Energy), 8 (Decent Work and Economic Growth), 12 (Responsible Consumption and Production), and 13 (Climate Action).</p>

Sector	Operating Companies	Company profile	Relevance to the SDGs
Telecommunications	PLDT	<p>PLDT is the leading telecommunications and digital services provider in the Philippines. Its shares are listed on the Philippine Stock Exchange and its American Depositary Receipts are listed on The New York Stock Exchange. It is one of the largest Philippine listed companies. Through its principal businesses – fixed-line and wireless – PLDT offers a wide range of telecommunications and digital services across the Philippines’ most extensive fiber optic backbone and fixed broadband and mobile networks.</p> <p>For additional information about PLDT, please visit www.pldt.com.</p>	

Sector	Operating Companies	Company profile	Relevance to the SDGs
Infrastructure	MPIC	<p>MPIC is a leading infrastructure holding company in the Philippines with investments in water utilities, toll roads, electricity distribution and generation, hospitals, light rail, storage of petroleum products, logistics, and others. MPIC is committed to investing through acquisitions and strategic partnerships in infrastructure assets with the potential to provide synergies with its existing operations.</p> <p>For additional information about MPIC, please visit www.mpic.com.ph.</p>	
Infrastructure	GBPC	<p>GBPC, with a total gross capacity of 1,091 MW, is a leading independent power producer in the Visayas, with presence in Mindanao and Mindoro islands in the Philippines. Having diversified power generation facilities that are capable of supplying base, intermediate, peak load and ancillary support, GBPC is one of the few to offer flexible energy solutions for varying power requirements.</p> <p>For more information about GBPC, please visit gbp.com.ph.</p>	

Sector	Operating Companies	Company profile	Relevance to the SDGs
Infrastructure	MPTC	<p>MPTC operates and maintains 223 km of expressway across three major Philippine toll road systems. Expansion by a further 72 km of expressway is planned over the next five years in the Philippines at a cost of approximately Php125 billion.</p> <p>For additional information about MPTC, please visit www.mptc.com.ph.</p>	Please refer to MPIC's Relevance to the SDGs on page 16.
Infrastructure	Meralco	<p>Meralco is the largest private sector electricity distribution utility company in the Philippines, serving 37 cities and 74 municipalities including Metro Manila. The company has a franchise area of over 9,685 km², which includes the core of the country's industrial, commercial and population centers.</p> <p>For additional information about Meralco, please visit company.meralco.com.ph.</p>	
Infrastructure	Maynilad	<p>Maynilad is the Philippines' largest private water concessionaire in terms of customer base, with the longest ISO-certified water distribution system. It consistently provides 9.8 million residents in 17 cities and municipalities comprising the West Zone of Metro Manila. It is an agent and contractor of the Metropolitan Waterworks and Sewerage System.</p> <p>For additional information about Maynilad, please visit www.mayniladwater.com.ph.</p>	

Sector	Operating Companies	Company profile	Relevance to the SDGs
Infrastructure	LRMC	<p>LRMC engages in the development, construction, operation, maintenance, repair, management and other allied businesses involving railways and railroad projects and other transport systems for the private and public sector, including investing in such projects and bidding and negotiating for such projects. It currently operates and maintains the 20.7 km LRT-1 in Metro Manila with 20 stations through a 32-year concession agreement. LRMC is also constructing an additional 11.7 km expansion to the South.</p> <p>For additional information about LRMC, please visit lrmc.ph.</p>	Please refer to MPIC's Relevance to the SDGs on page 16.
Infrastructure	PLP	<p>Based in Singapore, PLP is a power generator and electricity retailer. It mainly focuses on helping businesses effectively manage their energy needs. The company's power plant is capable of powering over 1,000,000 households while meeting stringent environmental emissions standards at its two state-of-the-art LNG-fired power plants.</p> <p>For additional information about PLP, please visit www.pacificlight.com.sg.</p>	 <p>The image shows a grid of five SDG icons. The top row contains SDG 7 (Affordable and Clean Energy) and SDG 9 (Industry, Innovation and Infrastructure). The middle row contains SDG 11 (Sustainable Cities and Communities) and SDG 12 (Responsible Consumption and Production). The bottom row contains SDG 13 (Climate Action). Each icon is accompanied by its number and the name of the goal.</p>

Sector	Operating Companies	Company profile	Relevance to the SDGs
Natural resources	Philex	<p>Philex is one of the largest gold and copper mining companies in the Philippines. It is engaged in the exploration, development and production of mineral resources. The company sells most of its output to a Japanese refiner under long-term contracts.</p> <p>For additional information about Philex, please visit www.philexmining.com.ph.</p>	

6 OUR ESG APPROACH

6.1 Approach to Sustainability

First Pacific strives to be an ethical and responsible business. As an investment management and holding company, we are guided by our responsibility to create sustainable returns to shareholders and by learning from regional and global best practices and standards in ESG matters.

We respect the dignity, liberty and equality of everyone we work with. To demonstrate our commitment, we officially joined the UNGC as a participant in January 2021. We support the UNGC's beliefs and formulated our policies and procedures based on the following Ten Principles of the UNGC:

- | | |
|--------------|--|
| Principle 1 | Support and respect the protection of internationally proclaimed human rights. |
| Principle 2 | Make sure that the business is not complicit in human rights abuses. |
| Principle 3 | Uphold the freedom of association and the effective recognition of the right to collective bargaining. |
| Principle 4 | Uphold the elimination of all forms of forced and compulsory labor. |
| Principle 5 | Uphold the effective abolition of child labor. |
| Principle 6 | Uphold the elimination of discrimination in respect of employment and occupation. |
| Principle 7 | Support a precautionary approach to environmental challenges. |
| Principle 8 | Undertake initiatives to promote greater environmental responsibility. |
| Principle 9 | Encourage the development and diffusion of environmentally friendly technologies. |
| Principle 10 | Work against corruption in all its forms, including extortion and bribery. |

We are also committed to respecting and protecting the rights of our workers. We adhere to Hong Kong law as well as the United Nations ("UN") Universal Declaration on Human Rights and the eight fundamental Conventions of the International Labour Organisation ("ILO"):

- Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
- Forced Labour Convention, 1930 (No. 29) and its 2014 Protocol
- Abolition of Forced Labour Convention, 1957 (No. 105)
- Minimum Age Convention, 1973 (No. 138)
- Worst Forms of Child Labour Convention, 1999 (No. 182)
- Equal Remuneration Convention, 1951 (No. 100)
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

Going forward, we will seek to promote the adoption of the ESG principles and share best practices and learnings across the Company and its operating companies. Through collaboration, we will address material ESG issues which impact our operating companies and the industries they operate in.

6.2 Responsible Investment

There is a growing volume of research describing and explaining the potential risks and impact on value of ESG factors on corporate results. As an investment management and holding company, First Pacific recognizes the associated challenges and opportunities to create value for its shareholders.

From an investment strategy perspective, First Pacific views ESG factors as potential risks that can and should be managed, but also as potential investment opportunities. While the integration of ESG into our decision-making process may bring challenges such as changes in habitual policies and procedures, we believe that incorporating material ESG factors into investment research has the potential to improve returns and reduce risk and volatility in the performance of our investments. Therefore in 2020 we formulated the Responsible Investment Policy to guide our investment approach.

To this end, we have formalized the procedure to follow in reviewing ESG factors in potential investments in First Pacific's ESG Impact Assessment Policy approved by the Company's CG Committee and Board of Directors on 30 March 2021.

ESG principles

The Responsible Investment Policy sets out the ESG principles embraced by First Pacific:

- **Environmental**
We seek to maximize sound stewardship on environmental themes, encourage environmental consciousness and facilitate the sustainability transition. We promote sustainable business propositions, such as waste-reduction measures or investment in renewable energy sources, and others.
- **Social**
It is First Pacific's objective to be socially responsible regarding our operating companies. We adhere to applicable national and international labor laws and work to ensure fair and proper labor conditions throughout the value chain. First Pacific strives for high health and safety standards across all our operating companies and promotes equal rights and diversity in all areas of business operations. We contribute to the development of the communities where our businesses operate by promoting sustainable and profitable growth.

- **Governance**

First Pacific understands the importance of good corporate governance within a business. We will exhibit honesty, integrity, and respect in all business activities. We adhere to relevant local and international agreements and legislation. We create model governance structures which are implemented in our operating companies.

By implementing a package of policies including ESG, Code of Conduct, Anti-Bribery and Corruption, and Whistleblowing, we aim to map and mitigate internal governance risks. We seek to ensure high standards of business ethics through a high level of transparency throughout our operations.

Alignment to global standards

Our Responsible Investment Policy is compliant with internationally recognized standards for responsible investment practices and business operations. More specifically, First Pacific has implemented the six UN Principles for Responsible Investment (“UNPRI”) in its business practices and ensures that operating companies comply with the principles in the UNGC, the UN’s Universal Declaration of Human Rights and the eight fundamental Conventions of the ILO.

Application

In accordance with the six UNPRI, First Pacific is committed to the incorporation of ESG into its investment analysis, decision-making processes, and operating companies’ policies and business practices. As part of this commitment, First Pacific evaluates ESG performance to mitigate risks and to identify opportunities that can create value.

- **Screening**

First Pacific conducts a pre-due diligence screening in which an investment is rejected if it is currently, or if it is likely in the future, to generate a significant share of its revenue from excluded industries or products. The current list of excluded industries and products covers:

- production, trade and/or distribution of cluster bombs;
- production, trade and/or distribution of tobacco;
- activity of prostitution or procuring of prostitutes;
- production, distribution or sale of pornography; and
- manufacture or marketing of casinos or other gambling activities.

First Pacific will also refrain from investment if a company is operationally or financially linked to a country, company or persons registered on relevant sanctions lists.

- **Due Diligence**

First Pacific conducts a comprehensive ESG due diligence to determine the sustainable proposition of the target businesses. ESG due diligence takes into consideration the entire value chain of business activities. Through this process we identify key risks and opportunities within ESG, and we assess how a prospective operating company manages these risks and opportunities.

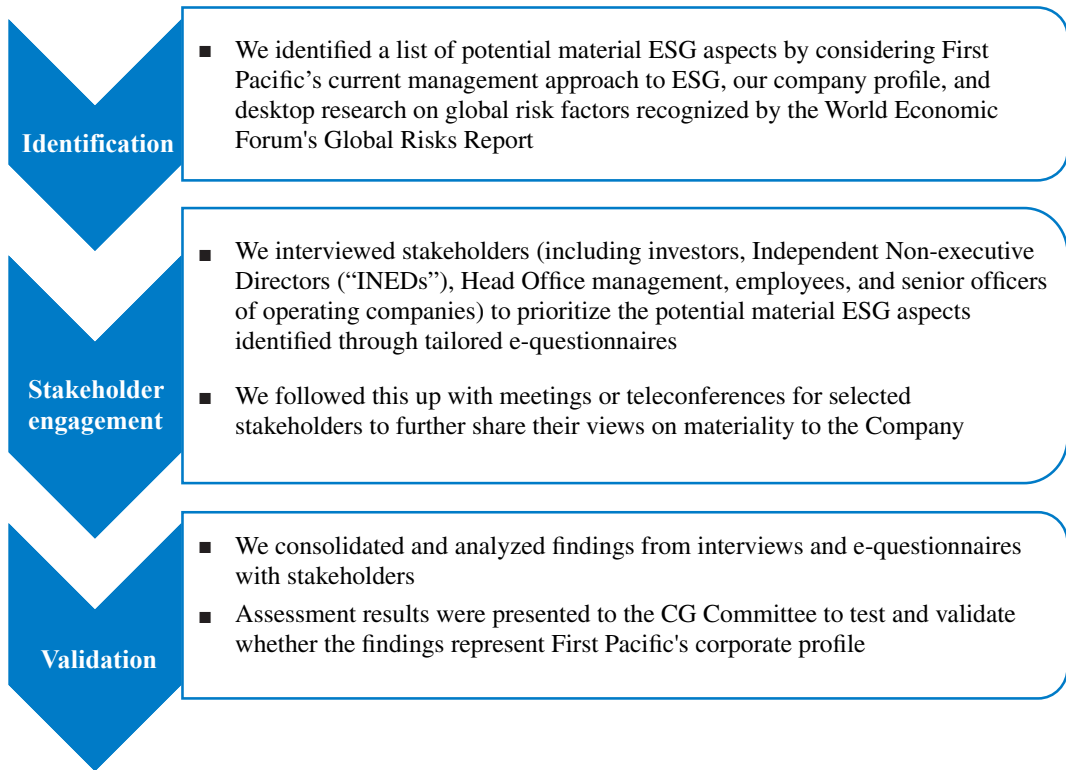
- **Reporting**

Shareholders in First Pacific are provided an annual ESG report providing transparency on environmental footprint, governance risks, reputational risks as well as other aspects of ESG performance, and the reports track progress towards company specific goals, such as GHG reductions. The report is created by First Pacific management together with a third party ESG specialist. We consider this report, and the process to create it, a crucial tool to set targets and to make progress to reach our goals. The report seeks to align and comply with a number of internationally recognized reporting frameworks, such as GRI.

With “ESG integration in investment” identified as one of the material aspects at the Head Office level, we will continue to explore and review our Responsible Investment Policy to better integrate ESG considerations into our investment process. We will also enhance the stewardship of our existing investments by monitoring the risks and opportunities relating to their relevant ESG aspects.

6.3 Stakeholder Engagement and Materiality Assessment

In 2019, we commissioned an independent consultant to conduct a stakeholder engagement and materiality assessment. Through this exercise, we revisited and updated the list of ESG aspects that is material to us to more accurately represent the circumstances of First Pacific’s business operations. At the same time, the results are intended to help us better address and respond to the expectations of different stakeholders, in particular our investors and management of the Head Office and the operating companies. The assessment consisted of three stages:



The assessment results generated two separate lists of material issues, one for the Head Office level and the other for our operating companies. The Head Office level list focused on First Pacific’s role as an investment management and holding company, whereas the material aspects on the Operating Companies list focused on the general ESG aspects of their business activities.

Material ESG Aspects

Head Office	Operating Companies
Business ethics	Management of the legal/regulatory environment
Management of the legal/regulatory environment	Employee health and safety
Employee health and safety	Systemic risk management
Critical incident risk management	Labor practices
Systemic risk management	Business ethics
Labor practices	Critical incident risk management
Related-party transactions	Cyberattacks (including data fraud and theft)
ESG integration in investment	Water and wastewater management
Board diversity and succession	Employee engagement, diversity, and inclusion
Cyberattacks (including data fraud and theft)	Board diversity and succession
Climate change	Community relations
	Related-party transactions
	GHG emissions
	Energy efficiency
	Climate change

Legend	 <i>Environmental</i>
	 <i>Social</i>
	 <i>Governance</i>

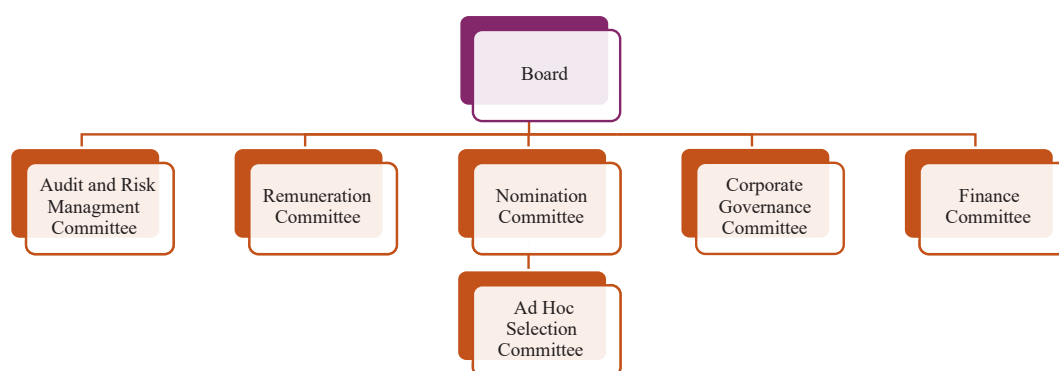
We have reviewed and consider that the above material issues continue to be applicable to First Pacific and our operating companies.

7 GOVERNANCE AND RISK MANAGEMENT

7.1 Corporate Governance

First Pacific is committed to building and maintaining high standards of corporate governance and recognizes that this is vital to the long-term success and sustainability of the business. To ensure that sound governance is achieved, the Company has adopted its own Code on Corporate Governance Practices (“Governance Code”). It incorporates the principles and requirements set out in the Corporate Governance Code (“CG Code”) in Appendix 14 to the Listing Rules of the SEHK.

Currently, the Board has six Committees that assist the Board in carrying out its responsibilities. The structure of the Board and its committees is as follows:



The Board meets formally at least five times a year to review operational performance and financial plans, monitor the implementation of strategy and any other significant matters that affect the operations of the Group, and approve matters specifically reserved to the Board for decision. The Company’s CG Committee, comprising of four INEDs and one Non-executive Director, was delegated the responsibility to supervise the Company’s corporate governance functions.

The following are the key policies, codes and components of First Pacific’s governance framework:

- Shareholders’ Communication Policy
- Whistleblowing Policy
- Policy on Disclosure of Inside Information
- Policy on Board Diversity
- Code of Conduct
- Policies under the Code of Conduct
- Responsible Investment Policy
- Supplier Code of Conduct
- Nomination Policy

For additional details of our corporate governance and committee membership information, please refer to the Corporate Governance Report in the Annual Report 2020 (<https://www.firstpacific.com/financials/annual.php>) or our website (www.firstpacific.com/sustainability/cg.php).

7.2 Governance of ESG matters

The Board is ultimately responsible for the oversight of ESG-related matters, which includes the planning of First Pacific's sustainable development vision, strategy, goals and overall direction. It authorizes the CG Committee to assist in its responsibility on ESG matters.

The CG Committee assists the Board in overseeing the Company's ESG-related matters. The CG Committee is tasked with the following ESG-related responsibilities:

- Review and approve the Company's ESG vision, strategy, framework, principles and policies, and make relevant recommendations to the Board, and oversee the ESG policies approved by the Board.
- Review and approve the Company's ESG policies and practices to ensure compliance with legal and regulatory requirements and make recommendations to the Board.
- Review and approve initiatives to promote the Company's ESG, and to approve corporate objectives, targets, KPIs and measures to ascertain performance against prioritized ESG areas, as appropriate.
- Review and approve the code of conduct applicable to the Company's directors and employees.
- Review and approve the annual ESG Report for the Board's consideration and approval for disclosure.
- Review, monitor and respond to emerging ESG issues and make recommendations to the Board where appropriate to further the Company's ESG performance.
- Support local and overseas external ESG-related initiatives where appropriate to help promote sustainability.
- Review, endorse, and report to the Board on sustainability standards, priorities and goals and oversee the Company's group-level strategies, policies and practices on sustainability matters to attain those standards and goals.
- Review and evaluate the adequacy and effectiveness of the Company's group-level frameworks insofar as they relate to sustainability matters.

7.3 Code of Conduct

Developed by First Pacific management and approved by the CG Committee and the First Pacific Board of Directors, the Code of Conduct (the "Code") sets out a clear standard for how we as a company and as First Pacific employees strive to conduct our business with integrity. Under the Code, a list of specific policies set out the actions and behaviors required of First Pacific staff. These policies include:

- Anti-Bribery and Corruption Policy
- Climate Change Policy
- Community Investment and Donations Policy
- Diversity and Equal Opportunity Policy
- Employee Attendance Policy
- Employee Conflict of Interest Policy
- Environment, Health and Safety Policy
- Equal Pay Policy
- Flexible Working Hours Policy
- Human Rights and Labor Policy
- Mental Health Policy
- Political Activities Policy
- Sexual Harassment Policy
- Telecommuting Policy
- Volunteering Policy

Together, the Code and the policies demonstrate how being a responsible business is important to us and how we work to embed a consistently high standard of behavior into our culture at First Pacific.

The Code and the policies apply to all First Pacific employees and any other persons working on behalf of First Pacific, including contractors, consultants, agents, or joint venture partners. The CG Committee performs regular reviews of the Code and the policies and approves any amendments as appropriate. The responsibility for promoting, monitoring and enforcing the Code rests with First Pacific's Compliance Group, which is made up of the Head of Human Resources, the Chief Sustainability Officer and the Chief Financial Officer. However, the ultimate responsibility for following the Code and for maintaining First Pacific's culture and ethical standards rests with all First Pacific staff.

To promote transparency, the Code and the policies are published on the Company's website. For further details, please visit www.firstpacific.com/sustainability/policies.php.

7.4 Board Diversity and Succession

7.4.1 Board Diversity

First Pacific recognizes that diversity is key to enhancing the Board's decision-making and avoiding group thinking with balanced viewpoints. We consider board diversity a vital asset to our business and has adopted a Board Diversity Policy since 2013 to set out our approach to improving diversity on the Board.

Under the policy, Board appointments are based on merit and contributions the candidate brings to the Board. The diversity of the Board is assessed with consideration of a range of factors including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. The Board's composition including details of gender, ethnicity, age and length of service, have been disclosed in the Company's Corporate Governance Report. For further information on the current composition of the Board, the most up-to-date "List of Directors and their Roles and Functions" can be found via a link on this page of the First Pacific's website: www.firstpacific.com/sustainability/cg.php.

7.4.2 Board Succession

It is important to ensure continuity in the Company's senior management (including directors) while maintaining leaders with appropriate skills and experience to support the delivery of First Pacific's strategic priorities. Succession planning is discussed on a regular basis in Executive Session of Board Directors and/or at Board Meetings. We have also set up the First Pacific Leadership Academy to help identify and train potential talent for future succession within the Group. The appointment of Axton Salim, a representative of the Company's largest shareholder, to First Pacific's Board of Directors on 25 March 2020 reflects First Pacific's approach to succession planning.

7.5 Risk Management

As an investment management and holding company, we do not have a centralized internal audit function. We rely on the operating companies' own internal audit and/or risk management department to implement and monitor their internal control systems. Their effectiveness is continuously monitored by the respective operating companies' audit committees/risk committees, which are reviewed by the Company's Audit and Risk Management Committee on a semi-annual basis.

At Head Office, a Risk Assessment Committee comprised of one Executive Director and senior executives (including the Chief Sustainability Officer) of the Company oversees the Head Office risk management functions in relation to its role as an investment management and holding company. The Risk Assessment Committee maintains a Risk Matrix with reference to the probability and potential consequences of major risks identified within the Head Office. The Risk Matrix is reviewed by the Audit and Risk Management Committee and the Board on a semi-annual basis.

Risks are classified under four major categories: Strategic Risks, Financial Risks, Operational Risks and Compliance Risks, where ESG-related risks are considered part of Compliance Risks.

Among risks monitored by the Company's Audit and Risk Management Committee is information security risk.

As for operating companies, risk management processes follow their prescribed risk management policies and procedures to ensure effective implementation of risk management and internal control systems. Risk assessments are conducted regularly by each operating company's management team and are reported to their audit and/or risk management committee and their boards of directors. The audit and/or risk management committees of the operating companies meet regularly with internal and external auditors as well as their management teams to discuss risk matters to ensure accuracy of risk assessment reports and proper implementation of the reported risk mitigation strategies and controls. Operating companies will also respond to any critical incidents (e.g. the COVID-19 outbreak) and implement proper mitigation strategies and controls.

For further information on the risk management at both Head Office and operating company level, please refer to the Company's Annual Report 2020 found at www.firstpacific.com/financials/annual.php.

7.6 Internal Control

7.6.1 Anti-Bribery and Corruption

First Pacific has a zero-tolerance approach to bribery and corruption. All forms of bribery and corruption including but not limited to extortion, fraud, insider dealing, money laundering, kickbacks, and facilitation payments are unacceptable and will not be tolerated. First Pacific staff must not act corruptly in their dealings with any other person and must ensure that any third party acting on First Pacific's behalf complies with our standards.

First Pacific's Anti-Bribery and Corruption Policy details that neither First Pacific nor its staff may give or receive bribes or other improper advantages for business or personal gain or participate in any form of corruption. Any demand for or offer of a bribe must be rejected immediately and reported to the Chair of the First Pacific Audit and Risk Management Committee as described by [First Pacific's Whistleblowing Policy](#).

The Whistleblowing Policy provides a confidential channel for employees to report misconduct, malpractices and/or suspicions of fraudulent activities that could cause damage to them as individuals and/or to the Company. Under the policy, the identity of the individual employee making a genuine and appropriate allegation is assured of fair treatment and protection against unfair dismissal, victimization or unwarranted disciplinary action, even if the concerns raised turn out to be unsubstantiated. Any employee who initiates or threatens retaliation will be subject to disciplinary actions, which may include summary dismissal.

As part of the Code, employees and relevant external parties are made aware of the Anti-Bribery and Corruption Policy and Whistleblowing Policy which are also published on the Company's website (www.firstpacific.com/sustainability/policies.php). To increase staff awareness on the topic of anti-bribery and corruption, we invited the ICAC to provide a staff training on Corruption Prevention and Ethics in January 2020.

During the reporting period, there were no breaches of anti-corruption laws and regulations by any First Pacific staff, nor any concluded case relating to corruption.

7.6.2 Related Party Transactions

First Pacific evaluates and monitors transactions between the Company and its related parties to ensure that any conflicts of interest shall be taken into account in decision making. Significant related party transactions entered into by the Group during the year ended 31 December 2020 are disclosed in Note 38 under Notes to the Consolidated Financial Statements section on p.212-218 and Continuing Connected Transactions and Connected Transactions under Corporate Governance Report section on p.67-80 in the Annual Report 2020 found at www.firstpacific.com/financials/annual.php. Furthermore, such transactions neither deviate from the Company's normal business operations nor are made on terms that deviate from market practice.

7.7 Cybersecurity

Here at First Pacific, we see cybersecurity as a top priority. We are aware that failure to protect information could have severe consequences including regulatory breach, financial loss and potential damage to First Pacific's reputation. Currently, our information security efforts are guided by the "IT Management and IT Support Information Security Standards" ("Information Security Standards") adopted in April 2020.

The Company has not experienced an information security breach in the past three years ended 31 December 2020. Any such information security breaches will be described in this section of the Company's annual ESG Report.

The Information Security Standards outline measures to protect our information from internal and external threats as well as maintain the confidentiality and integrity of our data. Currently, we rely on external vendors to support our day-to-day IT management.

In 2020, we completed a three-phase cloud realization project with the help of an independent consultant to redesign First Pacific's IT architecture. Based on the security and operational needs of the Company, throughout the project vulnerabilities and security risks were identified in our IT systems and corresponding procedural improvements and hardware upgrades were made to address any weaknesses. Gaps in our existing collaboration with IT vendors were assessed and addressed. Through this exercise, the security and efficiency of our IT system were improved against potential threats from cyberattacks or internal malpractice, strengthening our ability to ensure business continuity in the case of unexpected incidents. The exercise also raised the efficiency of our IT system and brought considerable cost saving with the adoption of cloud-based IT infrastructure.

Following this exercise, the Company has a clear approach for identifying and mitigating information security risks. First Pacific management reports to the Board of Directors annually on cybersecurity and information security matters.

8 EMPLOYMENT AND LABOR STANDARDS

8.1 Employment

First Pacific aims to create a safe, healthy, supportive and discrimination-free working environment.

Under the Code, we have established policies related to employment and labor practice, including:

- Employee Conflict of Interest Policy
- Employee Attendance Policy
- Equal Pay Policy
- Flexible Working Hours Policy
- Human Rights and Labor Policy
- Telecommuting Policy

As of 31 December 2020, there were 39 employees at our Head Office. All of our employees were on permanent full-time contracts based in Hong Kong and the Philippines. No new staff were hired in 2020.

Among the 39 employees, 46% were male and 54% were female, with the breakdown as follows:

Breakdown of Head Office employees by gender in 2020

Employment Category	No. (%) of Male Employees	No. (%) of Female Employees	Total No. of Employees
Executive officers	6 (86%)	1 (14%)	7
Senior management	5 (50%)	5 (50%)	10
Middle management	3 (43%)	4 (57%)	7
Junior level positions	4 (27%)	11 (73%)	15
Grand Total	18 (46%)	21 (54%)	39

Our staff turnover rate at the Head Office was 2.5%, which is lower than the Hong Kong average. As per the Hong Kong Institute of Human Resources Management, the staff turnover rate in the first half of 2020 was 3.5% in Hong Kong.⁵

As of 31 December 2020, the average tenure of female staff was 19.4 years and the average tenure of male staff was 14.1 years. No members of staff self-identified as neither female nor male.

⁵ Hong Kong Institute of Human Resource Management. Turnover Rate and Vacancy Rate (1st half of 2020). Access at www.hkihrm.org/index.php/component/content/article?id=2617

As of 31 December 2020, 33 members of staff, or 84.6% of the total, were ethnically Chinese, four, or 10.3%, were Filipino and two, or 5.1%, were white under a category system used by the Race Relations Unit of the Home Affairs Department of the Government of Hong Kong. By comparison, 2016 census data show that about 92.0% of Hong Kong's population was Chinese while Filipino and white people made up approximately 2.5% and 0.8% respectively.⁶

Diversity, inclusion and non-discrimination

First Pacific recognizes that diversity is a driver of economic competitiveness for companies, contributing to business success and shareholder value. The Company is committed to nurturing an environment in which equal opportunity and diversity are realized. Our Diversity and Equal Opportunity Policy states our position to conduct business activities such as hiring, promotion and compensation of staff, without regard to race, color, religion, national origin, gender (including pregnancy), age, disability, sexual orientation, gender identity, HIV status, marital status, past or recent military status or any other status protected by the laws or regulations in the locations where we operate.

We believe that employees should receive equal pay for work of equal value, and endeavor to maintain a pay system that is fair and transparent. In 2020, we introduced the Equal Pay Policy to monitor our pay practices and commit to the transparent disclosure of gender and pay statistics every year. Listed below are the Company's gender pay gap statistics in 2020:

Gender pay gap in 2020

<i>Gender pay gap at different quartiles⁷</i>	<i>%</i>
Mean gender salary gap	48.3%
Top quartile salary gap	78.4%
Upper middle quartile salary gap	-67.2%
Lower middle quartile salary gap	-53.2%
Lower quartile salary gap	-18.1%

In three of the four salary quartiles, the gender pay gap favors women, with only one, the top quartile, favoring men. However, that gap is sufficiently large to bring the overall gender pay gap to favor men, on average. A second notable factor behind these results is the long tenure of First Pacific staff. Salaries at First Pacific – as at many businesses – tend to rise over time with long-tenured staff earning more than new hires.

⁶ www.statistics.gov.hk/pub/B11200942016XXXXB0100.pdf.

⁷ Gender pay gap is calculated by subtracting the mean female compensation from the mean male compensation and dividing the result by the mean of the higher earning gender (male or female) compensation.

8.2 Labor Standards

First Pacific is committed to identifying, preventing, mitigating and monitoring issues related to non-compliance with the Company's labor policy.

We believe it is the responsibility of business to respect human rights and ensures that employees' rights are protected by adhering to labor laws, regulations, and standards where we operate. Our Human Rights and Labor Policy references international standards and sets out our position in respect of upholding human rights. We treat our employees with respect and dignity and allow them to work under their own free will. Child labor and forced labor are strictly prohibited in our entire business. The Human Resources Department reviews the identity, qualifications and actual age of candidates during the recruitment screening process to prevent child labor. We respect the rights of employees to associate or not associate with third-party organizations, join or not join labor unions, seek representation, bargain or not bargain collectively in accordance with local laws.

We take seriously any allegations that human rights are not properly respected and have proper grievance mechanisms in place. Employee grievances may include concerns around terms and conditions of employment, health and safety, work relations, bullying and harassment, new working practices, working environment, organizational changes and discrimination. Staff independent of the grievance will investigate and ensure all issues and concerns are also assessed on their possible impact on human rights.

8.3 Occupational Health and Safety

We are committed to providing a safe and accident-free workplace for our staff. To protect staff from occupational hazards, we developed the Environment, Health and Safety Policy which extends beyond our employees to our suppliers in connection with their activities with First Pacific. Health and safety measures are implemented to prevent injuries and illnesses. First aid kits and fire extinguishing equipment are located in prominent locations and properly maintained. Fire drills and practice evacuations are conducted regularly with employee participation at least once a year. In 2020, we achieved the target of zero fatalities and injuries at our Head Office.

We regard the mental health of our employees as just as important as their physical health and introduced the Mental Health Policy to communicate our support to employees on mental health issues and promote the creation of a healthy and joyful workplace. The policy encourages open communication between employees and managers and provides guidance to managers on how to support colleagues suffering from mental health issues. We are against the stigmatization of mental illness and will not oblige anyone to disclose their health condition or other medical information.

Protection of our talents from COVID-19

In response to the health impact of COVID-19, we have implemented a number of measures to keep our employees safe, healthy and supported, including:

- Arranging frequent cleaning and sanitization of our office area
- Launching remote office arrangements and shifting duty policies as necessary
- Providing all our staff with high quality, disposable face masks and hand sanitizers for use at work
- Following the Hong Kong Special Administrative Region (“HKSAR”) Government’s measures and requirements and encouraging healthy hygiene habits as guided by the Centre for Health Protection

8.4 Compliance

First Pacific strictly complies with Hong Kong labor laws, regulations and standards including but not limited to:

- Employment Ordinance, Cap. 57
- Employees’ Compensation Ordinance, Cap. 282
- Minimum Wage Ordinance, Cap. 608
- Disability Discrimination Ordinance, Cap. 487
- Sex Discrimination Ordinance, Cap. 480
- Occupational Safety and Health Ordinance, Cap. 509

In 2020, there were no reported incidents of non-compliance with the laws and regulations in relation to employment, labor standards, and health and safety.

9 ENVIRONMENTAL RESPONSIBILITY

Environmental protection has become imperative to successful business operation. We leverage our sustainability practices to make a positive impact, creating shared value for our stakeholders, employees, and the wider societies we operate in. Although our operations are not highly polluting in nature, we are aware that our investment decisions could indirectly cause negative impacts on the environment. Guided by our Responsible Investment Policy, we incorporate ESG factors into our investment decisions, ensuring that environmental considerations are intrinsic to all the decisions we make. Through this approach, we are able to focus on enhancing our environmental performance and reducing our overall environmental footprint.

9.1 Environmental Management

First Pacific strives to ensure environmental protection and complies with all applicable environmental laws and regulations. An Environmental, Health and Safety Policy within the Code is in place which outlines our commitment to reducing the environmental impacts through proper implementation of environmental programs and initiatives that are related to our operations, including energy use, water, GHG emissions, air quality, impacts on biodiversity, and waste. In addition to our own operations, First Pacific supports and encourages our operating companies to implement environmental protection initiatives and programs. Wherever we operate, we aim to monitor, manage and minimize negative impacts of our existing business activities and make positive contributions to our environment.

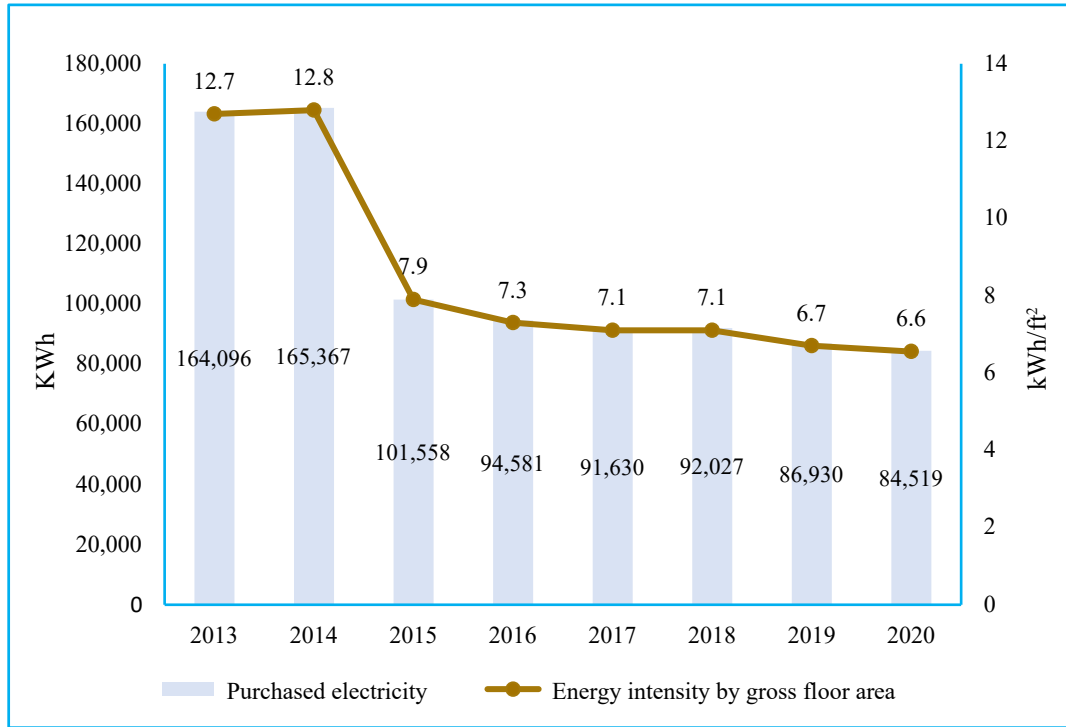
9.1.1 Energy Consumption

We are continually reviewing how we can improve energy usage across our operations as better resource management is critical to sustainability. As Scope 2 emissions are the largest emissions contributor, accounting for 71.7% of total GHG emissions at First Pacific Head Office, improving efficiency in electricity use is a key element of First Pacific's strategy to meet its GHG reduction target described in section 9.2 of this Report. We have implemented various initiatives to reduce our energy consumption, such as replacing filament light bulbs with light emitting diode lamps, turning off lights and electrical appliances outside office hours, raising temperatures set in the office's thermostats, and using energy efficient electrical appliances and IT equipment.

At our Head Office, we participated in the energy audit service provided by The Hongkong Electric Company Limited to identify energy-saving potential. In 2020, our electricity consumption reduced by 2,411 kWh, equivalent to a 2.8% decrease when compared with the previous year. The reduction was likely due to the work from home arrangements during the COVID-19 outbreak, and we seek to further reduce our energy use through active management.

Chart 1

Purchased electricity at the Head Office in Hong Kong from 2013 to 2020



9.1.2 Waste Management

The majority of waste generated by the Company is office stationery. We have adopted various green practices to reduce the amount of waste. At the Head Office, we encourage employees to adopt green office practices including digital communications and filing and eliminating disposable utensils. Recycling bins for suitable paper, plastic, glass bottles, and aluminum are conveniently placed in our office. The waste collection service is provided by the building’s management and handled by designated waste collectors.

The total amount of recyclable paper collected by our contractor was 1,536 kg in 2020 (2019: 2,137 kg). To reduce our waste disposed of in landfills, we donate computers, office equipment and furniture to non-governmental organizations.

9.2 Climate Change

According to the Global Risks Report 2020 published by the World Economic Forum, climate change and related environmental issues were ranked among the top five risks in terms of likelihood. As an investment management and holding company, First Pacific is committed to managing climate-related physical and transition risks across its operations and developing strategies in line with global best practices to mitigate the impact of climate change on its businesses, to adapt its operations to climate change and to increase its resilience to climate change.

Our Climate Change Policy under the Code outlines the climate change risks we face and the principles for addressing those risks in our Head Office and our operating companies.

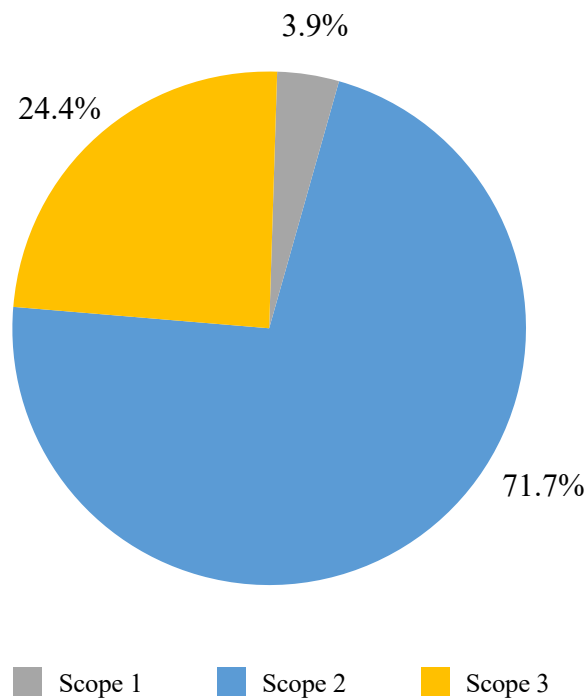
Types of climate change risks	Description of the risks
Physical risks	<ul style="list-style-type: none">▪ Damage caused by extreme weather
Transition risks	<ul style="list-style-type: none">▪ The financial risks resulting from the process of adjustment towards a lower-carbon economy
Regulatory risks	<ul style="list-style-type: none">▪ Changes in environmental regulations▪ Emissions caps▪ Carbon tax▪ Regulation affecting businesses in emissions intensive sectors
Market risks	<ul style="list-style-type: none">▪ Price changes or changes in the behavior of clients and customers of First Pacific companies
Other risks	<ul style="list-style-type: none">▪ Reputation and liability risks

First Pacific's Approach	
Mitigation	<ul style="list-style-type: none"> ▪ Reduce the carbon footprint of First Pacific Head Office through the establishment and implementation of carbon emissions reduction targets; ▪ Work with our operating companies to improve energy efficiency across their businesses; ▪ Communicate with our employees and suppliers to encourage them to reduce carbon emissions in their daily operations wherever practicable; ▪ Incorporate climate change considerations in our procurement process and encourage the use of low carbon and energy efficient products and materials; and ▪ Place climate change mitigation at the heart of our businesses.
Adaptation	<ul style="list-style-type: none"> ▪ Assess climate change risks and opportunities and enhance our understanding of the impact of climate change on our operating companies, including any associated financial risks and opportunities; and ▪ Put in place appropriate processes and measures to prevent or minimize the damage that climate change may cause to the Company's existing businesses and to take advantage of the opportunities that may arise.
Resilience	<ul style="list-style-type: none"> ▪ Address climate change risks as part of our corporate risk management and investment processes; ▪ Maintain an appropriate crisis management plan in response to more frequent extreme weather events due to climate change; ▪ Help our businesses ensure that relevant information and resources are available for building adaptive capacity for the impact of climate change on their operations and carbon management objectives and targets; ▪ Communicate with those First Pacific works with, including employees, suppliers, and local communities, regarding climate change and the Company's climate change strategies to help improve their resilience against future climate change; and ▪ Disclose in First Pacific's annual ESG Report our climate-related risks and how these risks are managed.

Climate change risks have a more significant impact on First Pacific’s operating companies compared to our Head Office. Therefore, we have integrated ESG considerations, including climate change risks, into our investment process (refer to the “Responsible Investment” section for more details). Although the climate change impacts of our Head Office are relatively minimal, we take actions to monitor and minimize our carbon emissions arising from the operations of the Head Office.

Since 2013, we have commissioned an independent consultant to conduct carbon audits at Head Office to measure our GHG emissions. The accounting process is performed in accordance with ISO 14064-1:2018 and follows the “Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong (2010)” published by the HKSAR Government. This process helps us monitor GHG emissions while steering us towards implementing more effective mitigation decisions.

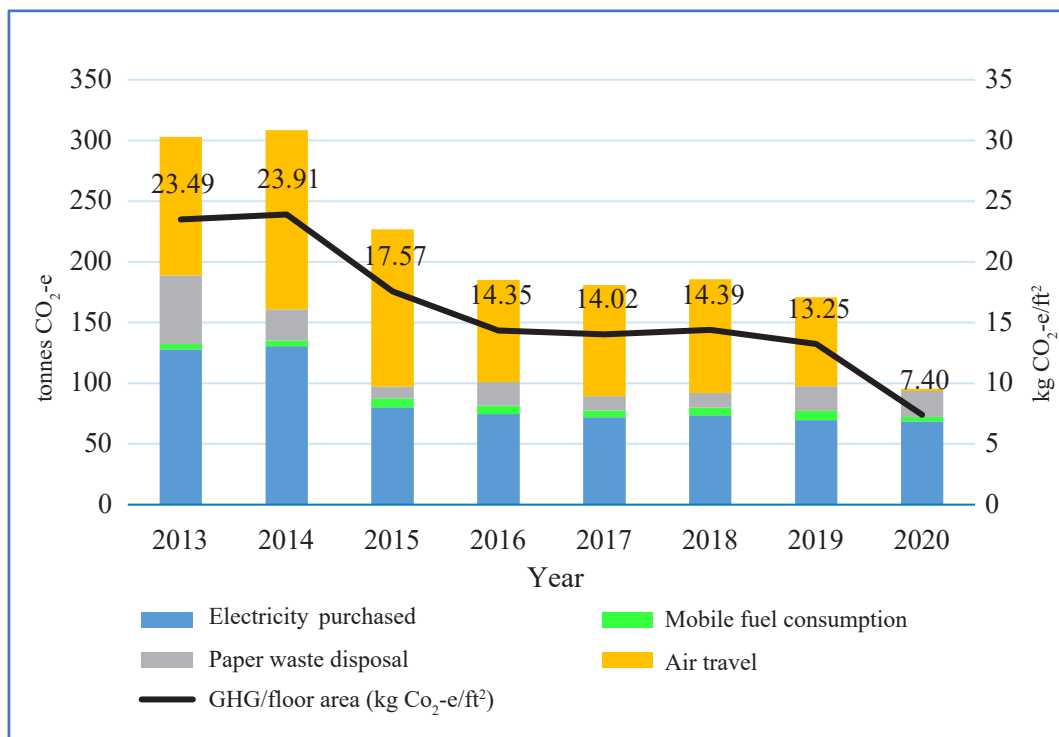
Chart 2
GHG Emissions Breakdown by Scope



During the reporting period, our greenhouse gas emissions at Head Office amounted to 95.5 tonnes of CO₂-e. Chart 2 shows that GHG emissions from purchased electricity (Scope 2) and other indirect GHG emissions from air travel and paper waste disposal (Scope 3) dominated First Pacific’s overall emissions. Together they account for 96.1% of the Company’s overall emissions, whereas direct GHG emissions from mobile fuel consumption (Scope 1) only accounted for 3.9%. Emissions generated from purchased electricity is our largest source of GHG emissions.

Chart 3

Breakdown of GHG Emissions at the Head Office in Hong Kong 2013-2020



The GHG intensity by gross floor area (GHG/floor area) during the reporting period is 7.40 kg CO₂-e/ft². We recorded a decrease of 68.5% compared with the base year 2013 and 44.2% from the 2019 level. Scope 3 emissions from air travel, which was the largest emissions contributor in 2019, has fallen significantly due to First Pacific’s suspension of all business travel since March 2020 due to the COVID-19 pandemic. In 2019, First Pacific committed to reducing its total GHG emissions by 10% in 2021 and 15% in 2022 compared with the 2019 total level. Given the unprecedented situation caused by COVID-19 pandemic, we have already reached the target in 2020. We understand that changes in business practices resulting from the COVID-19 pandemic are likely to further affect our business travel in 2021 and beyond. Having far exceeded our GHG reduction goals we are currently assessing what is the “new normal” on which to establish new targets.

First Pacific’s GHG emissions management efforts are recognized. We received the CarbonCare® Label in 2020 for the seventh consecutive year as well as the CarbonCare® Star Label in 2020.

9.3 Compliance

First Pacific strictly complies with Hong Kong environmental laws, regulations and standards including but not limited to:

- Air Pollution Control Ordinance, Cap. 311
- Waste Disposal Ordinance, Cap. 354
- Water Pollution Control Ordinance, Cap. 358

In 2020, no incidents of environmental non-compliance were recorded.

10 SUPPLY CHAIN MANAGEMENT

While we mainly work with product and service providers (such as accounting, audit and legal) at our Head Office, we believe promoting responsible labor practices in our supply chain helps mitigate business risk. Our relationships with suppliers, contractors, consultants and advisers are based on lawful, efficient and fair practices.

Our Supplier Code of Conduct outlines the approach to manage ESG risks in our supply chain and responsibilities of suppliers. The suppliers of First Pacific are required to conduct business responsibly and with integrity, honesty and transparency. Suppliers must compete fairly for First Pacific's business, without paying bribes, kickbacks or giving anything of value to secure an improper advantage. In addition, treating employees fairly, including with respect to wages, working hours and benefits and providing safe and healthy working conditions is a must.

We encourage our operating companies to establish their own Supplier Codes of Conduct relevant to their industries and markets, while adhering to applicable laws and regulations at a minimum.

11 COMMUNITY INVESTMENT

First Pacific strives to be a responsible corporate citizen, aware of our responsibilities to employees and to the wider group of stakeholders in the surrounding communities. Our Volunteering and Community Investment and Donations Policies have been developed to encourage and support our people to foster the well-being of others through activities that meaningfully contribute to the overall welfare and development of the communities in which they live and work. We offer up to 24 hours per annum of paid volunteer time to participate in activities that benefit the community.

We continue to support environmental stewardship, quality education, entrepreneurship, disaster response and recovery, well-being development and more, both at the Hong Kong Head Office and throughout our operating companies.

In Hong Kong, we supported:

- Hong Kong Green Day 2020 hosted by the Green Council
- The Society for the Relief of Disabled Children
- Scholarships at Lingnan University

First Pacific also supported the communities around our operating companies through:

- First Pacific Leadership Academy
- Metro Pacific Investments Foundation (“MPIF”)’s Bayan Tanim! sustainable community food program

Donating usable items to The Salvation Army

In December 2020, a total of nine large bags of good quality clothes, shoes and books donated by First Pacific employees were delivered to The Salvation Army Hong Kong.

12 HIGHLIGHTS OF FIRST PACIFIC'S OPERATING COMPANIES

12.1 Consumer Food Products

12.1.1 IndoAgri

IndoAgri follows a vertically integrated agribusiness model with principal activities that span the entire supply chain from research & development, oil palm seed breeding, oil palm cultivation and milling to the refining, branding and marketing of cooking oil, margarine, shortening and other palm oil derivative products.

Although 2020 has been an extraordinary year, with the emergence of a pandemic that caught the world by surprise, IndoAgri remains committed to sustainability through challenging times. With IndoAgri revised set of material topics, IndoAgri has revisited existing targets and set new ones, including water and GHG emissions reduction targets. IndoAgri recognises the potential impacts of a changing climate on IndoAgri's business and communities and take steps to contribute to climate change mitigation and adaptation, be it through increasing its use of renewable energy, conducting research and development on seeds resistant to extreme weather conditions, or engaging communities through its PROKLIM projects to protect water sources and strengthen food security.

As a leading agribusiness company, IndoAgri recognises the role it plays in conserving and protecting its natural resources. Guided by Sustainable Agriculture Policy, IndoAgri is committed to minimising negative impacts on the environment and to consuming resources responsibly throughout its value chain.

To minimise its environmental footprint, IndoAgri also proactively manages its use of resources and disposal of waste. All its interactions with water (water withdrawal, consumption and effluent discharge) are governed by Indonesian government permits, and IndoAgri reuses 100% of its milling waste. To ensure that oil palm is grown efficiently with minimal impact on the environment, IndoAgri is constantly finding ways to reduce its use of fertilisers, pesticides and chemicals, replacing inorganic, chemical substances with natural, biological controls.

2020 has reminded us that the health, wellbeing and safety of people cannot be taken for granted. IndoAgri is committed to providing safe workplaces for its thousands of employees across Indonesia. IndoAgri has a rigorous Occupational Health and Safety management system in place to minimise negative health impacts and prevent accidents. IndoAgri remains committed to its goal of zero fatalities every year. To protect workers in its estates as well as its families and the communities in the area, visitor access to its estates and mills is restricted. Suppliers and vendors are required to obtain a permission letter from management as well as test negative on a rapid COVID-19 test before they are allowed to enter any estate.

IndoAgri is also committed to conducting its business activities responsibly, ethically and in full compliance with prevailing rules and regulations and Indonesian Law, whilst fully respecting workers' rights. IndoAgri is committed to ensuring that the rights of all people working in its operations are respected and represented, as set out in its Labour Policy. IndoAgri recognises its responsibility to positively impact the lives of those working in and surrounding its operations.

As a large palm oil company with operations in rural Indonesia, IndoAgri recognises its ability to positively impact the lives of those living in and surrounding its areas of operation. IndoAgri aims to empower local communities and achieve inclusive growth that improves their quality of life. IndoAgri's Work and Estate Living Programme ensures that needs of the community and local governments are met through economic development. Under this programme, IndoAgri also provides access to healthcare and education.

For more details about IndoAgri's sustainability programs and reports, please visit www.indofoodagri.com/our-reporting.html.

12.1.2 RHI

It is part of RHI's mission to be a responsible corporate citizen. In support of the UN SDGs, RHI continued its community engagement work despite the challenges of the pandemic. In 2020, RHI focused on poverty alleviation through support for health care, education, livelihood assistance, and environmental stewardship; RHI and its staff also engaged in volunteerism and local partnerships, carrying out the following activities:

Central Azucarera Don Pedro, Inc. ("CADPI") partnered with various organizations and local government units, providing cooked meals, bottled water, hygiene kits, face masks, used clothing, rice, sleeping mats, kitchenware and blankets to approximately 2,000 evacuees and over 500 families affected by the eruption of Taal Volcano in January 2020.

In response to the pandemic, CADPI donated thousands of masks, hundreds of hygiene items, food packs, rice, sugar and disinfectant alcohol to sugarcane cutters and their families and medical, safety and security services to frontliners and local government units in Nasugbu, Tuy and Balayan in Batangas.

CADPI also donated groceries and vitamin supplements to children of sugarcane workers in four barangays in Nasugbu and Tuy, Batangas.

In 2020, San Carlos Bioenergy, Inc. (“SCBI”) planted over 6,400 seedlings under its Brigada Kalinisan Program, donated health monitoring equipment to three health centers in the surrounding barangays, and provided 300 N95 masks to the Punao Small Coconut Farmers Agriculture Cooperative. With support from 31 volunteers, SCBI collected approximately 1.5 tonnes of garbage from coastal and other cleanup activities. Eighty volunteers participated in SCBI’s blood donation drive.

In support of the local community in San Carlos in its fight against the pandemic, SCBI donated five hands-free alcohol dispensers to the Department of Education and the City Health Office, and 25 units to public elementary and high schools.

One hundred children were fed from SCBI’s Share-A-Meal Project and 61 students at Don Juan Ledesma Elementary School were provided with Supplemental Feeding. Another 100 students benefited from the Hakbang Tungo sa Pangarap program.

SCBI extended assistance to 150 sugarcane planters and 150 of their children were supported by its Project REAP: Rapid Engagement and Assistance to Planters. SCBI also donated hundreds of N95 masks and offered assistance to over 430 planters.

Wider COVID-19 relief operations included donating over 49,000 liters of ethyl alcohol to the MPIC Foundation and Alagang Kapatid Foundation. Sacks of rice were donated to 100 pedicab drivers in partnership with the San Carlos Borromeo Cathedral Parish.

For more details about RHI’s sustainability programs and reports, please visit www.roxasholdings.com.ph.

12.2 Telecommunications

12.2.1 PLDT

As the largest and most diversified telecommunications and digital services company in the Philippines, PLDT is well placed to delivering positive impact to the country through its services. Working together with its employees, customers, investors, suppliers and partners, PLDT seeks to bring the best possible digital technology-enabled environment to empower families and communities in the Philippines.

In 2020, PLDT implemented vital measures to safeguard its network: boosting speed, increasing capacity and offering new services and packages to help its customers in their time of need. For example, it provided free internet connectivity and free landline calls in critical areas, and initiated the #StayHome campaign which provided free services to subscribers to encourage people to stay home and avoid unnecessary outings. In light of the economic difficulties brought by the pandemic, PLDT and its wireless subsidiary Smart joined with Meralco, Maynilad, and Cignal TV to offer payment extensions on bills coming due during quarantine.

To support businesses and the society in the transition to the new normal during the pandemic, PLDT provided digital productivity solutions for businesses working remotely. Together with Smart, PLDT developed pandemic-resilient educational services and solutions for the Department of Education including learning management systems, digital infrastructure and connectivity, wireless and fiber plans, and digital devices for the 1.2 million teachers and 32 million students coping with the new normal in the Philippines. Smart also assisted teachers in adopting an innovative learning system – the CVIF Dynamic Learning Program – which can be used in modular, online and on-air learning settings.

Through the PLDT-Smart Foundation (“PSF”), PLDT and Smart also donated over 118,000 sets of personal protective equipment (“PPE”) as well as surgical and reusable facemasks and hazmat suits to hospitals and frontliners nationwide. PSF gave over 72,000 vitamin C tablets to frontline workers and communities. Along with other members of Tulong Kapatid, PSF and One Meralco Foundation distributed over 60,000 liters of alcohol to government partner hospitals, agencies and communities. PSF also donated extraction machines with Polymerase chain reaction consumable test kits for Baguio General Hospital, Vicente Sotto Memorial Medical Center (Cebu City), Diosdado P. Macapagal Memorial Hospital (Pampanga) in partnership with the Go Negosyo.

Despite the disruption brought by COVID-19, PLDT continued to manage its environmental impact. While the pandemic significantly lowered its energy consumption because of lockdowns and work from home set-ups, PLDT still strived to manage GHG emission from its network operations. Currently there is an on-going deployment of alternative cooling systems in about 6,000 sites to replace conventional air-conditioning units, and another programme deploying fuel cell technology in more than 200 cell sites to reduce diesel fuel consumption. Looking forward, PLDT is exploring the use of hybrid solar power solutions and carbon fiber towers to further reduce its energy consumption.

For more details about PLDT’s sustainability programs and reports, please visit www.pldt.com/investor-relations/annual-and-sustainability-reports.

12.3 Infrastructure

12.3.1 MPIC

MPIC is a leading Philippine infrastructure investment firm. MPIC manages, transforms, and grows its companies in delivering long-term value for its shareholders. Protecting the planet for the benefit of present and future generations is still without a doubt the most important challenge. MPIC is witness to the rise of new viruses and the worsening intensity of climate-related disasters. All these interrelated challenges profoundly shape the way MPIC does business.

To better convey its purpose, MPIC further streamlined its sustainability framework by clearly articulating its overall goal to Improve the Quality of Life of Filipinos through Sustainable National Progress in a manner aligned with the Global Goal of Industry, Innovation, and Infrastructure, as embodied and espoused in the 9th goal of the UN SDGs. MPIC also refined its framework's management strategy as Transform, Perform, and Grow. As such, the framework's alignment with the global Economic, Environment, Social, and Governance themes are clearly defined into the following six pillars.

Responsible and Efficient Operations

MPIC aims to maintain high levels of resource efficiency underpinned by a reduction in GHG emissions and greater use of green energy. Toward these ends, MPIC follows a closed-loop approach in the use of natural resources, manages waste correctly, and strives to surpass national regulatory standards through the adoption of global best practices. In addition, MPIC prepares in advance for natural calamities, disease outbreaks, cyber-attacks, and other critical internal and external threats. MPIC's operating companies have robust and integrated management systems for service reliability. Ultimately, MPIC's goal is to develop climate- and disaster-resilient infrastructure to support its country's progress for generations to come.

Exceptional Service

MPIC is committed to delivering exceptional service to all customers and, at all times, MPIC aspire to do better, to go above and beyond this social responsibility, thereby uplifting the standards of service in its country. In 2020, MPIC has established the Training and Development Policy which aims to encourage the employees to acquire and sharpen skills required to excel in their current roles.

Effective Environmental Stewardship

MPIC is also well positioned to accelerate future investments in clean energy and sustainable infrastructure, given clear public policies and consistent national programs. MPIC is ready to set the stage for the development of smart and resilient infrastructure in support of robust and equitable economic growth. MPIC's investments in renewable energy, sustainable urban planning, water management, and the promotion of a circular economy support its vision. In the next few years, this will require integrating climate action and sustainability into the heart of national investment policies and government and corporate growth strategies.

Human Capital Excellence

MPIC is dedicated to its commitment to protect and promote the health, safety, and well-being of its workforce. All operating companies took swift, decisive measures to limit the risk of exposure, transmission, outbreak, and spread of the COVID-19 virus among its employees and within its workspaces and premises. MPIC also supported the government by ensuring that all employees are regularly tested, supplied with the necessary protections, and given prompt medical attention at the first sign of symptoms or infection.

Positive Community Impact

For over 15 years, MPIC's corporate stewardship programs have shaped our practice of corporate social responsibility and corporate philanthropy in the Philippines. Outside the shared economic, social, and environmental values that its individual operating companies emulate, MPIC also fund and manage programs in areas outside its direct commercial interests through the MPIF.

Good Governance and Ethical Business Practices

MPIC's board and top management drive its long-term direction toward sustainable growth, considering both risks and opportunities in sustainability matters. MPIC's board appointed Chaye Cabal-Revilla as MPIC's new Chief Financial Officer and Chief Sustainability Officer in December 2020 to sharpen its focus on leading in sustainability.

For more details about MPIC's sustainability programs and reports, please visit www.mpic.com.ph/sustainability/.

12.3.2 Meralco

Meralco is the Philippines' largest electricity distribution utility, servicing Bulacan, Cavite, Metro Manila, Rizal, and individual cities and municipalities in Batangas, Laguna, Pampanga, and Quezon, covering an area of around 9,685 square kilometers. Serving a total of 7.1 million residential, commercial, and industrial customers, Meralco collaborates with its partners in the community to ensure safe, reliable, and quality delivery of service, while aiming to provide accessible energy at a reasonable cost, expanding its network to underserved and unserved communities.

Power Restoration Project and Relief Operations

Meralco serves as a core member of the Department of Energy's Task Force on Energy Resiliency. Through Task Force Kapatid, a group organized by electric cooperatives, Meralco assists other electric companies in restoration and rehabilitation efforts in cases of disasters and calamities.

In 2020, Meralco has a significant increase in non-hazardous waste as it is now incorporating data from other subsidiaries previously not included in the past reports. Meralco recycled 1,442 MT of non-hazardous biodegradable and non-biodegradable wastes onsite through reusing, recycling, and composting. The company implements a Race to Zero Waste program, which seeks to maximize the amount of repurposed wastes and divert them away from landfills.

It also aims to reduce its emissions through new programs introduced in 2020, including the electrification of its entire fleet under the fleet management program and the installation of solar rooftops. The fleet management program consists of Green Mobility which aims to electrify Meralco's vehicle fleet with eMotorcycles, eCars, and eUtility vehicles; Clean Fleet Management Program which educates its transport workers on fuel efficient driving practices; and the 5S of Good Housekeeping Program which ensures that only essential materials and tools are transported during official trips.

For more details about Meralco's sustainability programs and reports, please visit corporatepartners.meralco.com.ph/media-center/presentations/meralco-sustainability-updates.

12.3.3 GBPC

GBPC, with a total gross capacity of 1,091 MW, is a leading power producer in the Visayas, with a presence in Mindanao and Mindoro islands. This report only covers facilities located in Cebu, Iloilo, Aklan and Mindoro that are under operational control of GBPC, with an aggregate capacity of 854 MW.

GBPC utilizes seawater for cooling and other purposes with lesser sourcing from surface and ground water, maintaining an effective water management system to protect marine life and ensure that all users have access to water. Other risks associated with water management are waste pollution and harmful water discharge. To manage this, GBPC has water treatment facilities for its process water, and water recycling programs to effectively manage extracted water. Seawater withdrawn for the cooling process undergoes a once-through process and is discharged back to the sea.

For 2020, there has been a low load and low desalination process, which resulted in an 11% decline in seawater extraction by GBPC. GBPC does not source water from high-stress areas. Total water withdrawn in 2020 was 1,232,505 megaliters.

For more details about GBPC's sustainability programs, please visit gbp.com.ph/sustainability-and-csr/.

12.3.4 PLP

PLP ensures that sustainability is incorporated in all aspects of its business, from the adoption of innovative technologies and practices to process improvements in its daily business operations. PLP focuses on improving energy efficiency, minimising environmental impact, ensuring health & safety, and reaching out to the community to promote energy education and conservation. Below are some of PLP's environmental and social initiatives in 2020:

Energy Webinar

PLP organized its first-ever energy efficiency webinar on 21 August 2020. Joined by specialist partners from government agencies, organizations, clean energy providers, and global banks, the webinar gave a compelling case for why going green helps businesses reduce their energy consumption and reduce costs.

Health & Wellness Fundraiser

During Singapore's pandemic lockdown from March to June 2020, staff came together via a socially distanced Health & Wellness Fundraiser to promote wellness and bonding, with "Taking Positive Steps" and "PacificLight Fitness Bingo". Funds raised were donated to Dignity Kitchen, a social enterprise staffed by disabled individuals who prepare snacks and meals for health workers, migrant workers, the elderly, and low-income families.

MyFirstSkool eco-journal, sticker booklet and competition

In 2020, PLP expanded its affinity for sustainability with partner MyFirstSkool, one of Singapore's leading preschool and childcare providers with 145 preschools island-wide. PLP jointly developed and produced an eco-journal and sticker booklet, with over 36,000 copies distributed to students. Children also worked in groups to create art based on famous Singaporean landmarks. Made from recycled materials, the students' art pieces were exhibited at the Singapore Sustainable Gallery. By engaging children through play, PLP hopes to inspire students to lead a more environmentally friendly lifestyle. The inaugural "Draw An Energy Hero" competition also encouraged students to be thinkers and doers by learning and practicing how to live sustainably.

Educational outreach

PLP continued to reach out to students, adapting to a more socially distanced format via virtual engagement. Students from Orchid Park Secondary School had the opportunity to go on a physical tour of the power plant in January 2020 prior to the pandemic while students from Commonwealth Secondary School got to learn more about pursuing a career in the electricity industry during their Career Day. PLP also worked with Dazhong Primary School to help develop an environmental focus in the school's curriculum. Lastly, seven graduating classes from Kuo Chuan Presbyterian Primary School were given a virtual tour of the power plant.

For more details about PLP's sustainability initiatives, please visit www.pacificlight.com.sg/about-us/sustainability/.

12.3.5 MPTC

MPTC provided about Php3 million worth of free toll fees to over 3,600 medical and government frontliners on its major expressways. MPTC also granted special access to North Luzon Expressway (“NLEX”) to over 300 vehicles of the Inter-Agency Task Force on COVID-19 (“IATF”), Department of Health (“DOH”), and other groups going to and from the quarantine facility in Philippine Arena Complex in Bulacan.

MPTC continues to conduct rapid mass testing for COVID-19 for all employees and frontliners to assure the safety of its people and motorists.

MPTC provided relief goods, PPE, livelihood projects and hospital beds to government, communities and hospitals in Metro Manila. MPTC also provides livelihood projects and food for communities in Cebu and Cordova. NLEX Corporation, the Department of Public Works and Highways, and religious group Iglesia ni Cristo partnered to complete a 300-bed We Heal as One COVID-19 quarantine center at the Philippine Arena in Bulacan in April 2020.

MPTC took swift and decisive measures to prevent the risk of exposure, transmission, outbreak, and spread of COVID-19 within its premises. MPTC released the “Integrated NLEX & SCTEX Interim COVID-19 Disease Prevention Guidelines and Safety Protocols” to help employees navigate the new situation.

For more details about MPTC’s sustainability programs, please visit www.mptc.com.ph.

12.3.6 Maynilad

Maynilad is the Philippines’ largest private water concessionaire by customer base, with the country’s largest ISO-certified water distribution system. Maynilad consistently provides 9.8 million residents in 17 cities and municipalities with clean and safe water that fully satisfies the national drinking water standards of the DOH.

Water services remained uninterrupted in the concession areas of Maynilad at the height of the COVID-19 quarantine, even as payment collection slowed. Maynilad assisted customers with bill payment grace periods, extended payment due dates, and flexible payment terms. It also announced in November 2020 that it is foregoing any approved and mandatory rate increases scheduled for 2021.

Maynilad spent a total of Php1 billion replacing 134 kilometers of old, leaky pipes in its 7,729-km distribution network, bringing total pipes replaced to 2,700 kilometers since 2007. Repairs were done in portions of Quezon City, Caloocan, Valenzuela, Navotas, Manila, Pasay, Parañaque, Muntinlupa, Las Piñas, Bacoor, and Imus. The water main replacement rate is 1.73%, helping to reduce water leakage and better track efficiency and performance. With the Non-Revenue Water (“NRW”) Management Program, average non-revenue water at the district metered area level in 2020 went down to 26% from 66% in 2007. The amount of water saved through NRW reduction translates to additional water supply which can be used to service demand and consequently increase revenues.

Aside from delivering clean and safe water, Maynilad provides its customers with sewerage and sanitation services including wastewater treatment, wastewater disposal, and desludging of septic tanks. Maynilad maintains and operates its septage to prevent the pollution of waterways and bodies of water. Maynilad has 612 interceptor box systems to collect and transport wastewater to treatment facilities.

Maynilad established its Carbon Management Plan to reduce the carbon footprint of its operations through information and education. Launched in mid-2020 and delivered through email via Employee News, the program gave tips on conserving paper, fuel, and electricity. It likewise quizzed employees on their environmental impact at work and encouraged everyone to share ideas on how to reduce the company’s collective carbon footprint.

For more details about Maynilad’s sustainability reports, please visit www.mayniladwater.com.ph/investor-relations/.

12.3.7 LPMC

LPMC provided free alcohol and thermometers to all Light Rail Transit 1 (“LRT-1”) merchants and commuters, and waived various service fees for its merchants.

Automated Train Operations Management System

Developed internally by LPMC employees and adopted from 2018, the Automated Train Operations Management System enables LPMC to efficiently optimize resources to meet LRT-1 customer needs for more trains, more trips, shorter queues, and more comfortable and faster transportation.

Health protocol at LRT-1 trains and stations

When LRT-1 resumed operations in June 2020 following its shutdown in April, LPMC had already put in place several health measures to protect passengers. It used the downtime during the Enhanced Community Quarantine to disinfect stations and trains. It installed thermal imaging cameras to detect fever, dashboards for commuter assistance, upgraded CCTVs, enhanced train ventilation and filtered air conditioning units, and an enhanced electronic data management system.

Bikeways Project

LRMC integrated bicycles in the public transit system in 2019 in a program that gained more importance in 2020 when the lockdown shut all forms of public commuting in Metro Manila. Additional bike racks were installed in LRT-1 stations as demand spiked.

In 2020, LRMC completely zeroed out its water discharge through the treatment and recycling of 459 cubic meters of wastewater. All biodegradable waste of LRMC were composted and used as fertilizer. LRMC conducted both onsite and offsite recycling of non-hazardous waste, while purely offsite hazardous waste such as used batteries and used oils were reused or recycled. LRMC was able to divert a total of 57% of its total waste from landfills.

To manage GHG emissions, LRMC focused on carbon offsetting actions such as solar roofing at its satellite depot, replacement of all lighting fixtures with energy saving lights, and optimization of vehicle use.

For more details about LRMC's sustainability programs, please visit lrmc.ph/lrt-1-communities/.

12.4 Natural Resources

12.4.1 Philex

Philex is primarily engaged in large-scale exploration, development and utilization of mineral resources. To determine the risks, opportunities, and other factors that materially impact its ability to create long-term sustainable value, Philex conducts the process of identifying the most material topics to its business operations and to its stakeholders. In 2020, Philex has identified eight material topics, including Financial Returns, Corporate Governance, Legal Compliance, Labor Practices, Environmental Conservation, Community Development, Health and Safety and Facility Protection.

Philex ensures strict compliance with all the applicable social laws, rules, and regulations covering it as a mining company, including the law on social development and management programs. Philex even exceeds the requirements set by the government, through the provision of health, educational, livelihood, and public infrastructure services to its host and neighboring communities to constantly secure community endorsement and public approval for its operations. In addition, Philex is aligning with ISO 26000, a guidance on social responsibility standards, to assess and address corporate social responsibility concerns and effectively strengthen its social license to operate.

Philex strives to ensure that the environmental impact of its business operations is mitigated and/or minimized and that it strictly abides by regulatory standards and policies. Philex monitors regularly ambient air quality, both in the industrial and administrative areas of Padcal Mine and around the vicinity of its host and neighboring communities. The air quality index has been rated ‘Good’ to ‘Fair’. Furthermore, Philex observes the efficient use of water resources under its Water Management Plan. A Waste Management Plan is integrated in its IMS Manual Vol. 2 (ENV-STD-002 Waste Management), ensuring that processes are developed, implemented, and maintained in the proper identification, treatment, storage, and disposal of waste.

Energy is a critical input factor for Philex’s production and represents a significant cost. Philex strictly monitors and manages its energy consumption through an Energy Conservation Program which is integrated in the IMS Manual Vol. 2 (ENV-STD-007 Energy Conservation). Since 2014, Philex has been implementing a Power Load Shedding (“PLS”) Program that aims to reduce electricity supply in the residential areas in Padcal by up to 5 hours a day.

Philex has been investing in climate change adaptation in and around its mine sites to manage the risks that climate change poses. Philex has adopted an environmental policy statement, which is consistent with ISO 14001 Certification on Environmental Management Systems. Philex is also covered by a comprehensive insurance policy, with a business interruption clause, to respond to climate-risk eventualities and other forms of disruptions. It also maintains annual pollution liability insurance coverage to address environmental pollution-related events.

For more details about Philex’s sustainability programs and reports, please visit www.philexmining.com.ph/sustainability-report/.

APPENDIX I: ESG PERFORMANCE OF FIRST PACIFIC AND OPERATING COMPANIES IN 2020

Sector		First Pacific Head Office	Consumer Food Products		Tele-communications	Infrastructure						Natural Resources		
			IndoAgri	RHI	PLDT	MPIC Head Office	Power			Toll Road	Water	Rail	Philex	
Metrics	Unit						Meralco	GBPC ¹	PLP	MPTC ²	Maynilad	LRMC ³		
Economic data⁴														
Revenue	US\$ million	189.9	988.8	150.9	3,657.4	214.9	5,562.8	425.7	571.0	291.6	463.5	25.5	158.3	
Operating costs	US\$ million	17.3	98.3 ⁵	18.3	1,098.7	31.5	5,138.7	79.2 ⁵	574.8	158.8	70.7	40.8	127.3	
Employee wages and benefits	US\$ million	13.2	206.4	18.8	542.2	17.1	248.6	28.8	9.9	41.1	47.9	14.4	22.0	
Interest payment on all forms of debt and borrowings	US\$ million	65.8	49.7	12.1	168.7	121.0	33.2	46.4	15.2	141.1	43.4	0.7	4.3	
Dividends payment to all shareholders	US\$ million	78.4	2.8	0	337.9	70.5	339.4	70.6	0	57.9	0	34.7	1.0	
Tax payment to government	US\$ million	0.6	16.5	15.1	156.5	2.5	153.7	51.3	6.9	33.7	57.2	2.5	17.5	
Donation	US\$ million	0.4	Not available	0.4	10.0	1.6	0.1	0.0	0	2.4	1.8	0.0	0.0	
Environmental data														
Use of energy⁷														
Total energy consumed	GJ	352	15,356	2,016,987	3,268,312	209	11,468,228 ⁸	42,423,194	32,828,476	63,268	658,435	130,322	1,082,271	
Non-renewable fuels	GJ	48	7,711	83,451	620,831	83	11,252,900	42,361,109	32,820,210	20,251	93,205	3,200	119,058	
Renewable fuel consumed	GJ	0	7,547	1,917,069	0	0	0	459	295	583	0	0	0	
Purchased non-renewable electricity	GJ	304	98	16,467	2,647,481	126	215,328 ⁸	61,626	7,971	42,434	565,230	127,122	963,213	
Purchased renewable electricity	GJ	0	0	0	0	0	0	0	0	0	0	0	0	
Purchased steam	GJ	0	0	0	0	0	0	0	0	0	0	0	0	
Total non-renewable electricity sold	GJ	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	156,860,500	11,996,258	16,547,448	Not applicable	Not applicable	Not applicable	Not applicable	
Total renewable electricity sold	GJ	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	8,257	Not available	Not available	Not applicable	Not applicable	Not applicable	Not applicable	
Use of water⁹														
Total water withdrawn	m ³	Not available	4,328,013	4,094,461	486,723	Not available	673,669	1,232,504,570	485,487,255	124,084	949,261,283	45,946	8,846,999	
By Source	Surface water	m ³	Not available	3,264,794	0	8,091	Not available	0	99,430	0	0	949,019,958	0	8,302,509
	Groundwater	m ³	Not available	552,717	2,939,021	3,131	Not available	38,911	267,372	0	42,308	241,325	0	543,723
	Seawater	m ³	Not available	0	0	0	Not available	212,436	1,232,131,644	485,391,600	0	0	0	0
	Produced water	m ³	Not available	0	1,152,347	0	Not available	0	0	44,948	0	0	459	0
	Municipal or third-party supplied	m ³	Not available	510,502	3,093	475,494	Not available	422,322	6,124	50,707	81,776	0	45,487	767
By type	Freshwater	m ³	Not available	4,328,013	2,939,021	486,723	Not available	461,233	372,926	0	124,084	949,261,283	45,487	8,846,232
	Other types of water	m ³	Not available	0	1,155,440	0	Not available	212,436	1,232,131,644	485,487,255	0	0	459	767
Total volume of on-site water recycled and reused	m ³	Not available	Not available	84,081	Not available	Not available	Not available	Not available	22,746	Not available	Not available	459	8,489,242	

Sector		First Pacific Head Office	Consumer Food Products		Tele-communications	Infrastructure							Natural Resources
			IndoAgri	RHI	PLDT	MPIC Head Office	Power			Toll Road	Water	Rail	Philex
							Meralco	GBPC ¹	PLP	MPTC ²	Maynilad	LRMC ³	
Metrics	Unit												
GHG emissions													
GHG emissions (Scope 1)	tonnes CO ₂ -e	4	Note ¹¹	Not available	43,248	6	1,930,700 ¹²	4,469,212	1,641,858	1,195	6,825	234	Not available
GHG emissions (Scope 2)	tonnes CO ₂ -e	69		Not available	439,703	25	2,017,703 ¹³	12,192	Not available	8,374	111,821	25,149	Not available
GHG emissions (Scope 3)	tonnes CO ₂ -e	23 ¹⁴		Not available	Not available	Not available	31,033,481 ¹⁵	Not available	Not available	Not available	Not available	Not available	Not available
Air emissions													
Nitrogen Oxides (NO _x)	kg	Not available	Not available	258	49,615,405	Not available	1,351,905 ¹⁶	Note ¹⁷	870,357	Not available	Not available	Not available	Not available
Sulfur Oxides (SO _x)	kg	Not available	Not available	40	45,334	Not available	632,925 ¹⁶		3,213	Not available	Not available	Not available	Not available
Volatile organic compounds (VOCs)	kg	Not available	Not available	Not available	55,400	Not available	Not available		Not available	Not available	Not available	Not available	Not available
Particulate matter (PM)	kg	Not available	Not available	193	48,862	Not available	Not available		Not available	Not available	Not available	Not available	Not available
Carbon monoxide (CO)	kg	Not available	Not available	443	19,780,639	Not available	964,192 ¹⁶		82,472	Not available	Not available	Not available	Not available
Waste and effluent management													
Total hazardous waste generated	tonne	Not applicable	21,571	Not applicable	594	2	670 ¹⁸	837	5	0.3	144	37	7,782,587
Total non-hazardous waste generated	tonne	4	2,827	19	1,167	5	2,674 ¹⁹	97,973	27	528	51	153	2,566
Total amount of wastewater discharged	m ³	Not available	2,325,047	Not available	Not available	Not available	23,589	1,231,950,802	485,424,517	51,535	74,512,049	Note ²⁰	37,938,163 ²¹
Environmental compliance													
Total monetary value of significant fines due to non-compliance with environmental laws and/or regulations	US\$	0	0	0	0	0	0	0	0	0	0	0	0
Total number of non-compliance with environmental laws and/or regulations	number	0	0	0	0	0	0	0	0	0	0	0	0

Sector		Unit	First Pacific Head Office	Consumer Food Products		Tele-communications	Infrastructure						Natural Resources		
				IndoAgri	RHI	PLDT	MPIC Head Office	Power			Toll Road	Water	Rail	Philex	
Metrics								Meralco	GBPC ¹	PLP	MPTC ²	Maynilad	LRMC ³		
Employment²²															
No. of employees	Total employees	number	39	39,450	1,294	17,571	54	9,764	952	140	1,721	2,163	1,169	1,894	
	By gender														
	Male	number	18	34,534	994	11,264	19	7,542	754	89	860	1,614	773	1,759	
	Female	number	21	4,916	300	6,307	35	2,222	198	51	861	549	396	135	
	By region														
	Hong Kong	number	35	0	0	0	0	0	0	0	0	0	0	0	0
	The Philippines	number	4	0	1,294	17,571	54	9,764	952	0	1,721	2,163	1,169	1,894	
	Indonesia	number	0	39,446	0	0	0	0	0	0	0	0	0	0	
	Singapore	number	0	4	0	0	0	0	0	140	0	0	0	0	
	Others	number	0	0	0	0	0	0	0	0	0	0	0	0	
	By age														
	Under 30 years old	number	0	Note ²³	222	6,567	16	2,033	139	28	709	587	194	322	
	Over 30-50 years old	number	15		658	7,977	28	5,790	646	94	946	1,180	789	1,171	
	Over 50 years old	number	24		414	3,027	10	1,941	167	48	66	396	186	401	
	By employee category														
	Junior level/ Rank & File	number	15	38,338	911	7,981	24	7,953	882	94	1,576	1,706	1,098	1,805	
	Middle management	number	7	623	364	8,058	27	1,028	51	33	108	391	57	83	
Senior management	number	17	489	19	1,532	3	783	19	13	37	66	14	6		
By employment contract															
Permanent	number	39	35,083	1,294	17,571	54	9,764	952	130	1,721	2,163	1,169	1,894		
Temporary	number	0	4,367	0	0	0	0	0	10	0	0	0	0		
By employment type															
Full time	number	39	39,450	1,294	17,571	54	9,764	952	139	1,489	2,163	1,169	1,894		
Part time	number	0	0	0	0	0	0	0	1	232	0	0	0		

Sector	Unit	First Pacific Head Office	Consumer Food Products		Tele-communications	Infrastructure							Natural Resources		
			IndoAgri	RHI	PLDT	MPIC Head Office	Power			Toll Road	Water	Rail	Philex		
							Meralco	GBPC ¹	PLP	MPTC ²	Maynilad	LRMC ³			
Employment²²															
New hires	By gender														
	Male	number	0	213	58	842	1	466	35	12	259	46	20	28	
	Female	number	0	547	18	294	3	182	12	2	361	14	10	4	
	Male	%	0%	1%	6%	7%	5%	6%	5%	13%	30%	3%	3%	2%	
	Female	%	0%	11%	6%	5%	9%	8%	6%	4%	42%	3%	3%	3%	
	By age														
	Under 30 years old	number	0	Note ²³	45	815	2	416	29	8	535	49	14	23	
	Over 30-50 years old	number	0		27	299	1	221	13	6	76	11	16	8	
	Over 50 years old	number	0		4	22	1	11	5	0	9	0	0	1	
	Under 30 years old	%	0%		20%	12%	13%	20%	21%	29%	75%	8%	7%	7%	
	Over 30-50 years old	%	0%		4%	4%	4%	4%	4%	2%	6%	8%	1%	2%	1%
	Over 50 years old	%	0%		1%	1%	10%	1%	3%	0%	14%	0%	0%	0%	
	By region														
	Hong Kong	number	0	0	0	0	0	0	0	0	0	0	0	0	
	The Philippines	number	0	0	76	1,136	4	648	47	0	620	60	30	32	
	Indonesia	number	0	760	0	0	0	0	0	0	0	0	0	0	
	Singapore	number	0	0	0	0	0	0	0	14	0	0	0	0	
	Others	number	0	0	0	0	0	0	0	0	0	0	0	0	
	Hong Kong	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
	The Philippines	%	0%	0%	6%	6%	7%	7%	5%	0%	36%	3%	3%	2%	
	Indonesia	%	0%	2%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
	Singapore	%	0%	0%	0%	0%	0%	0%	0%	10%	0%	0%	0%	0%	
	Others	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Turnover	By gender														
	Male	number	1	2,886	477	319	2	356	38	13	159	84	199	82	
	Female	number	0	468	120	279	4	134	3	4	164	32	84	10	
	Male	%	6%	8%	48%	3%	11%	5%	5%	15%	20%	5%	26%	5%	
	Female	%	0%	10%	40%	4%	11%	6%	2%	8%	24%	6%	21%	7%	
	By age														
	Under 30 years old	number	0	Note ²³	114	296	1	128	3	8	240	33	30	16	
	Over 30-50 years old	number	0		239	261	4	170	13	8	77	35	139	20	
	Over 50 years old	number	1		244	41	1	192	25	1	6	48	114	56	
	Under 30 years old	%	0%		51%	5%	6%	6%	2%	29%	24%	6%	15%	5%	
	Over 30-50 years old	%	0%		36%	3%	14%	3%	2%	9%	8%	3%	18%	2%	
	Over 50 years old	%	4%		59%	1%	10%	10%	15%	2%	9%	12%	61%	14%	

Sector	Unit	First Pacific Head Office	Consumer Food Products		Tele-communications	Infrastructure							Natural Resources	
			IndoAgri	RHI	PLDT	MPIC Head Office	Power			Toll Road	Water	Rail	Philex	
							Meralco	GBPC ¹	PLP	MPTC ²	Maynilad	LRMC ³		
Employment²²														
Turnover	By region													
	Hong Kong	number	1	0	0	0	0	0	0	0	0	0	0	0
	The Philippines	number	0	0	597	598	6	490	41	0	323	116	283	92
	Indonesia	number	0	3,354	0	0	0	0	0	0	0	0	0	0
	Singapore	number	0	0	0	0	0	0	0	17	0	0	0	0
	Others	number	0	0	0	0	0	0	0	0	0	0	0	0
	Hong Kong	%	3%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	The Philippines	%	0%	0%	46%	3%	11%	5%	4%	0%	19%	5%	24%	5%
	Indonesia	%	0%	9%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Singapore	%	0%	0%	0%	0%	0%	0%	0%	12%	0%	0%	0%	0%
Others	%	0%	0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Employees covered by collective bargaining agreement	%	0%	49%	64%	54%	0%	61%	0%	16%	0%	72%	56%	90%	
No. of incidents of non-compliance (employment, labor standards)	number	0	0	0	0	0	0	0	0	0	0	0	0	
Training and Development														
Percentage of employees trained	By gender													
	Male	%	78%	12%	47%	98%	42%	Not available	100%	62%	85%	100%	Not available	35%
	Female	%	86%	12%	35%	99%	66%	Not available	100%	61%	48%	100%	Not available	44%
	By employee category													
	Junior level/ Rank & File	%	73%	10%	43%	99%	83%	Not available	100%	57%	64%	100%	Not available	33%
	Middle management	%	100%	45%	53%	100%	30%	Not available	100%	67%	94%	100%	Not available	82%
Senior management	%	82%	96%	29%	94%	100%	Not available	100%	77%	97%	100%	Not available	83%	
Average training hours	By gender													
	Male	hours	13	2	13	35	17	11	22	14	16	26	17	3
	Female	hours	5	1	13	52	13	16	25	10	26	32	16	4
	By employee category													
	Junior level/ Rank & File	hours	1	2	11	48	20	11	22	14	14	23	11	3
	Middle management	hours	5	2	19	37	9	15	30	12	94	44	109	8
Senior management	hours	17	5	18	26	18	21	28	7	92	35	61	13	

Sector	Unit	First Pacific Head Office	Consumer Food Products		Tele-communications	Infrastructure							Natural Resources
			IndoAgri	RHI	PLDT	MPIC Head Office	Power			Toll Road	Water	Rail	Philex
							Meralco	GBPC ¹	PLP	MPTC ²	Maynilad	LRMC ³	
Occupational Health and Safety													
No. of fatalities	number	0	1	0	0	0	1	0	0	0	0	0	1
No. of high-consequence injuries	number	0	2	0	0	0	13	0	0	0	0	0	1
No. of recordable injuries ²⁴	number	0	148	17	81	0	103	3	0	3	3	0	19
Fatality rate	case per 200,000 hours worked	0	0.001	0	0	0	0.01	0	0	0	0	0	0.03
High-consequence injury rate	case per 200,000 hours worked	0	0.003	0	0	0	0.1	0	0	0	0	0	0.03
Recordable injury rate	case per 200,000 hours worked	0	0.2	1.4	0.8	0	0.6	0.3	0	0.2	0.3	0	0.6
Total number of loss days	days	0	Note ²⁵	111	131	0	6,753 ²⁶	0	0	0	94	0	7,614 ²⁷
No. of incidents of non-compliance (health & safety)	number	0	0	0	0	0	0	0	0	0	0	0	0
Product responsibility													
Total no. of incidents of non-compliance with laws and/or regulations relating to product and services	number	Not applicable	0	Not applicable	0	Not applicable	0	0	0	0	Not applicable	Not applicable	0
No. of products and service related complaints received	number	Not applicable	Not available	Not applicable	Not available	Not applicable	98,813	0	0	17,814	57,809	Not applicable	0
Percentage of total products sold or shipped subject to recalls for safety and health reasons	number	Not applicable	0	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Community													
Total volunteer hours	hours	35	Not available	711	875	Not available	Not available	Not available	0	32	0	2,320	Not available
Anti-corruption													
Total no. of confirmed incidents of corruption	number	0	0	0	0	0	0	0	0	0	0	0	0
Total no. of confirmed incidents in which employees were dismissed or disciplined for corruption	number	0	0	0	0	0	0	0	0	0	0	0	0
Total no. of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	number	0	0	0	0	0	0	0	0	0	0	0	0
Total no. of public legal cases regarding corruption brought against the organization or its employees during the reporting period	number	0	0	0	0	0	0	0	0	0	0	0	0
Percentage of employees that the organization's anti-corruption policies and procedures have been communicated within the company	%	100%	Note ²⁸	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Sector	Unit	First Pacific Head Office	Consumer Food Products		Tele-communications	Infrastructure							Natural Resources
			IndoAgri	RHI	PLDT	MPIC Head Office	Power			Toll Road	Water	Rail	Philex
							Meralco	GBPC ¹	PLP	MPTC ²	Maynilad	LRMC ³	
Procurement practices													
Percentage of procurement budget spent on local suppliers	%	75%	Not available	98%	63%	Not available	96%	47%	96%	Not available	98%	61%	70%
Total no. of local suppliers	number	98	Not available	815	678	Not available	5,055	1,383	241	175	1,639	211	400
Total no. of overseas suppliers	number	52	Not available	14	88	Not available	463	175	15	4	90	43	73
Percentage of new suppliers screened using environmental criteria	%	Not available	Not available	20%	0%	Not available	10%	100%	0%	Not available	0%	100%	Not available
Percentage of new suppliers screened using social criteria	%	Not available	Not available	17%	100%	Not available	10%	35%	0%	Not available	0%	100%	Not available

1. GBPC's data only covers facilities located in Cebu, Iloilo, Aklan and Mindoro that are under operational control of GBPC, with an aggregate capacity of 854 MW.
2. Environmental and social data includes NLEX Corporation and Cavite Infrastructure Corporation.
3. Operating company LRMC is included for the first time in our ESG Report for 2020.
4. For economic/financial data of the companies, please refer to their respective annual reports for more details.
5. Operating costs exclude cost of sales.
6. Excludes regulatory, taxes and licenses, purchased power, coal and fuel costs.
7. To allow easier comparison, the energy unit has been converted to GJ, where 1 GJ equals 277.78 kWh.
8. Excludes electricity purchased from other power suppliers for sale.
9. Excludes electricity loss in the transmission system.
10. Water data disclosures are expanded to include water sources other than municipal water.
11. Please refer to [IndoAgri sustainability report 2020](#) p.28 for GHG emissions of IndoAgri's various facilities.
12. Meralco's reported Scope 1 emissions cover emissions from the entire Meralco Group's fuel consumption, and 51% of the coal combustion from Meralco PowerGen Corporation's ("MGen") San Buenaventura Power Ltd. Co. ("SBPL") plant by equity stake.
13. Meralco's reported Scope 2 emissions cover emissions from Meralco's and Clark Electric Distribution Corporation's system losses as well as the entire Meralco's electricity consumption.
14. First Pacific Head Office's reported Scope 3 emissions cover GHG emission from paper waste disposal and air travel.
15. Meralco's reported Scope 3 emissions cover emissions from Meralco and Clark Electric Distribution Corporation's combined electricity sales as well as Meralco group's employee commuting.
16. Covers 51% of MGen's SBPL plant by equity stake.
17. GBPC only discloses the emissions concentration of pollutants. NOx: 197mg/Nm³, SOx: 385mg/Nm³, VOC: Not available, PM: 2mg/Nm³, CO: 7mg/Nm³.
18. Hazardous waste from Meralco Distribution Utility only.
19. Meralco's non-hazardous waste disclosure is expanded to include data from other subsidiaries previously not included.
20. Effluent was treated and reused on site.
21. Philex's total amount of wastewater discharged also includes other sources such as natural/waste water collected by the 745 ML Drain Tunnel (745 meters above sea level) as well as from other tributaries to Tailings Dam (TSF 3).
22. Excludes seasonal and project-based workers.
23. Different age group categorization adopted. Please refer to [IndoAgri sustainability report 2020](#) p.60-61 for details.
24. Sum of fatalities, high-consequence injuries and the remaining recordable injuries that do not result in fatality or high-consequence injury.
25. Different metrics e.g. accident frequency rate were adopted to present injury and lost day data. Please refer to [IndoAgri sustainability report 2020](#) p.45 for details.
26. The 6,753 lost days include a time charge of 6,000 days due to a fatal case from work accident.
27. The 7,614 lost days include a time charge of 6,000 days due to a fatal accident of electrocution. After investigating the cause of the incident, Philex reviewed the standard operating procedure of electricians and incorporated a permit system for electrical work to minimize employees' exposure to further occupational hazards.
28. All new employees receive induction training on Code of Conduct including anti-corruption.

APPENDIX II: SEHK ESG REPORTING GUIDE CONTENT INDEX

Aspects	Section	Remarks
Mandatory Disclosure Requirements		
<p>Governance Structure</p> <p>A disclosure of the board's oversight of ESG issues;</p> <p>The board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and</p> <p>How the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.</p>	<p>7.1 Corporate Governance;</p> <p>7.2 Governance of ESG matters;</p> <p>7.3 Code of Conduct;</p> <p>7.4 Board Diversity and Succession</p>	
<p>Reporting Principles</p> <p>Materiality: The ESG report should disclose: (i) the process to identify the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement.</p> <p>Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed.</p> <p>Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.</p>	<p>6.3 Stakeholder Engagement and Materiality Assessment</p> <p>9.2 Climate Change; Appendix I: ESG Performance of First Pacific and Operating Companies in 2020</p>	
<p>Reporting Boundary</p> <p>A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.</p>	4.2 Reporting Boundary	

Aspects		Section	Remarks
A	Environmental		
A1	<p>Emissions Policies relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p> <p>Compliance with relevant laws and regulations that have a significant impact on the issuer.</p>	<p>9 Environmental Responsibility; 9.1 Environmental Management; 9.3 Compliance</p>	Policy details can be found in the Code of Conduct and Climate Change Policy .
A1.1	The types of emissions and respective emission data.	N/A	<p><u>Scope 1</u> (in tonnes of CO₂-e) CO₂: 3.3 tonnes CH₄: 0.0 tonnes N₂O: 0.4 tonnes</p> <p><u>Scope 3</u> (in tonnes of CO₂-e) CH₄: 21.3 tonnes</p>
A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	9.2 Climate Change; Appendix I: ESG Performance of First Pacific and Operating Companies in 2020	
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	N/A	In 2020, no hazardous waste was generated at Head Office.
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	9.1.2 Waste Management; Appendix I: ESG Performance of First Pacific and Operating Companies in 2020	
A1.5	Description of measures to mitigate emissions and results achieved.	9.1.1 Energy Consumption; 9.2 Climate Change	
A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	9.1.2 Waste Management	No hazardous waste was generated.

Aspects		Section	Remarks
A2	Use of Resources Policies on the efficient use of resources, including energy, water and other raw materials.	6.1 Approach to Sustainability; 9.1 Environmental Management	Policy details can be found in the Code of Conduct .
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	9.1.1 Energy Consumption; Appendix I: ESG Performance of First Pacific and Operating Companies in 2020	
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	N/A	Data unavailable as water rate charges do not form a separate item in the rent. Water consumption is not a material topic for First Pacific as our direct consumption is limited to water use for employees' personal hygiene at Head Office.
A2.3	Description of energy use efficiency initiatives and results achieved.	9.1.1 Energy Consumption	
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	N/A	First Pacific Head Office did not experience any issue in sourcing water. Water consumption and efficiency is not a material topic for First Pacific as our direct consumption is limited to water use for employees' personal hygiene at Head Office.
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	N/A	Not a material topic to Head Office. First Pacific's business nature does not require packaging.
A3	The Environment and Natural Resources Policies on minimizing the issuer's significant impact on the environment and natural resources.	6.1 Approach to Sustainability; 9.1 Environmental Management	Policy details can be found in the Code of Conduct .
A3.1	Description of the significant impacts of activities on the environment and natural resources and the action taken to manage them.	9 Environmental Responsibility	

Aspects		Section	Remarks
A4	Climate Change Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	9.2 Climate Change	Policy details can be found in the Climate Change Policy .
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	9.2 Climate Change	
B	Social		
Employment and Labour Practices			
B1	Employment Policies and compliance with relevant laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	8 Employment and Labor Standards	Policy details can be found in the Code of Conduct .
B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Appendix I: ESG Performance of First Pacific and Operating Companies in 2020	
B1.2	Employee turnover rate by gender, age group and geographical region.	Appendix I: ESG Performance of First Pacific and Operating Companies in 2020	
B2	Health and Safety Policies on providing a safe working environment and protecting employees from occupational hazards and compliance with relevant laws and regulations.	8.3 Occupational Health and Safety	Policy details can be found in the Code of Conduct .
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	8.3 Occupational Health and Safety	
B2.2	Lost days due to work injury.	8.3 Occupational Health and Safety	
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	8.3 Occupational Health and Safety	

Aspects		Section	Remarks
B3	Development and Training Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	7.4.2 Board Succession; 7.6.1 Anti-Bribery and Corruption	During the year, we arranged a mandatory training in "Corruption Prevention and Ethics" for all staff, conducted by the Independent Commission Against Corruption.
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Appendix I: ESG Performance of First Pacific and Operating Companies in 2020	
B3.2	The average training hours completed per employee by gender and employee category.	Appendix I: ESG Performance of First Pacific and Operating Companies in 2020	In 2020, First Pacific employees each recorded 9 hours of training on average.
B4	Labor Standards Policies and compliance with laws and regulations on preventing child and forced labor.	8 Employment and Labor Standards	Policy details can be found in the Code of Conduct .
B4.1	Description of measures to review employment practices to avoid child and forced labour.	6.1 Approach to Sustainability; 8.2 Labor Standards	
B4.2	Description of steps taken to eliminate such practices when discovered.	6.1 Approach to Sustainability; 8.2 Labor Standards	

Aspects		Section	Remarks
Operating Practices			
B5	Supply Chain Management Policies on managing environmental and social risks of the supply chain.	10 Supply Chain Management	
B5.1	Number of suppliers by geographical region.	N/A	Our materiality assessment findings did not reveal this as a material topic and therefore excluded in the main text, however, our management approach still remains diligent and abides on our Supplier Code of Conduct .
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	10 Supply Chain Management	
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	10 Supply Chain Management	
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	10 Supply Chain Management	
B6	Product Responsibility Policies and compliance with relevant laws and regulations on health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	6.2 Responsible Investment	No records of non-compliance.
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	N/A	Not a material topic to Head Office. First Pacific's business nature does not contain product sold or shipped.
B6.2	Number of products and service related complaints received and how they are dealt with.	N/A	Not a material topic to Head Office. First Pacific's business nature does not contain products or services.
B6.3	Description of practices relating to observing and protecting intellectual property rights.	N/A	Not a material topic to Head Office. First Pacific's business nature does not contain products or services.

Aspects		Section	Remarks
B6.4	Description of quality assurance process and recall procedures.	N/A	Not a material topic to Head Office. First Pacific's business nature does not contain products or services.
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	7.7 Cybersecurity	
B7	Anti-corruption Policies and compliance with relevant laws and regulations relating to bribery, extortion, fraud and money laundering.	7.6.1 Anti-Bribery and Corruption	Policy details can be found in our Anti-Bribery and Corruption Policy .
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	7.6.1 Anti-Bribery and Corruption	
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	7.6.1 Anti-Bribery and Corruption	
B7.3	Description of anti-corruption training provided to directors and staff.	7.6.1 Anti-Bribery and Corruption	
B8	Community Investment Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	11 Community Investment	Policy details can be found in our Community Investment and Donations Policy and Volunteering Policy .
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	11 Community Investment	
B8.2	Resources contributed (e.g. money or time) to the focus area.	11 Community Investment	

APPENDIX III: GRI CONTENT INDEX

GRI Standards	Disclosure Number	Disclosure Title	Reference	Remark
General Disclosures				
GRI 102 General Disclosures	102-1	Name of the organization	5 Organizational Profile	Refer to Annual Report 2020 for more details.
	102-2	Activities, brands, products, and services	5 Organization Profile; 5.2 Our Operating Companies	
	102-3	Location of headquarters	5 Organizational Profile	
	102-4	Location of operations	5 Organizational Profile	
	102-5	Ownership and legal form	5 Organizational Profile	
	102-6	Markets served	5 Organizational Profile	
	102-7	Scale of the organization	5 Organizational Profile	
	102-8	Information on employees and other workers	8 Employment and Labor Standards	
	102-9	Supply chain	10 Supply Chain Management	
	102-10	Significant changes to the organization and its supply chain	N/A	
	102-11	Precautionary principle or approach	6.1 Approach to Sustainability	
	102-12	External initiatives	5 Organizational Profile; 6.1 Approach to Sustainability	
	102-13	Membership of associations	5 Organizational Profile	
	102-14	Statement from senior decision-maker	1 Message from the Chief Executive Officer and Chief Sustainability Officer	
	102-16	Values, principles, standards, and norms of behavior	5 Organizational Profile	
102-18	Governance structure	7 Governance and Risk Management		
102-40	List of stakeholder groups	6.3 Stakeholder Engagement and Materiality Assessment		
102-41	Collective bargaining agreements	8 Employment and Labor Standards		

GRI Standards	Disclosure Number	Disclosure Title	Reference	Remark
	102-42	Identifying and selecting stakeholders	6.3 Stakeholder Engagement and Materiality Assessment	
	102-43	Approach to stakeholder engagement	6.3 Stakeholder Engagement and Materiality Assessment	
	102-44	Key topics and concerns raised	6.3 Stakeholder Engagement and Materiality Assessment	
	102-45	Entities included in the consolidated financial statements	5 Organizational Profile	Refer to Annual Report 2020 for more details.
	102-46	Defining report content and topic boundaries	4 About this Report; 6.3 Stakeholder Engagement and Materiality Assessment	
	102-47	List of material topics	6.3 Stakeholder Engagement and Materiality Assessment	
	102-48	Restatements of information	9.2 Climate Change	
	102-49	Changes in reporting	6.3 Stakeholder Engagement and Materiality Assessment	
	102-50	Reporting period	4 About this Report	
	102-51	Date of most recent report	July 2020	
	102-52	Reporting cycle	4 About this Report	
	102-53	Contact point for questions regarding the report	4 About this Report	
	102-54	Claims of reporting in accordance with the GRI Standards	4 About this Report	
	102-55	GRI content index	Appendix III: GRI Content Index	
	102-56	External assurance	4 About this Report	

GRI Standards	Disclosure Number	Disclosure Title	Reference	Remark
Economic				
Economic Performance				
GRI 103 Management Approach	103-1	Explanation of the material topic and its boundary	5 Organizational Profile; 6.3 Stakeholder Engagement and Materiality Assessment	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
GRI 201 Economic Performance	201-1	Direct economic value generated and distributed	5.1 About First Pacific	Refer to Annual Report 2020 for more details.
Environmental				
Energy				
GRI 103 Management Approach	103-1	Explanation of the material topic and its boundary	6.3 Stakeholder Engagement and Materiality Assessment;	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach	9.1.1 Energy Consumption	
GRI 302 Energy	302-1	Energy consumption within the organization	9.1.1 Energy Consumption	
GRI 302 Energy	302-3	Energy intensity	9.2 Climate Change	
Emissions				
GRI 103 Management Approach	103-1	Explanation of the material topic and its boundary	6.3 Stakeholder Engagement and Materiality Assessment;	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach	9.2 Climate Change	
GRI 305 Emissions	305-1	Direct (Scope 1) GHG emissions	9.2 Climate Change	
	305-2	Energy indirect (Scope 2) GHG emissions		
	305-3	Other indirect (Scope 3) GHG emissions		
	305-4	GHG emissions intensity		

GRI Standards	Disclosure Number	Disclosure Title	Reference	Remark
Environmental Compliance				
GRI 103 Management Approach	103-1	Explanation of the material topic and its boundary	6.3 Stakeholder Engagement and Materiality Assessment;	
	103-2	The management approach and its components	9 Environmental Responsibility	
	103-3	Evaluation of the management approach		
GRI 307 Environmental Compliance	307-1	Non-compliance with environmental laws and regulations	8.4 Compliance	
Climate Change				
GRI 103 Management Approach	103-1	Explanation of the material topic and its boundary	6.3 Stakeholder Engagement and Materiality Assessment;	
	103-2	The management approach and its components	9.2 Climate Change	
	103-3	Evaluation of the management approach		
Social				
Employment				
GRI 103 Management Approach	103-1	Explanation of the material topic and its boundary	6.3 Stakeholder Engagement and Materiality Assessment;	
	103-2	The management approach and its components	8 Employment and Labor Standards	
	103-3	Evaluation of the management approach		
GRI 401 Employment	401-1	New employee hires and employee turnover	8 Employment and Labor Standards	
Occupational Health and Safety				
GRI 103 Management Approach	103-1	Explanation of the material topic and its boundary	6.3 Stakeholder Engagement and Materiality Assessment;	
	103-2	The management approach and its components	8.3 Occupational Health and Safety	
	103-3	Evaluation of the management approach		
GRI 403 Occupational Health and Safety	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	8.3 Occupational Health and Safety	No fatalities and work-related injury were recorded in 2020.

GRI Standards	Disclosure Number	Disclosure Title	Reference	Remark
Governance				
Business Ethics				
GRI 103 Management Approach	103-1	Explanation of the material topic and its boundary	6.3 Stakeholder Engagement and Materiality Assessment;	Refer to Code of Conduct for more details.
	103-2	The management approach and its components	7 Governance and Risk Management	
	103-3	Evaluation of the management approach		
Management of the Legal/Regulatory Environment				
GRI 103 Management Approach	103-1	Explanation of the material topic and its boundary	6.3 Stakeholder Engagement and Materiality Assessment;	Refer to Code of Conduct for more details.
	103-2	The management approach and its components	7 Governance and Risk Management	
	103-3	Evaluation of the management approach		
Critical Incident Risk Management				
GRI 103 Management Approach	103-1	Explanation of the material topic and its boundary	6.3 Stakeholder Engagement and Materiality Assessment;	
	103-2	The management approach and its components	7.5 Risk Management	
	103-3	Evaluation of the management approach		
Systemic Risk Management				
GRI 103 Management Approach	103-1	Explanation of the material topic and its boundary	6.3 Stakeholder Engagement and Materiality Assessment;	
	103-2	The management approach and its components	7.5 Risk Management	
	103-3	Evaluation of the management approach		
Related-party Transactions				
GRI 103 Management Approach	103-1	Explanation of the material topic and its boundary	6.3 Stakeholder Engagement and Materiality Assessment;	
	103-2	The management approach and its components	7.6.2 Related Party Transactions	
	103-3	Evaluation of the management approach		

GRI Standards	Disclosure Number	Disclosure Title	Reference	Remark
ESG Integration in Investment				
GRI 103 Management Approach	103-1	Explanation of the material topic and its boundary	6.3 Stakeholder Engagement and Materiality Assessment;	
	103-2	The management approach and its components	6.2 Responsible Investment	
	103-3	Evaluation of the management approach		
Board Diversity and Succession				
GRI 103 Management Approach	103-1	Explanation of the material topic and its boundary	6.3 Stakeholder Engagement and Materiality Assessment;	
	103-2	The management approach and its components	7.4 Board Diversity and Succession	
	103-3	Evaluation of the management approach		
Cybersecurity				
GRI 103 Management Approach	103-1	Explanation of the material topic and its boundary	6.3 Stakeholder Engagement and Materiality Assessment;	
	103-2	The management approach and its components	7.7 Cybersecurity	
	103-3	Evaluation of the management approach		
Anti-corruption				
GRI 103 Management Approach	103-1	Explanation of the material topic and its boundary	6.3 Stakeholder Engagement and Materiality Assessment;	
	103-2	The management approach and its components	7.6.1 Anti-Bribery and Corruption	
	103-3	Evaluation of the management approach		
GRI 205 Anti-corruption	205-3	Confirmed incidents of corruption and actions taken	7.6.1 Anti-Bribery and Corruption	No incidents of non-compliance in 2020.

**FIRST
PACIFIC**

First Pacific Company Limited

(Incorporated with limited liability under the laws in Bermuda)

24/F Two Exchange Square
8 Connaught Place, Central
Hong Kong SAR
Telephone: +852 2842 4388
Email: info@firstpacific.com
Website: www.firstpacific.com

