

Contextual Information

Company Details	
Name of the Organization	8990 Holdings, Inc.
Location of Headquarters	11F Liberty Center, 104 H.V. Dela Costa, Salcedo Village, Makati
Location of Operations	<p>The company is currently present in the following locations:</p> <ul style="list-style-type: none"> ▪ Pampanga ▪ NCR ▪ Iloilo ▪ Cebu ▪ Davao ▪ Bulacan ▪ South Luzon ▪ Bacolod ▪ Ormoc ▪ General Santos
Report Boundary: Legal entities (e.g. subsidiaries) included in this report*	<p>Subsidiaries:</p> <ul style="list-style-type: none"> ▪ 8990 Housing Development Corp. "8990 HDC" ▪ 8990 Luzon Housing Development Corp. "8990 LHDC" ▪ 8990 Davao Housing Development Corp. "8990 DHDC" ▪ 8990 Mindanao Housing Development Corp. "8990 MHDC" ▪ 8990 Leisure and Resorts Corp. "8990 LRC" ▪ Tondo Holdings, Corp. "Tondo Holdings" ▪ Fog Horn, Inc. "Fog Horn" ▪ Genvi Development Corp. "Genvi" ▪ Primex Land, Inc. "Primex" ▪ RLC Coastal Estates, Inc. "RLC" ▪ Euson Realty and Development Corp. "Euson"
Business Model, including Primary Activities, Brands, Products, and Services	<p>8990 Holdings, Inc. is the largest mass housing developer in the Philippines in terms of units licensed under BP 220. The company is mainly engaged in the development of residential horizontal mass housing subdivision projects and medium rise building condominiums.</p> <p>The company's residential subdivisions are launched under the DECA Homes brand while the medium-rise condominium units are marketed under the Urban DECA Homes brand.</p>
Reporting Period	January 1, 2021 to December 31, 2022
Highest Ranking Person responsible for this report	Anthony Vincent S. Sotto – President & CEO

Materiality Process

Explain how you applied the materiality principle (or the materiality process) in identifying your material topics.
<p>8990 and its management team conducted a series of discussions to identify and understand the needs of the company's stakeholders, which would include its investors, employees, business partners, government agencies, and the community the company is operating in. These discussions allowed the company to see a bigger picture of how the company's operations would impact each stakeholder and the company is making improvements to meet these financial and non-financial needs.</p>

The UN Sustainability goals were used as a framework to identify the impact of the company's operations to the environment, the economy, and the society.

ECONOMIC

Economic Performance

Direct Economic Value Generated and Distributed

Disclosure	Amount	Units
Direct economic value generated (revenue)	22,664,559,524	Php
Direct economic value distributed:		
a. Operating costs	2,658,551,249	Php
b. Employee wages and benefits	295,271,504	Php
c. Payments to suppliers, other operating costs	5,609,001,667	Php
d. Dividends given to stockholders and interest payments to loan providers	203,500,000	Php
e. Taxes given to government	956,922,325	Php
f. Investments to community (e.g. donations, CSR)	0	Php

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p>8990 Holdings, Inc is the largest mass housing developer in the Philippines. The main impact is mainly attributable through its core business of sale and development of horizontal mass-housing subdivision projects and medium-rise building condominiums.</p> <p>The Company has consistently performed financially strong with three years of recorded growth. For the three years ended December 31, 2022, 2021 and 2020, the company's consolidated revenues amounted to P21.6 billion, ₱20.35 billion and ₱14.23 billion, respectively.</p>	Customers	<p>8990 has an integrated real estate system that covers the different areas of the company such as, acquisitions, business development and innovation, technical planning, project management, engineering, sales and marketing, credit and collection, legal services, customer service, and property management.</p> <p>The company is proud of its customer service and credit collection approach as these are personalized to cater to the company's target market. This system allows the company to engage closely with its customers and respond to customers and business partners.</p>

Economic value generated, from its main operations, are distributed through payments to suppliers and service providers, employee wages and benefits, and taxes to government agencies.	Suppliers and service providers, Employees, Government	8990 Holdings have coordinated systems and close relationship with suppliers and service providers to ensure that obligations to these stakeholders are settled promptly.
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<p>The company's future growth and development are dependent, in part, on its ability to acquire additional tracts of land suitable for the Company's future real estate projects. Due to the present competition in the real estate industry, the company may experience difficulty locating parcels of land of suitable size in locations and at prices acceptable to the Company, particularly parcels of land located in areas surrounding Metro Manila and in other urban areas throughout the Philippines. In the even the Company is unable to acquire suitable land at prices and in locations that could translate into reasonable returns, or at all, its growth projects could be limited and its business and results of operations could be adversely affected.</p> <p>The company is also exposed to risks associated with its in-house financing activities, including the risk of customer default, and it may not be able to sustain its in-house financing program. If there are a great number of customers who defaults in the Company's in-house financing facilities, this would require the Company to incur additional expenses such as those relating to sales</p>	Suppliers, Customers, Employees, and Shareholders.	The combined experience of its principal owners gives the company extensive advantage in the mass housing industry. This is also supported with the established relationship with key partners such as local government agencies and other industry related business partners. The mix of these qualities are attributed to the investment opportunities that the company could venture into.

cancellations and eviction of occupants, additional expenses caused by delinquent accounts, a disruption in cash inflows, risk of holding additional inventory in its balance sheets, and reduced finance income.		
What are the Opportunity/ies identified?	Which stakeholders are affected?	Management Approach
A strong macroeconomic performance of the country would greatly benefit the company and the industry. With the company's current position as the largest mass housing developer, the company could bank on the increasing demand of low to medium cost housing.	Customer/Employees/Suppliers /Government/Shareholders	8990 established itself as the largest mass housing developer in the Philippines. It has been resilient on its current market segment and is looking to expand to the high-end market.

Governance and climate-related risks and opportunities

GOVERNANCE	
Disclose the organization's governance around climate-related risks and opportunities	<p>The company has set up an Audit and Risk Management Committee to oversee the company's Enterprise Risk Management (ERM) Framework.</p> <p>The committee assists the Board in fulfilling its oversight responsibilities for financial reporting process, system of internal control, audit process and the Corporation's process for monitoring compliance with the laws and regulation. Further, the committee also oversees the implementation of risk management program of the company.</p> <p>https://www.8990holdings.com/wp-content/uploads/2018/09/8990-Holdings_risk_management.pdf</p>
Recommended Disclosures	
Describe the board's oversight of climate-related risks and opportunities	Details regarding the board's oversight, managements' role, and resilience of the organization's strategy are all detailed in the company's Risk Management System.
Describe management's role in assessing and managing climate-related risks and opportunities	
Describe the resilience of the organization's strategy, taking into consideration different	

climate-related scenarios including a 2°C or lower scenario	
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Risk management – considered a strategic competitive advantage by the Management – is an integral part of the Corporation's operation. Likewise, risk management is an essential part of the Company's business strategy in-order to meet effective corporate governance and achieve the set goals. Thus, instead of responding to crisis and to need for compliance, the Corporation is evaluating possible risk exposures proactively.

Procurement Practices

Proportion of spending on local suppliers

Disclosure	Quantity	Units
Percentage of procurement budget used to significant locations of operations that is spend on local suppliers	100	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which Stakeholders are affected?	Management Approach
The company relies on independent contractors to provide various services, including land clearing, infrastructure development and various construction projects. The quality of products provided by 8990 are dependent on the quality of inputs obtained from suppliers and other related service providers.	Suppliers/ Contractors/ Customers	The company screens suppliers and service providers based on a number of criteria, including, the quality of the materials supplied, historical stability of the supply, delivery time, pricing of the raw materials, as well as financial and industrial strength of the supplier or service provider.
What are the Risk/s Identified?	Which Stakeholders are affected?	Management Approach
Independent contractors may not always be available, and once hired by the Company, may not be able to meet the Company's quality standards or to complete projects on time and within budget.	Suppliers/ Contractors/ Customers.	The company is proactive in supervising the phase of every construction of its projects.
What are the Opportunity/ies Identified?	Which Stakeholders are affected?	Management Approach
8990 has a collective experience in the Philippine property development industry. With	Suppliers/ Contractors/ Government	The company remains to solidify its relationship with local suppliers and service providers.

<p>this, the company has extensive understanding with the demands, needs, preferences, means, and circumstances of consumers in the Philippine mass housing market. It has also established strong relationship with key Government agencies that are essential to any success in the Mass Housing development industry and with key market participants, such as, construction companies, regulatory agencies, and over two hundred (200) suppliers.</p>		
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Anti-corruption

Training on Anti-corruption Policies and Procedures

Disclosure	Quantity	Units
Percentage of employees to whom the organization's anti-corruption policies and procedures have been communicated to	100	%
Percentage of business partners to whom the organization's anti-corruption policies and procedures have been communicated to	100	%
Percentage of directors and management that have received anti-corruption training	None	%
Percentage of employees that have received anti-corruption training	None	%

Incidents of Corruption

Disclosure	Quantity	Units
Number of incidents in which directors were removed or disciplined for corruption	0	#
Number of incidents in which employees were dismissed or disciplined for corruption	0	#
Number of incidents when contracts with business partners were terminated due to incidents of corruption	0	#

The company is finalizing its separate written policy on anti-graft and corruption. Such will be cascaded once it has been approved by the 8990 management and board of directors. It has been a practice by the company to educate and orient its employees during on boarding the code of business conduct which includes anti-graft and corruption clauses. Furthermore, all employees are given periodic reminders and updates on the code of conduct to ensure that these are being embed in the Company's cultures.

ENVIRONMENTAL

Resource Management

Energy consumption within the organization:

Disclosure	Quantity	Units
Energy consumption (renewable sources)	N/A	GJ
Energy consumption (gasoline)	N/A	GJ
Energy consumption (LPG)	N/A	GJ
Energy consumption (diesel)	N/A	GJ
Energy consumption (electricity)	N/A	kWh

**The company started to measure its energy consumption in 2021*

Reduction of energy consumption

Disclosure	Quantity	Units
Energy consumption (renewable sources)	N/A	GJ
Energy consumption (gasoline)	N/A	GJ
Energy consumption (LPG)	N/A	GJ
Energy consumption (diesel)	N/A	GJ
Energy consumption (electricity)	N/A	kWh

**The company started to measure its energy consumption in 2021*

***There is no comparable data available, the baseline year is 2021*

Reduction of energy consumption

Disclosure	Quantity	Units
Water withdrawal	N/A	Cubic meters
Water consumption	N/A	Cubic meters
Water recycled and reused	N/A	Cubic meters

**The company started to measure its energy consumption in 2021*

***There is no comparable data available, the baseline year is 2021*

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

Energy

The company's consumption of energy does not have material impact to the environment. Energy is consumed during the day to day operations of 8990 Holdings, Inc in the construction site, existing projects, branches, and corporate offices.

Water

Water is used in the company's day to day operations, including construction sites, office, branches, and existing projects. 8990 Holdings, Inc works to ensure availability of clean and well-maintained water is provided to its customers and related stakeholders. Because of its dependency in water, 8990 recognizes its responsibility to use this resource as efficiently as possible.

What are the Risk/s Identified?

The shortage of water and energy may hinder the overall operations of the company.

What are the Opportunity/ies Identified?
8990 Holdings is working continuously to increase the efficiency in the use of these vital resources. The company also needs to ensure that these action towards efficiency does not disrupt or hinder its current operations.
Management Approach
The company is working closely with its contractors and service providers in designing properties that would consume less electricity and water.

Materials used by the organization

Disclosure	Quantity	Units
Materials used by weight or volume		
• Renewable	N/A	Kg/liters
• Non-renewable	N/A	Kg/liters
• Percentage of recycled input materials used to manufacture the organization's primary products and service	N/A	%

**The company started to identify renewable and non-renewable materials in 2021*

***The last item is not applicable, the company is not engaged in manufacturing products*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
8990 uses substantial amount of materials to construct and develop its projects. Apart from its construction needs, the company also uses materials for its office and corporate operations.	Operations, Suppliers, Community, Customers	8990 recognizes that the materials such as cement, rebars, and glass are non-renewable, and these materials entails high amounts of costs, energy, and emissions to produce. The company notes that the mining of minerals needed for its main raw materials in construction such as glass, steel, and cement production impacts biodiversity. The company also recognizes that limestone deposits and other such resources are limited. Conserving the use of these materials will help extend the life of the said resource for future generations.
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
The resources needed to produce the raw materials for construction are limited. The finite amount of these resources will impact the pricing of raw materials, which	Customers/ Operations	8990 works closely with contractors to ensure that designs and construction practices are in line with the optimal use of materials, without compromising quality and durability.

would indirectly affect the company's competitiveness.		
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
Significant portion of the total cost of the projects pertain to materials such as steel and cement. The reduction in material usage has corresponding financial implications.	Customers/Shareholders	The company is assessing the efficiency of the usage of materials in its previous and current projects. 8990 is also working with its

Environmental impact management

Air Emissions

GHG

Disclosure	Quantity	Units
Direct (Scope 1) GHG Emissions	Not available	Tonnes CO2e
Energy indirect (Scope 2) GHG Emissions	Not available	Tonnes CO2e
Emissions of ozone-depleting substances (ODS)	Not available	Tonnes

**The company started to measure emissions in 2021*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Most of the air emissions identified by the company are from the use of electricity. Though there are no current available data regarding the company's use of these resources, 8990 recognizes that emissions results from the overall operations of the company's construction sites, office facilities, and branches.	Operations	The company's objective is to reduce the emissions that it generates by continuously improving efficiency in the usage of electricity.
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
The company recognizes that the emission of GHG from the excessive use of electricity can contribute to climate change.	Operations/ Customers/ Employees/ Shareholders	The company is making efforts to assess the current operations and management reporting structure against existing energy management frameworks.
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
The company would like to take advantage of design and construction	Operations/ Customers/	8990's properties are designed to consume less electricity which would translate to reduced power

advancements to reduce carbon emissions.	Employees/ Shareholders	consumption and reduced emission of GHG. The company continues to adapt these kinds of design in future projects.
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Air pollutants

Disclosure	Quantity	Units
NOx	Not available	Kg
Sox	Not available	Kg
Persistent organic pollutants (POPs)	Not available	Kg
Volatile organic compounds (VOCs)	Not available	Kg
Hazardous air pollutants (HAPs)	Not available	Kg
Particulate matter (PM)	Not available	Kg

**The company started to measure pollutants in 2021*

Solid and Hazardous Wastes

Solid waste

Disclosure	Quantity	Units
Total solid waste generated	Not available	Kg
Reusable	Not available	Kg
Recyclable	Not available	Kg
Composted	Not available	Kg
Incinerated	Not available	Kg
Residuals/landfilled	Not available	kg

**The company started to measure solid wastes in 2021*

Hazardous Waste

Disclosure	Quantity	Units
Total weight of hazardous waste generated	Not available	Kg
Total weight of hazardous waste transported	Not available	Kg

**The company started to measure hazardous waste in 2021*

Effluents

Disclosure	Quantity	Units
Total volume of water discharges	Not available	Cubic meters
Percent of wastewater recycled	Not available	%

**The company started to measure effluents in 2021*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
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Wastes Wastes generated from 8990's developments, offices, and branches are collected by accredited waste collectors and are disposed properly in landfills closest to the developments, offices, and branches locations. Effluents The company makes use of water in its developments, offices, and branches. 8990 produces water discharges, as a result, of its main operations.	Government/Environment and communities	The company ensures that its accredited garbage collectors operate and meet the standards of the Department of Energy and Natural Resources. The company also makes efforts in minimizing effluents by designing and incorporating in its development sites, offices, and branches, wastewater treatment systems.
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
8990 is aware that it does not have full control of the wastes collected from its' facilities. While we are monitoring that the accredited waste collectors are meet the standards of the DENR, there is still a risk that there are still oversights in complying with these standards.	Government/Environment and communities	The company is keeping close relationship with local government units and make sure that the partnership with these agencies would ensure proper monitoring of waste disposals.
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
8990 sees opportunity to be involved in improving the country's waste management system.	Government/Environment and communities	The company is working closely with service providers, such as the local government, to make sure that the company is meeting regulatory standards when it comes to waste management.

Environmental compliance

Non-compliance with Environmental Laws and Regulations

Disclosure	Quantity	Units
Total amount of monetary fines for non-compliance with environmental laws and/or regulations	0	Php
No. of non-monetary sanctions for non-compliance with environmental laws and/or regulations	0	#
No. of cases resolved through dispute resolution mechanism	0	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
8990's major activity is the development of its projects. The construction of projects would involve movement of soil, materials, and other resources, which could lead to disruption in the environment.	Employees/Government/Environment and communities	8990 recognizes its role to be compliant to environmental laws.
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
The company believes that compliance to the environmental laws is paramount to its operations. However, there is still risk that there is non-compliance given the nature of the company's operations.	Employees/Government/Environment and communities	8990 recognizes that compliance to environmental laws is vital to its operations. The company has a team of engineers focused to manage and monitor that operations are compliant to environmental laws.
What are the Opportunity/ies Identified?	Which stakeholders are affected?	
8990 has room to improve its systems and workflows in monitoring its compliance with environmental laws.	Employees/Government/Environment and communities	The company will invest time and resources in internal trainings to make sure that the company's future and existing developments will be within the scope of environmental regulations.

SOCIAL

Employee Management, Employee Hiring, and Benefits Employee data

Disclosure	Quantity	Units
Total number of employees	692	#
<ul style="list-style-type: none"> Number of female employees 	444	#
<ul style="list-style-type: none"> Number of male employees 	248	#
Attrition rate	17	%
Ration of lowest paid employee against minimum wage	0	x

Employee benefits

List of Benefits	Y/N	% of female employees who availed for the year	% of male employees who availed for the year
SSS	Y	64.5%	35.5%
PhilHealth	Y	64.5%	35.5%
Pag-ibig	Y	64.5%	35.5%
Parental leaves	Y	1%	0%
Vacation leaves	Y	25%	18%
Sick leaves	Y	26%	18%
Medical benefits (aside from PhilHealth)	Y	41%	39%
Housing assistance (aside from Pag-ibig)	Y	4%	3%
Retirement fund (aside from SSS)	Y	0%	0%
Further education support	Y	10%	8%
Company stock options	N	0%	0%
Telecommuting	N	0%	0%
Flexible-working Hours	N	0%	0%
Rice Subsidy	Y	64.5%	35.5%
Meal Allowance	Y	16%	14%

Diversity and Equal Opportunity

Disclosure	Quantity	Units
% of female workers in the workforce	64	%
% of male workers in the workforce	36	%
Number of employees from indigenous communities and/or vulnerable sector*	0	#

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

Employee Training and Development

Disclosure	Quantity	Units
Total training hours provided to employees	The hours of the training were not recorded. However, the company is committed to training employees upon hiring in the company. There are also trainings done to make our employees aware of health and safety procedures – the training is done to make sure that there are people capable of administering emergency health actions as they wait for official medical response. There are also trainings done to ensure that employees are updated in terms of new systems such as SAP user training.	
<ul style="list-style-type: none"> Female employees 		
<ul style="list-style-type: none"> Male employees 		
Average training hours provided to employees		
<ul style="list-style-type: none"> Female employees 		
<ul style="list-style-type: none"> Male employees 		

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
8990 identifies employees as its most critical asset. The achievements and fulfillment of the company's vision is highly dependent on its functioning human capital.	The company remains its contact and relationship with various sources to ensure that prospective employees are in-line with the company's vision, mission, and culture.
What are the Risk/s identified?	Management Approach
The company sees the competition regarding hiring. The company would need to be competitive in choosing and retaining the right employees to meet the requirements of its rapidly expanding business.	The company is keeping its close relation with institutions like schools and other agencies. This would ensure that the company would be competitive in acquiring quality employees.
What are the Opportunity/ies Identified?	Management Approach
8990 seeks to improve its talent acquisition and retention. The company is offering packages and bonuses that are competitive, and the company has an achievable employment metrics that clearly defines an employee's goal. The company also offers benefits and aid to respond to financial, personal, and professional growth of its employees.	

Labor-Management Relations

Disclosure	Quantity	Units
% of employees covered with Collective Bargaining Agreements	Not applicable	%
Number of consultations conducted with employees concerning employee-related policies	None	#

Workplace Conditions, Labor Standards, and Human Rights

Occupational Health and Safety

Disclosure	Quantity	Units
Safe Man-hours	Not applicable	Man-hours
No. of work-related injuries	0	#
No. of work-related fatalities	0	#
No. of work-related ill-health	0	#
No. of safety drills	2	#

Labor Laws and Human Rights

Disclosure	Quantity	Units
No. of legal actions or employee grievances involving forced or child labor	0	#

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

Topic	Y/N	If Yes, cite reference in the company policy
Forced labor	None	The company is continuously updating its employee manual to contain policies that ensures fair and consistent treatment towards its employees. Currently, the company is being guided by its Human Resources department regarding the matters that would oversee grievances and violation towards the rights of employees.
Child labor	None	The company is fully compliant with the labor codes implemented by related regulatory body.
Human Rights	Yes	The company is compliant regarding human rights as per the prescription of the Labor Code. Management of the company sees to it that it is more than compliant than what is set by the government Human Rights and Labor Codes.

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
The company recognizes the importance of being compliant to the labor code and other regulations protecting the rights of all its employees. Compliance to these laws also promotes a healthy and safe environment which highly attributes to a functioning workplace.	8990 has a system of safety regulation in its project sites and office operations – to protect the health and safety of its employees. There are also key personnel like security guards, the Human Resource Department staff, and department representatives who were properly trained regarding health and safety actions.
What are the Risk/s Identified?	Management Approach

Violation, threats, and other factors that disregard the rights, health, and safety of the company's employees would be very detrimental to the worker's productivity, retention, and engagement.	The company continues to assess that it is maintaining the quality of the system it has set in place.
What are the Opportunity/ies Identified?	Management Approach
8990 sees the opportunity to improve its compliance regarding employee health and rights as we continually expand our business. The company also recognizes such opportunity to be cascaded, not only within its internal network, but also with business partners, contractors, and other related agencies.	

Supply Chain Management

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

The 8990-supplier accreditation process are as stated below:

1. Compliance to laws and regulatory requirements

All the company's suppliers and contractors must submit the following before partnering with the company:

- Company Profile
- Business Permit
- BIR Form 2303
- PCAB License
- SEC or DTI Registration
- Articles of Incorporation
- DOLE Certificate

2. Appraisal

The company will appraise all its prospective business partners for accreditation. They will be assessed on their capability to meet the company's requirements through financial and liquidity auditing.

3. Evaluation

All accredited and newly accredited business partners will be maintained in the supplier information database of the company. They will also be subject to regular assessment and reassessment to ensure that they are consistent in maintaining the business partnership requirements.

Do you consider the following sustainability topics when accrediting suppliers?

Topic	Y/N	If Yes, cite reference in the supplier policy
Environmental performance	Y	Verbal query
Forced labor	Y	Verbal query
Child labor	Y	Verbal query
Human rights	Y	Verbal query
Bribery and corruption	Y	Verbal query

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
8990 recognizes the role of its business partners and contractors in enabling the company to offer quality products. The company keeps the relationship with these business partners to promote long-term and mutually beneficial relationship.	8990 opens equal opportunities amongst potential business partners. The company promotes fair competition amongst vendors to encourage the highest level of productivity quality and efficiency.
What are the Risk/s Identified?	Management Approach
The company recognizes that third-party providers, such as suppliers and contractors, fail to adhere to correct operational practices agreed upon during the initiation of the contract.	The company is hands-on in the accreditation process of its suppliers and business partners. 8990 makes sure that accredited suppliers and business partners share the same vision as the company. Furthermore, the accreditation process assesses the supplier's compliance to all relevant laws and regulations.
What are the Opportunity/ies Identified?	Management Approach
8990 is continuously improving on its supplier and business partner accreditation guideline, refurbishing current guidelines to include relevant criteria relevant to ESG.	

Relationship with Community

Significant Impacts on Local Communities

Operations with significant (positive or negative) impacts on local communities (exclude CSR projects; this has to be business operations)
Socialized Housing Projects
<p>Socialized housing being one of the company's main operations, the company has already provided more than 1.8 million mass housing units. In line with its development of socialized housing projects, the company also offers affordable monthly amortization payments for its target customers, which is lower when compared to monthly rental payments for comparable housing units. This would allow for a smooth transition from home rental to ownership.</p> <p>With its contribution of providing affordable housing in the low to middle income earners, the company was recognized as the largest mass housing developer in terms of units licensed under BP 220 and is awarded with the National Product Quality Excellence Award, the Q Asia's Seal of Product and Quality Service, and is regarding by Pag-Ibig as the top housing developer in Visayas.</p>

Customer Management

Customer Satisfaction

Disclosure	Score	Did a third party conduct the customer satisfaction study (Y/N)?
Customer satisfaction	No surveys were done in 2021	N

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
8990 recognizes that customer satisfaction will impact the entire organization. This metric would reflect on the overall experience of the customer from customer query, reservation of units, unit take-out and turn-over process, and property management. Customer satisfaction does not limit its impact in the company's financial standing, but its effect will also extend to the company's morale and customer retention.	The company shows its customers that their satisfaction is of utmost concern through the following methods: <ol style="list-style-type: none"> 1. More personal approach in billing and collection. 2. Financial literacy seminars before the completion of the buyer's take-out process. 3. Responding to general customer queries from different communication channels (social media, email, phone).
What are the Risk/s Identified?	Management Approach
Any dissatisfaction from the customers is detrimental to the company's business in terms of customer relationship, retention, and acquisition.	8990 makes sure that customer satisfaction does not end after the take-out of the property. The company continues to show that customers are very much valued by continuing exemplary customer service, post-sale, of the property.
What are the Opportunity/ies Identified?	Management Approach
8990 continues to improve and develop its customer service systems, especially with the rapid growth of the company. In-line with its current customer service systems, the company sees opportunities in tapping new channels such as social media, digital mail, and websites, to smoothly receive and address customer concerns.	

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

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

What is the impact and where does it occur? What is the organization’s involvement in the impact?	Management Approach
Customer’s health and safety is top priority in the use of 8990 projects.	8990 ensures that its property does not pose any health and safety risk to its stakeholders and customers. The prioritization of safety and health is incorporated from the design process, to its construction, and finally to the very operation of the project. The company is committed to maintaining an above-par real estate standards to make the property resilient to any structural and environmental threat.
What are the Risk/s Identified?	
8990 recognizes that there are some risks when it comes to accidents that are outside 8990 project premises and facilities.	
What are the Opportunity/ies Identified?	
The company sees to continue improvement in the areas of health and safety of customers.	

	Furthermore, the company maintains a hands-on inspection and auditing of its structural projects.
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Marketing and labelling

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

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

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
The company has an extensive marketing network consisting of 477 teams, with 52 headed by unit managers and 208 headed by licensed brokers and with more than 2,282 active sales agents. All the unit managers and the agents under them are exclusively contracted to the Company.	The company ensures that it complies with existing laws and regulations concerning branding and advertisements.
What are the Risk/s Identified?	Management Approach
Because of the third-party type or marketing strategy, the company may oversee some situations that would be detrimental to the company's image.	The company has set up a team who oversees the operations of these third-party agencies. The company is also hands-on in regularly meeting with these partners to know their status and to ensure that they are within the bounds of the concerned rules and regulations.
What are the Opportunity/ies Identified?	Management Approach
The company is improving its monitoring mechanisms to ensure that these sales agents and marketing network is in-line with the values the company upholds.	The company is keeping its current marketing and advertising model; however, it is making tighter monitoring protocols to oversee that it is marketing network.

Customer privacy

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

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

Data Security

Disclosure	Quantity	Units
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No. of data breaches, including leaks, thefts, and losses of data	None	#
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What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
All the documents, personal information, and signature of customers during the company's business operations are scanned and saved in the company's database. The database could only be accessed by authorized personnel.	To protect corporate and customer data, the company is implementing a strong data security policy. The company also has a point person who oversees that the company is compliant in keeping the company's and customers' data and information.
What are the Risk/s Identified?	
8990 recognizes that there is a threat to data security due to cyber hacking. In the situation that the company becomes a victim of cyber hacking, operations may be disrupted, and such an event may be detrimental to the company's reputation	
What are the Opportunity/ies Identified?	Management Approach
The company continues to assess every angle it could implement concerning data privacy.	Management continues to assess actions it could implement as there are new technological innovations that could prevent cyber threats.

UN SUSTAINABLE DEVELOPMENT GOALS

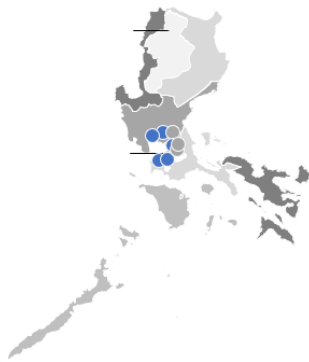
Product or Service Contribution to UN SDGs

Key products and services and its contribution to sustainable development.

Key Products and Services	Societal Value/Contribution to UN SDGs	Potential Negative Impact of Contribution	Management Approach to Negative Impact
Mass housing and Condominiums	 	ESG impacts	Included in Sustainability report
Lease Spaces	 	New leasing spaces will introduce new competition for existing business within the community.	In approving business space leases, the company ensures that potential lessors will complement existing business to create a “cooperative” environment.
Hotel and leisure services	  	There is a potential that the business will produce food wastage, rise in electricity, and water consumption, and increase in waste output.	Food and material wastes are transported to accredited treatment facilities. To minimize electricity consumption, the company ensures that appliances used such as light and air-conditioning are energy efficient. Finally, the property is designed to recycle and thoroughly treat wastewater.
Property Management	 	ESG impacts	Included in Sustainability report.

ANNEX A. LOCATION OF OPERATIONS

Luzon



Visayas



Mindanao



The company has presence nationwide with the focus on high housing backlog areas. The company positions its operations in areas with high population growth, areas with high rental yield, with proximity to work, education, and community areas. Currently the company has a landbank of 680.91 hectares with 26% of the total area concentrated in the Luzon region, 58% in the Visayas region, and 16% in the Mindanao region.

Completed Projects as of December 31, 2023

I. Completed

Project Name		Company	Type	Completion Year	No. Of Units	Units Sold
I. Completed						
<i>North Luzon</i>						
1	Savannah Greenplains Subdivision	Fog Horn, Inc.	Horizontal	2015	670	670
2	Savannah Greenplains Subdivision 2	Fog Horn, Inc.	Horizontal	2015	670	670
3	Savannah Greenplains Subdivision 3	Fog Horn, Inc.	Horizontal	2015	1,346	1,346
4	Deca Homes Marilao	8990 Housing	Horizontal	2019	822	822
5	Deca Homes Marilao Extension	8990 Housing	Horizontal	2020	187	187
6	Deca Clark Resort Residences	8990 Luzon	Horizontal	2021	4,894	4,894
7	Deca Clark Resort Residences 12	8990 Luzon	Horizontal	2020	213	213
<i>South Luzon</i>						
8	Bella Vista Subdivision	8990 Luzon	Horizontal	2015	3,844	3,844

9	Deca Homes Tanza	8990 Housing	Horizontal	2016	631	631
10	Deca Homes Marseilles	8990 Housing	Horizontal	2015	466	466
11	Urban Deca Homes Hampton	8990 Housing	MRB	2021	1,988	1,988
12	Urban Deca Homes Mahogany	8990 Housing	MRB	2020	448	448
<i>Metro Manila</i>						
13	Urban Deca Towers EDSA	Fog Horn, Inc.	HRB	2017	1,142	1,073
14	Urban Deca Homes Campville	8990 Housing	MRB	2017	1,024	1,024
<i>Cebu</i>						
15	Urban Deca Homes Tipolo	Fog Horn, Inc.	MRB	2014	1,540	1,540
16	Deca Homes Baywalk Talisay 1	8990 Housing	Horizontal	2013	1,039	1,039
17	Deca Homes Baywalk Talisay 2	8990 Housing	Horizontal	2014	881	881
18	Deca Homes Baywalk Talisay 3	8990 Housing	Horizontal	2018	570	570
19	Urban Deca Homes Tisa	8990 Housing	MRB	2016	936	936
20	Urban Deca Homes H. Cortez	8990 Housing	MRB	2018	1,400	1,400
21	Deca Homes Bacayan	8990 Housing	Horizontal	2007	224	224
22	Deca Homes Danao	8990 Housing	Horizontal	2009	880	880
23	Deca Homes Mactan 1	8990 Housing	Horizontal	2008	679	679
24	Deca Homes Mactan 2	8990 Housing	Horizontal	2009	150	150
25	Deca Homes Mactan 3	8990 Housing	Horizontal	2011	473	473
26	Deca Homes Mactan 4	8990 Housing	Horizontal	2013	1,248	1,248
27	Deca Homes Mactan 5	8990 Housing	Horizontal	2013	1,196	1,196
28	Deca Homes Mandaue Prime	8990 Housing	Horizontal	2013	912	912
29	Deca Homes Minglanilla 1	8990 Housing	Horizontal	2012	187	187
30	Deca Homes Minglanilla 2	8990 Housing	Horizontal	2012	611	611
31	Deca Homes Minglanilla 3	8990 Housing	Horizontal	2012	825	825
32	Deca Homes Minglanilla 4	8990 Housing	Horizontal	2012	329	329

33	Deca Homes Minglanilla 5	8990 Housing	Horizontal	2012	25	25
34	Deca Homes Minglanilla 6	8990 Housing	Horizontal	2012	56	56
35	Deca Homes Tunghaan	8990 Housing	Horizontal	2009	381	381
36	Urban Deca Homes Tisa 2	8990 Housing	MRB	2021	1,392	1,392
<i>Iloilo</i>						
37	Deca Homes Pavia 1	8990 Housing	Horizontal	2012	976	976
38	Deca Homes Pavia 2	8990 Housing	Horizontal	2013	884	884
39	Deca Homes Pavia Resort Residences	8990 Housing	Horizontal	2020	2,118	2,118
40	Deca Homes South of Bacolod (Economic)	8990 Housing	Horizontal	2022	2,912	2,912
<i>Leyte</i>						
41	Deca Homes Ormoc (Economic)	8990 Housing	Horizontal	2021	360	360
<i>Davao</i>						
42	Deca Homes Indangan 1	8990 Housing	Horizontal	2016	544	544
43	Deca Homes Indangan 2	8990 Housing	Horizontal	2017	1,329	1,329
44	Deca Homes Indangan 3	8990 Housing	Horizontal	2017	1,369	1,369
45	Deca Homes Indangan 4	8990 Housing	Horizontal	2017		
46	Deca Homes Catalunan Grande	8990 Housing	Horizontal	2016	649	649
47	Deca Homes Mulig (Socialized)	8990 Housing	Horizontal	2019	304	304
48	Deca Homes Davao	8990 Housing	Horizontal	2011	1,696	1,696
49	Deca Homes Esperanza	8990 Housing	Horizontal	2015	2,072	2,072
50	Deca Homes Resort Residences 1	8990 Housing	Horizontal	2015	2,993	2,993
51	Deca Homes Resort Residences 2	8990 Housing	Horizontal	2015		
52	Deca Homes Resort Residences 3	8990 Housing	Horizontal	2015		
53	Deca Homes Resort Residences 4	8990 Housing	Horizontal	2015		
54	Deca Homes Resort Residences 5	8990 Housing	Horizontal	2015		
55	Deca Homes Resort Residences 6	8990 Housing	Horizontal	2015		
56	Deca Homes Resort Residences 7	8990 Housing	Horizontal	2015		
57	Deca Homes Resort Residences 8A	8990 Housing	Horizontal	2015	276	276
58	Deca Homes Resort Residences 8B	8990 Housing	Horizontal	2015	419	419
59	Deca Homes Resort Residences 8C	8990 Housing	Horizontal	2015	638	638
60	Deca Homes Resort Residences 9	8990 Housing	Horizontal	2015	1,341	1,341
61	Deca Homes Resort Residences 10	8990 Housing	Horizontal	2015	534	534
62	Deca Homes Resort Residences 11	8990 Housing	Horizontal	2015	95	95

63	Deca Homes Resort Residences 12	8990 Housing	Horizontal	2015	208	208
64	Deca Homes Resort Residences Prime	8990 Housing	Horizontal	2015	217	217
65	Deca Homes Resort Residences Executive	8990 Housing	Horizontal	2015	421	421
66	Deca Homes Mulig (Economic)	8990 Housing	Horizontal	2020	1,590	1,590
<i>General Santos</i>						
67	Deca Homes Gensan (economic)	8990 Housing	Horizontal	2017	243	243
68	Deca Homes Gensan (socialized)	8990 Housing	Horizontal	2021	2,530	2,286

I. On-going

Project Name		Company	Type	Completion Year	No. Of Units	Units Delivered
II. On-going						
North Luzon						
1	Urban Deca Homes Marilao	8990 Housing	MRB	2024	3,780	3,657
2	Deca Homes Meycauyan	Primex Land, Inc.	Horizontal	2024	5,178	3,453
3	Deca Homes Pampanga (Socialized)	8990 Housing	Horizontal	2027	4,122	572
South Luzon						
4	Urban Deca Homes Batangas	8990 Housing	MRB	2028	4,170	-
Metro Manila						
5	Urban Deca Homes Manila	Tondo Holdings	HRB	2024	12,708	10,372
6	Urban Deca Homes Ortigas	8990 Housing	HRB	2027	19,046	5,591
7	Urban Deca Tower Cubao	8990 Housing	HRB	2024	5,166	-
8	Urban Deca Homes Commonwealth	8990 Housing	HRB	2025	3,240	-
Cebu						
9	Urban Deca Tower Banilad	8990 Housing	HRB	2024	3,264	1,043
10	Monterazzas de Cebu	Genvi Development Corp	Horizontal	2024	518	278
Iloilo						
11	Deca Homes Pavia Resort Residences 2	8990 Housing	Horizontal	2020	2,987	2,452
12	Deca Homes Leganes	8990 Housing	Horizontal	2025	3,054	873
13	Deca Homes Sta Barbara (Economic)	8990 Housing	Horizontal	2024	1,246	881
14	Deca Homes Sta Barbara (Socialized)	8990 Housing	Horizontal	2028	8,892	3,628

15	Deca Homes South of Bacolod (Socialized)	8990 Housing	Horizontal	2025	4,155	2,228
Leyte						
16	Deca Homes Ormoc (Socialized)	8990 Housing	Horizontal	2023	983	546
Davao						
17	Deca Homes Talomo (Economic)	8990 Housing	Horizontal	2026	3,185	3,185
18	Deca Homes Talomo (Socialized)	8990 Housing	Horizontal	2026	2,763	2,654

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

Disclosure	Quantity	Units
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable	
Habitats protected or restored	Not applicable	
IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable	

The company does not operate within or adjacent to biodiversity-rich areas.

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