

# SUSTAINABILITY REPORTING REFERENCES

## INTRODUCTION

The sustainability reporting index maps out the GRI Standards, SASB Standards and TCFD Recommendations with the 2024 Integrated Report and 2024 Sustainability Data Packs. It should be read in conjunction with:

- [2024 Integrated Report](#) – Ayala Land’s Integrated Report prepared in accordance with the International Integrated Reporting framework using supplemental guidelines from the Global Reporting Initiative (GRI) Standards, Sustainability Accounting Standards Board (SASB), and Task Force on Climate-related Financial Disclosures (TCFD).
- [Sustainability and ESG Approach](#) – An overview of economic, environmental and social issues that are material to Ayala Land, sustainability strategy, and progress on key metrics and target.
- [Sustainability Data Packs](#) – A comprehensive disclosure of sustainability data and performance under Ayala Land’s operations across material economic, environmental and social topics.

## Reporting Scope and Boundaries

Ayala Land’s sustainability reporting and disclosures cover all operations under the company’s operational control and/or majority ownership. Operational control is defined as the authority to introduce and implement operating, environmental, and health and safety policies across properties and business units. This boundary ensures that the environmental and social data reported reflect the activities where Ayala Land can directly influence performance and outcomes.

The scope of reporting includes data from Ayala Land’s strategic business units engaged in property development, leasing, construction, and property management. These disclosures are aligned with global standards such as GRI, SASB, and TCFD, and are detailed in the company’s Environmental Data Pack, Social Data Pack, and Sustainability Reporting Index. GHG emissions are calculated in accordance with the GHG Protocol operational control approach in disclosing greenhouse gas emission data.

Ayala Land is committed to enhancing transparency and will continue to refine its boundary disclosures to ensure consistency with financial reporting and evolving ESG standards.

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## SUSTAINABILITY REPORTING INDEX

The sustainability reporting index maps out the GRI Standards, SASB Standards, TCFD Recommendations and UN Sustainable Development Goals (SDGs) with the 2024 Integrated Report and 2024 Sustainability Data Packs.

	Sustainability Four Focus Areas				Other Material Topics	
	Site Resilience	Pedestrian Mobility and Transit Connectivity	Resource Efficiency	Local Economic Development	Corporate Governance and Risk Management	Labor Practices and Decent Employment
<b>GRI</b>	303: Water and Effluents 304: Biodiversity 307: Environmental Compliance	203: Indirect Economic Impacts 416: Customer Health and Safety	204: Procurement Practices 301: Materials 302: Energy 303: Water and Effluents 305: Emissions 306: Waste 308: Supplier Environmental Assessment	202: Market Presence 203: Indirect Economic Impacts 401: Employment 404: Training and Education 411: Rights of Indigenous People 413: Local Communities	201: Economic Performance 205: Anti-Corruption 206: Anti-Competitive Behavior	2: General Disclosures 402: Labor Management Relations 403: Occupational Health and Safety 405: Diversity and Equal Opportunity 406: Non-Discrimination 407: Freedom of Association and Collective Bargaining 408: Child Labor 409: Forced Labor 412: Human Rights Assessment
<b>SASB</b>	IF-RE-450: Climate Change Adaptation		IF-RE-130: Energy Management IF-RE-140: Water Management IF-RE-410: Management of Tenant Sustainability Impacts IF-RE-450: Climate Change Adaptation		IF-RE-450: Climate Change Adaptation	
<b>TCFD</b>	Strategy, Metrics and Targets		Strategy, Metrics and Targets		Governance, Strategy, Risk Management	
<b>UN SDGs</b>	11: Sustainable Cities and Communities 13: Climate Action 14: Life Below Water 15: Life on Land	3: Good Health and Well-Being 9: Industry, Innovation, Infrastructure 11: Sustainable Cities and Communities	6: Clean Water and Sanitation 12: Responsible Consumption and Production 11: Sustainable Cities and Communities 17: Partnerships for the Goals	1: No Poverty 8: Decent Work and Economic Growth 10: Reduced Inequalities 11: Sustainable Cities and Communities 17: Partnerships for the Goals	17: Partnerships for the Goals	5: Gender Equality 8: Decent Work and Economic Growth

## GRI INDEX

The sustainability reporting index maps out the material topics under GRI Standards with the 2024 Integrated Report and 2024 Sustainability Data Packs.

GRI Standard	Disclosure	Location / Direct Answer
<b>GRI 2: General Disclosures 2021</b>	2-6 Activities, value chain and other business relationships	<ul style="list-style-type: none"> <li>Value Creation Model (pages 72 to 73)</li> </ul>
	2-7 Employees	<ul style="list-style-type: none"> <li>Ayala Land Group Employment Summary (page 112)</li> <li>Social Data Pack</li> </ul>
	2-8 Workers who are not employees	<ul style="list-style-type: none"> <li>Social Data Pack</li> </ul>
	2-27 Compliance with laws and regulations	<ul style="list-style-type: none"> <li>No incidents of non-compliance within the reporting period.</li> </ul>
	2-30 Collective bargaining agreements	<ul style="list-style-type: none"> <li>Corporate Policies and Guidelines (page 171)</li> </ul>
<b>Economic</b>		
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	<ul style="list-style-type: none"> <li>Performance Highlights (11)</li> <li>Business Review (25 to 41)</li> <li>Economic Data Pack</li> </ul>
<b>GRI 202: Market Presence 2016</b>	202-2 Proportion of senior management hired from the local community	<ul style="list-style-type: none"> <li>100%</li> </ul>
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and services supported	<ul style="list-style-type: none"> <li>Business Review (pages 25 to 41)</li> <li>Creating Value (pages 60 to 70)</li> <li>Value Creation Model (pages 72 to 73)</li> <li>Our ESG Approach (pages 76 to 83)</li> <li>Pedestrian Mobility and Transit Connectivity (pages 77, 86, 90)</li> </ul>
	203-2 Significant indirect economic impacts	
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	<ul style="list-style-type: none"> <li>Corporate Policies and Guidelines (page 171)</li> </ul>
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	<ul style="list-style-type: none"> <li>Economic Data Pack</li> </ul>
	205-2 Communication and training about anti-corruption policies and procedures	
	205-3 Confirmed incidents of corruption and actions taken	
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax	
	207-2 Tax governance, control, and risk management	
	207-3 Stakeholder engagement and management of concerns related to tax	
	207-4 Country-by-country reporting	
<b>Environment</b>		
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	<ul style="list-style-type: none"> <li>Material Use and Management (pages 91, 98, 101)</li> <li>Environmental Data Pack</li> </ul>
	301-2 Recycled input materials used	
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	<ul style="list-style-type: none"> <li>Energy Management (pages 91 to 92)</li> </ul>
	302-2 Energy consumption outside of the organization	
	302-3 Energy intensity	<ul style="list-style-type: none"> <li>Energy Management (pages 93 to 94)</li> </ul>
	302-4 Reduction of energy consumption	
	302-5 Reductions in energy requirements of products and services	<ul style="list-style-type: none"> <li>Contribution to the UN SDGs (page 82)</li> <li>Energy Management (pages 91 to 95)</li> <li>Environmental Data Pack</li> </ul>

<b>GRI 303: Water and Effluents 2018</b>	303-2 Management of water discharge-related impacts	<ul style="list-style-type: none"><li>• Contribution to the UN SDGs (page 82)</li><li>• Water Management (pages 95 to 96)</li><li>• Environmental Data Pack</li></ul>
	303-3 Water withdrawal	
	303-4 Water discharge	
	303-5 Water consumption	
<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<ul style="list-style-type: none"><li>• Site Resilience; Biodiversity (pages 88 to 89)</li><li>• Ayala Land Carbon Forests (pages 102 to 103)</li><li>• Environmental Data Pack</li></ul>
	304-2 Significant impacts of activities, products, and services on biodiversity	
	304-3 Habitats protected or restored	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"><li>• Road to Net Zero (pages 99 to 102)</li><li>• 2024 Net Zero Calculation (page 170)</li><li>• Environmental Data Pack</li></ul>
	305-2 Energy indirect (Scope 2) GHG emissions	
	305-3 Other indirect (Scope 3) GHG emissions	
	305-4 GHG emissions intensity	
	305-5 Reduction of GHG emissions	
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	<ul style="list-style-type: none"><li>• Circular Approach to Waste Management (pages 97 to 99)</li><li>• Environmental Data Pack</li></ul>
	306-2 Management of significant waste-related impacts	
	306-3 Waste generated	<ul style="list-style-type: none"><li>• Circular Approach to Waste Management (page 97)</li><li>• Environmental Data Pack</li></ul>
	306-4 Waste diverted from disposal	
	306-5 Waste directed to disposal	
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	<ul style="list-style-type: none"><li>• Empowering Vendors and Trade Partners (pages 107 to 108)</li></ul>
	308-2 Negative environmental impacts in the supply chain and actions taken	
<b>Social</b>		
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	<ul style="list-style-type: none"><li>• Creating Value Through People (page 112)</li><li>• Social Data Pack</li></ul>
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	
	401-3 Parental leave	<ul style="list-style-type: none"><li>• Labor Practices (page 116)</li></ul>
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	<ul style="list-style-type: none"><li>• Safety (pages 110 to 112)</li><li>• Best in Class Employee Experience - Engagement (pages 114 to 115)</li><li>• Social Data Pack</li></ul>
	403-2 Hazard identification, risk assessment, and incident investigation	
	403-3 Occupational health services	
	403-4 Worker participation, consultation, and communication on occupational health and safety	
	403-5 Worker training on occupational health and safety	
	403-6 Promotion of worker health	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<ul style="list-style-type: none"><li>• No data was reported within the reporting period.</li></ul>
	403-9 Work-related injuries	
	403-10 Work-related ill health	

<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	<ul style="list-style-type: none"> <li>• Empowerment through training and development (113 to 114)</li> </ul>
	404-2 Programs for upgrading employee skills and transition assistance programs	
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	<ul style="list-style-type: none"> <li>• Board of Directors (page 44)</li> <li>• Company-wide talent review (page 111)</li> <li>• Purpose/Values Driven Group Culture (page 114)</li> <li>• Skills, Competency, and Diversity (page 118)</li> </ul>
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	<ul style="list-style-type: none"> <li>• No incidents of discrimination were reported within the reporting period.</li> </ul>
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<ul style="list-style-type: none"> <li>• Contribution to the UN SDGs (page 82)</li> <li>• Best in Class Employee Experience – Rewards (page 115)</li> <li>• Corporate Policies and Guidelines (page 171)</li> </ul>
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	
<b>GRI 411: Rights of Indigenous Peoples 2016</b>	411-1 Incidents of violations involving rights of indigenous peoples	<ul style="list-style-type: none"> <li>• No incidents of violations were found within the reporting period.</li> </ul>
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"> <li>• Social Engagement (pages 105 to 116)</li> </ul>
	413-2 Operations with significant actual and potential negative impacts on local communities	
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	<ul style="list-style-type: none"> <li>• Social Contribution – Alagang AyalaLand (pages 106 to 108)</li> <li>• Empowering Vendors and Trade Partners (pages 107 to 108)</li> <li>• Corporate Policies and Guidelines (page 171)</li> </ul>
	414-2 Negative social impacts in the supply chain and actions taken	
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	<ul style="list-style-type: none"> <li>• Ayala Land does not make any direct or indirect political contributions.</li> </ul>
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	<ul style="list-style-type: none"> <li>• Valuing Stakeholder Feedback (pages 108 to 110)</li> </ul>
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	<ul style="list-style-type: none"> <li>• No incidents of non-compliance within the reporting period.</li> </ul>
<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Requirements for product and service information and labeling	<ul style="list-style-type: none"> <li>• Corporate Policies and Guidelines (page 171)</li> </ul>
	417-2 Incidents of non-compliance concerning product and service information and labeling	<ul style="list-style-type: none"> <li>• No incidents of non-compliance within the reporting period.</li> </ul>
	417-3 Incidents of non-compliance concerning marketing communications	<ul style="list-style-type: none"> <li>• No incidents of non-compliance within the reporting period.</li> </ul>
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<ul style="list-style-type: none"> <li>• No incidents of complaints within the reporting period.</li> </ul>

## SASB INDEX

The sustainability reporting index maps out the material topics under SASB Standards with the 2024 Integrated Report and 2024 Sustainability Data Packs.

Code	Accounting Metric	Location
<b>Energy</b>		
IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area, by property sector	<ul style="list-style-type: none"> <li>Energy Management (pages 91 to 95)</li> <li>Environmental Data Pack</li> </ul>
IF-RE-130a.2	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property sector	
IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property sector	
IF-RE-130a.4	Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property sector	
IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	<ul style="list-style-type: none"> <li>Energy Management (pages 91 to 95)</li> <li>Project Execution and Timely Delivery Risk (page 132)</li> </ul>
<b>Water Management</b>		
IF-RE-140a.1	Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property sector	<ul style="list-style-type: none"> <li>Water Management (page 95)</li> </ul>
IF-RE-140a.2	(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property sector	<ul style="list-style-type: none"> <li>Based on the Aqueduct by the World Resources Institute, the Philippines as a country faces high water stress. Given that disclosed data cover Ayala Land's operations that are all located in the Philippines, 100% of the water withdrawn are in high water stress region.</li> </ul>
IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property sector	<ul style="list-style-type: none"> <li>Water Management (page 95)</li> </ul>
IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	<ul style="list-style-type: none"> <li>Contribution to the UN SDGs (page 82)</li> <li>Water Management (pages 95 to 96)</li> </ul>
<ul style="list-style-type: none"> <li><b>Management of Tenant Sustainability Impacts</b></li> </ul>		
IF-RE-410a.1	(1) Percentage of new leases that contain a cost recovery clause for resource efficiency related capital improvements and (2) associated leased floor area, by property sector	<ul style="list-style-type: none"> <li>0%</li> </ul>
IF-RE-410a.2	Percentage of tenants that are separately metered or sub-metered for (1) grid electricity consumption, and (2) water withdrawals, by property sector	<ul style="list-style-type: none"> <li>100%; 80%</li> </ul>
IF-RE-410a.3	Discussion of approach to measuring, incentivizing and improving sustainability impacts of tenants	<ul style="list-style-type: none"> <li>Shifting to renewable energy sources</li> <li>Retrofitting for energy and water-efficient technologies</li> <li>Undertaking Green Certifications</li> <li>Training on resource management</li> </ul>
<b>Climate Change Adaptation</b>		
IF-RE-450a.1	Area of properties located in 100-year flood zones, by property sector	<ul style="list-style-type: none"> <li>33.88 ha</li> <li>Total area is estimated based on the 100-year flood map from Project NOAH (Nationwide Operational Assessment of Hazard) managed by the University of the Philippines</li> </ul>
IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	<ul style="list-style-type: none"> <li>TCFD Report (pages 135 to 138)</li> </ul>

## TCFD INDEX

The sustainability reporting index maps out the TCFD Recommendations with the 2024 Integrated Report and 2024 Sustainability Data Packs.

TCFD Recommendation	Location
<b>Governance</b>	
Describe the board’s oversight of climate-related risks and opportunities	<ul style="list-style-type: none"><li>Board oversight on climate governance (page 135)</li></ul>
Describe management’s role in assessing and managing climate-related risks and opportunities	<ul style="list-style-type: none"><li>Management oversight on climate governance (page 135)</li></ul>
<b>Strategy</b>	
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	<ul style="list-style-type: none"><li>Strategy, Climate-related risks and opportunities (pages 135 to 137)</li></ul>
Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning	
Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	<ul style="list-style-type: none"><li>Resilience in Climate Strategy (page 138)</li></ul>
<b>Risk Management</b>	
Describe the organization’s processes for identifying and assessing climate-related risks	<ul style="list-style-type: none"><li>Identifying, assessing, and managing climate-related risks</li><li>Climate-related risks and opportunities</li></ul>
Describe the organization’s processes for managing climate-related risks	
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management	
<b>Metrics and Targets</b>	
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	<ul style="list-style-type: none"><li>Metrics and Targets (page 139)</li><li>Environmental Stewardship (pages 86 to 99)</li></ul>
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	<ul style="list-style-type: none"><li>Metrics and Targets (page 139)</li><li>Road to Net Zero (pages 99 to 102)</li><li>2024 Net Zero Calculation (page 170)</li></ul>
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	<ul style="list-style-type: none"><li>Metrics and Targets (page 139)</li><li>Our Sustainability Targets (page 85)</li></ul>