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https://www.robinsonsland.com/sustainability2018/
SUSTAINABILITY & CORPORATE SOCIAL RESPONSIBILITY
RLC SUSTAINABILITY STRATEGY

RLC Sustainability Framework
- Responsible Growth
- Reaching Underserved Markets
- Reshaping Communities
SUSTAINABILITY: ENVIRONMENT SECTION

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>CY2020 Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>Energy</td>
<td>1,390 TJ</td>
</tr>
<tr>
<td>• Electricity</td>
<td>1,274 TJ</td>
</tr>
<tr>
<td>• Fossil fuel</td>
<td>32 TJ</td>
</tr>
<tr>
<td>• Renewable</td>
<td>83 TJ</td>
</tr>
<tr>
<td>GHG Emissions</td>
<td>254,232 tCO2e</td>
</tr>
<tr>
<td>• Scope 1</td>
<td>0.9 %</td>
</tr>
<tr>
<td>• Scope 2</td>
<td>99.1 %</td>
</tr>
<tr>
<td>Water withdrawal</td>
<td>3,831,997 cu.m</td>
</tr>
<tr>
<td>Water consumption</td>
<td>3,194,276 cu.m</td>
</tr>
<tr>
<td>Water recycled or reused</td>
<td>14,835 cu.m</td>
</tr>
<tr>
<td>Solid waste generated</td>
<td>9,774,972 MT</td>
</tr>
<tr>
<td>Materials used in construction</td>
<td></td>
</tr>
<tr>
<td>• Cement</td>
<td>73,990 MT</td>
</tr>
<tr>
<td>• Glass</td>
<td>149 MT</td>
</tr>
<tr>
<td>• Rebars</td>
<td>23,328 MT</td>
</tr>
</tbody>
</table>

RLC is committed to protect the environment from the adverse effects of carbon emissions and to **reduce its environmental footprint**. The Company aims to be an industry leader in efficient energy use.

Robinsons Place Ormoc is one of the 21 malls with Solar Energy

- 21 malls have solar power with capacity of 32,157 MW-h
- equivalent to 270,268 trees planted
- equivalent to 16,345 tons carbon dioxide avoided
- Savings of Php210 million

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HIGHLIGHTS

- Additional 7.1 MW Capacity of newly operational 18,554 solar panels in RLC
- RLC’s partnership with USAID on Solid Waste Management in a pilot with 2 malls resulting to improved waste segregation and maximization of circularity opportunities specially on plastics. This ensures less contribution of waste to the landfill.

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**SUSTAINABILITY: SOCIAL SECTION**

### Disclosure CY2020 Data

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>CY2020 Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee headcount</td>
<td>2,132</td>
</tr>
<tr>
<td>• Male to Female Ratio</td>
<td>2:3</td>
</tr>
<tr>
<td>Employees from vulnerable sectors</td>
<td>75</td>
</tr>
<tr>
<td>Attrition rate</td>
<td>13%</td>
</tr>
<tr>
<td>Employee promotions</td>
<td>54</td>
</tr>
<tr>
<td>Safe man hours</td>
<td>4,580,216</td>
</tr>
<tr>
<td>Relief Operations</td>
<td>62</td>
</tr>
<tr>
<td>CSR Beneficiaries Reached</td>
<td>9,610</td>
</tr>
</tbody>
</table>

### Employee Diversity

- Gen X: 19%
- Millennial: 57%
- Gen Z: 22%
- Baby Boomer: 2%

### COMMUNITY SERVICE

- Community projects include the **Lingkod Pinoy**, Transport Hubs, Locally Sourced, COVID-19 relief, Calamity relief and Solid Waste Management, Hunger Relief, Livelihood & Education Programs.
- RLC has its own non-stock & non-profit organization called **Robinsons Land Foundation Inc** that administers its social welfare programs (supporting disaster response, community development & social involvement, health & nutrition and child welfare & education) and its environment sustainability programs.

### HIGHLIGHTS

- Bloomberg Gender Equality Index Recognition
- Online Training Modules for Employees
- Food packs were distributed for Employees who reported to work during ECQ
- RLC Employees received Health Kits (included: Alcohol; gloves; masks; face shield; all-purpose cleaner)
- Front-line Covid Incentive to those who reported to work during ECQ per day: PHP500 for Managerial; PHP250 for Associates
- RHR-Working-on-the-Go and Just-Got-Home Accommodations
- 17 of the 52 malls will be used as vaccination site

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# SUSTAINABILITY: GOVERNANCE SECTION

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>CY2020 Data</th>
</tr>
</thead>
<tbody>
<tr>
<td># of employees to whom the anti-corruption policies have been communicated to</td>
<td>2,044</td>
</tr>
<tr>
<td># of directors, management and employees that have received anti-corruption training</td>
<td>2,054</td>
</tr>
<tr>
<td>Incidents of Corruption</td>
<td>0</td>
</tr>
<tr>
<td>Legal actions or employee grievances involving forced or child labor</td>
<td>0</td>
</tr>
<tr>
<td>Percentage of directors’ attendance during all board meetings</td>
<td>100</td>
</tr>
<tr>
<td># of executive director/s who serve in more than two boards of listed companies outside of the group</td>
<td>0</td>
</tr>
<tr>
<td>Company has a transparent and specific dividend policy</td>
<td></td>
</tr>
<tr>
<td>Robinsons Land Corporation shall implement an annual cash dividend payout ratio of at least twenty percent (20%) of its recurring net income for the preceding fiscal year.</td>
<td></td>
</tr>
</tbody>
</table>

## Key Board Committees are headed by Independent Directors.

### AUDIT COMMITTEE
- Chairman: Independent Director
- Member: Independent Director
- Member: Non-Executive Director

### RISK OVERSIGHT COMMITTEE
- Chairman: Independent Director
- Member: Independent Director
- Member: Executive

### CORPORATE GOVERNANCE COMMITTEE
- Chairman: Independent Director
- Member: Independent Director
- Member: Independent Director

### RELATED PARTY TRANSACTION COMMITTEE
- Chairman: Independent Director
- Member: Independent Director
- Member: Independent Director

- Every year, RLC is being evaluated by SEC in its Integrated Annual Corporate Governance Report, whereas RLC has been assessed as compliant.
- RLC has an Enterprise Risk Management Group responsible for the execution of the enterprise risk management framework.
- Internal Audit reports ratings and results of issue remediation, which are now embedded in the scorecards of each business unit head.

Source: https://www.robinsonsland.com/investor-relations-governance/
RLC UN SDG CONTRIBUTIONS

**4 Quality Education**
- **Target**: 4.a
- **Achievement**: 82,000
- Students benefited from the Brigada Eskwela project and Adopt-A-School program

**5 Gender Equality**
- **Target**: 5.5
- **Achievement**: 1:1
- Male to Female ratio in Senior Management Level

**6 Affordable and Clean Energy**
- **Target**: 7.3
- **Achievement**: P1.44 B
- Investment in solar power installations

**7 Decent Work and Economic Growth**
- **Target**: 8.5
- **Achievement**: 130,000
- Jobs supported with full employment and decent work with equal pay

**8 Sustainable Cities and Communities**
- **Target**: 11.2
- **Achievement**: 256
- Total hectares of township developments

**9 Responsible Consumption and Production**
- **Target**: 12.2
- **Achievement**: 14,835 cm
- Total water recycled and reused in 2020

**10 Climate Action**
- **Target**: 13.2
- **Achievement**: 16,345 tonnes CO₂
- GHG emission avoided from generation RE, equivalent to planting 270K trees in 2020

**11 Affordable and Decent Work**
- **Target**: 8.6
- **Achievement**: 246
- Routes hosted in transport terminals (Malls)

**12 Access to Safe and Affordable Water**
- **Target**: 6.1
- **Achievement**: 63,003 sqm
- Total allotment area for transport terminal

**13 Climate Change**
- **Target**: 13.1
- **Achievement**: 16,345 tonnes CO₂
- GHG emission avoided from generation RE, equivalent to planting 270K trees in 2020
THE END