



GEARED FOR GROWTH

THE PHILIPPINE STOCK EXCHANGE, INC

DIGITAL SUSTAINABILITY REPORT 2018

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E-mail: sustainability@pse.com.ph



ABOUT THE COVER

Converging roads heading towards one direction is the central metaphor for the PSE annual report this year. The cover uses infrastructure and dynamic motion to symbolize the advances that PSE achieved through the years in reference to innovations in products and services, improvements in regulations, upgrades in technology, and enrichment of partnerships. These undertakings have geared the Exchange for growth.

PSE is guided by its core values and commitment to its stakeholders as it lives out its mission and works toward the realization of its vision.



Sustainability Report

INTRODUCTION | GRI 102-48 to 54 | GRI 102-46 | GRI 102-56

The PSE recognizes the value of its non-financial performance to its stakeholders. As such, the Company prepared a report that features its sustainable business practices for 2018. This Sustainability Report was prepared in accordance with the Global Reporting Initiative (GRI) Standards: Comprehensive Option. Each topic is tagged with the appropriate GRI code (e.g., GRI 102-48) to denote the material disclosure in the GRI Standards.

This is the fourth sustainability report of the company. There is no restatement requirement for any statements made in the 2017 report.

No external assurance provider was engaged for this report.

CREATING SHARED VALUE | GRI 102-47

In 2018, PSE has identified economic performance, governance, people, socio-economic impacts and environment as the areas of emphasis as these are the significant material factors that will drive the organization's growth for the next five years.

PRECAUTIONARY PRINCIPLE OR APPROACH | GRI 102-11

Recognizing that investing in sustainable business methods has a higher long term return, PSE has developed rules on the following business transactions: Procurement Guidelines requiring suppliers to adapt practices that care for health and the environment; Use of mechanisms that advocate the reuse, reduction, recycling of non-biodegradable office materials; Use of energy saving or environment-friendly materials for its current office.

Profit

The PSE continues to look for avenues to increase profitability and at the same time embed sustainable business development practices. It aims to lead the capital market in creating additional platforms to attract market participants in pushing for innovations that generate tangible economic value.

SHAREHOLDER STRUCTURE OF PSE

As of 31 December 2018

TOTAL OUTSTANDING SHARES	84,953,686	
San Miguel Corporation Retirement Plan	7,555,200	8.90%
Premier Capital Venture Corp.	6,673,204	7.86%
Government Service Insurance System	6,673,201	7.86%
Banco de Oro for PLDT Retirement Fund	6,673,200	7.86%
Directors and Management Officers	39,780 and 65,665	0.12%
Public	57,273,436	67.40%

MEMBERSHIPS | GRI 102-13

- World Federation of Exchanges
- Asian and Oceanian Stock Exchanges Federation
- Philippine Chamber of Commerce and Industry
- Philippine Business for Social Progress
- Makati Business Club, Inc.
- Public Relations Society of the Philippines
- Employers Confederation of the Philippines
- Financial Executives Institute of the Philippines

DELEGATING AUTHORITY | GRI 102-19

The PSE Board is responsible for instituting projects and initiatives for the promotion of excellent corporate governance. Implementation of programs is delegated to the appropriate committee e.g., Investments Committee, Corporate Governance Committee, Risk Management Committee or Audit Committee while the actual roll out, execution and monitoring is handled by the Management Committee through the relevant divisions.

EXECUTIVE LEVEL RESPONSIBILITY FOR ECONOMIC ENVIRONMENTAL AND SOCIAL TOPICS | GRI 102-20

The Head of the Corporate Governance Office provides advice to the Management Committee and CG Committee of the Board of Directors regarding the promotion of PSE's ESG strategy as a listed company and as a regulator.

CONSULTING STAKEHOLDERS ON ECONOMIC, ENVIRONMENTAL AND SOCIAL TOPICS | GRI 102-21, 102-40

The PSE employs both formal and non-formal methodologies in consulting stakeholders on various topics. It regularly holds meetings with its regulators, fora with listed companies, and information sessions with TPs. The Exchange also solicits comments on proposed amendments on listing, disclosure, and trading rules from its stakeholders by posting such announcements on the website. Surveys are likewise posted on the website so the investing and general public can participate in the information-gathering activity. The company's hotline, email address, and social media accounts

are included in most PSE collaterals so the public can easily reach the Exchange to raise their inquiry or share their view. Information collated from discussions and other feedback platforms are shared with management and used to further enhance PSE's policies and processes and develop its key strategies. Employee engagement activities are detailed in the **PEOPLE** section of this report.

ROLE OF HIGHEST GOVERNANCE BODY | GRI 102-26, GRI 102-29 to 31

The Board of Directors is the highest governance body tasked to develop, set and review the Exchange's goals, values, strategy as well as its risk management process.

COLLECTIVE KNOWLEDGE OF HIGHEST GOVERNANCE BODY | GRI 102-27

Member of the Board of Directors and all its committees, including the CG Committee, as well as management and key officers are required to undergo an annual seminar on corporate governance. Through the years, the seminars touched on sustainability, sustainable business development and its impact on the environment.

HIGHEST GOVERNANCE BODY'S ROLE IN SUSTAINABILITY REPORTING | GRI 102-32

The Corporate Governance Committee and Executive Management reviews and approves the content of this report.

NATURE AND TOTAL NUMBER OF CRITICAL CONCERNS | GRI 102-34

No critical incident occurred for the reporting period.

STAKEHOLDERS | GRI 102-40, 102-42

PSE's stakeholders are its regulators, the listed companies, stockbrokers, investors, suppliers and its employees. As a market regulator, PSE recognizes that policy changes, through

the introduction of new guidelines or the revision of existing rules and regulations, have significant impact on the processes and operations of these stakeholders. As such, stakeholder engagement forms an integral part of the Exchange's business strategy.

APPROACH TO STAKEHOLDER ENGAGEMENT | GRI 102-43, 102-21

Recognizing its dual role as a business and regulator, PSE endeavours to constantly consult its various stakeholder groups before making critical decisions. This consultation comes in the form of non-formal or formal dialogues, seminars, press conferences, forums and analyst briefings, as well local and international road shows. Feedback gathered from stakeholder groups greatly influence PSE's business strategy.

KEY TOPICS AND CONCERNS RAISED | GRI 102-44

The Exchange gathered all issues raised by stakeholders on the different undertakings of the company and identified their key concerns. The PSE Management reviewed the comments received and proposed courses of action that may be taken to address them. Some issues require the development of new products, development or revision of rules and regulations, and improvement of processes. All these concerns are in varying phases of action and resolution.

PROJECT	Key Topics and Concerns
New Products and Services	Short Selling Index Futures REIT Online LSI Index Licensing Market Data Business Expansion Trading Solutions Collaboration with Shenzhen Stock Exchange
Regulatory Developments	Revised Listing & Disclosure Rules Broker Industry Ownership SEC and BIR REIT Regulations
Technological and Operational Efficiency	New Clearing & Settlement System New Website

EVALUATION OF THE MANAGEMENT APPROACH | GRI 103-1 to 103-3

The PSE Management developed a sustainability strategy to ensure the realization of the eight goals it identified. The strategy aims to promote efficiencies, drive growth for business, human resource, and information technology, enhance stakeholder collaboration, and manage key risks. These goals are:

1. Development of new products in response to current market needs;
2. Effective management of key risks;
3. Boost technology and operational resilience to secure market operation;
4. Maintain a fair, orderly and transparent market by upholding excellent corporate governance practices through open collaboration with market participants to identify and address material issues;
5. Continuous expansion of shareholder base by promoting financial literacy;
6. Regular engagement with various stakeholders to identify and address material issues;
7. Advance our human capital by developing an all-inclusive talent management and retention program; and
8. Promote energy efficient use of materials by introducing policy that drive the habit for environment conscious practices.

These strategies will be reviewed by Management annually.

#PSEGOALS

In 2018, PSE formally started its internal sustainability efforts through the launch of #PSEGoals (Good Governance, Going Green, Growing Generation). In line with the 17 UN Sustainable Development Goals (UNSDGs), PSE was able to participate in the pursuit of achieving five (5) goals for the year. These goals are then identified as the focus of PSE's internal sustainability programs.



SDG 17: Collaborating for promotion of SDGs in the capital market

Activity partnership with:

- Securities and Exchange Commission
- Australian Department of Foreign Affairs and Trade
- World Wide Fund for Nature
- Habitat for Humanity
- Matthias "GreenMan" Gelber
- Roman Catholic Archdiocese of Manila

Development of Sustainability Report

The report details PSE's efforts toward achieving its sustainability goals. The abridged report is included in the company's annual report but the full GRI-compliant report will be soon be available on the PSE website.

ECONOMIC PERFORMANCE | GRI 201-1



Total Revenues

1,744,547



Total Income Tax

255,408



Total Expenses

762,033



Net Income

727,106

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (IN THOUSAND PHP)

SIGNIFICANT INDIRECT ECONOMIC IMPACTS |

GRI 203-2

PSE functions as a market operator and, at the same time, performs regulatory functions to ensure a fair and orderly market.

As a venue for capital raising, PSE helps listed companies raise the funds they need for acquisition, research and development, expansion, debt payment, and other strategic or operational initiatives. These corporate activities have helped boost economic activity and generate jobs. For 2018, listed companies were able to raise a total of Php187.84 billion through the stock market.

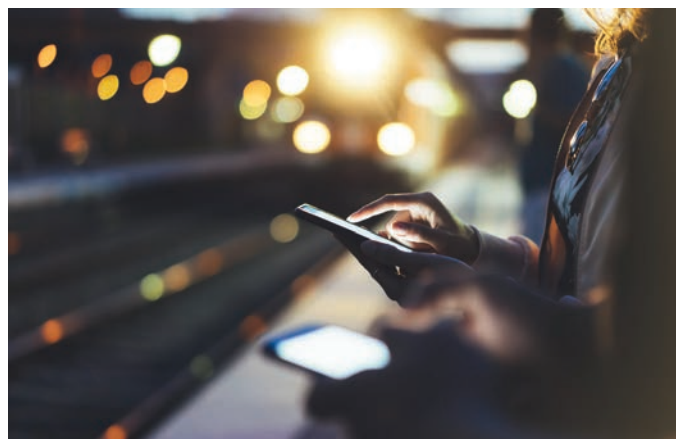
ANTI-CORRUPTION OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION | GRI 205-1

PSE's operation is regularly assessed for key risks through its risk register. The risk register is a tool that helps PSE track issues and address any potential problem.

PSE has institutionalized mitigating measures to manage the risk and will continue to evaluate its policies, procedures and programs in terms of effectiveness and efficiency in addressing this risk.

CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN | GRI 205-3

There has been no incident of corruption reported for the year.



People

A truly sustainable business appreciates the value of its human capital. The PSE understands that its human resource is a critical element for long-term profitability. Thus, it strives to create a work environment conducive to developing and sustaining excellent talent that will contribute in creating value for its business.

HUMAN RESOURCE ANALYTICS | As of December 31, 2018

GRI 102-7, 8 | GRI 405-1

Regular Employees | 124

Consultant | 1



Management Committee | 7



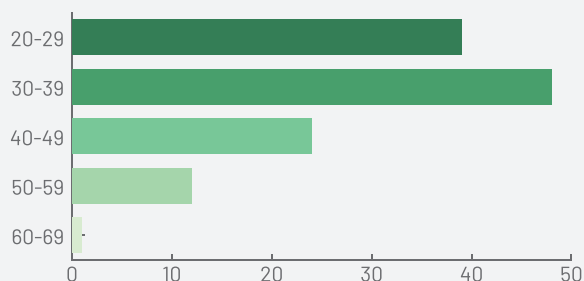
Department Heads | 14



Other Regular Employees | 103



Age Profile



Employee Tenure Summary

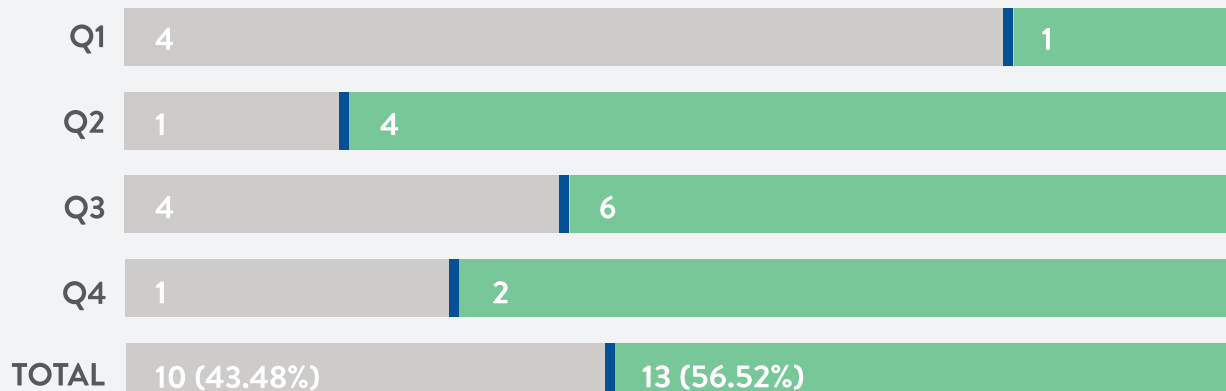


NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER | GRI 401-1

New hires in 2018 totalled 23, 19 of which are aged 20 to 29 years old, three (3) are 30 to 39 years old, while one (1) employee is under the 50-59 year old range.

New Hires | 23 employees

MALE  FEMALE



Attrition Rate | Q1 to Q4 2018 = 1.74%



PARENTAL LEAVE | GRI 401-3

PSE provides both maternity and paternity leave benefits to its employees in compliance with the laws and regulations. Ninety-three parents were entitled to such leave but only a fraction of that number availed of the leave benefit.

	PATERNITY	MATERNITY
TOTAL NUMBER OF EMPLOYEES ENTITLED TO PARENTAL LEAVE	19	74
TOTAL NUMBER OF EMPLOYEES THAT TOOK PARENTAL LEAVE	4	1
TOTAL NUMBER OF EMPLOYEES THAT RETURNED TO WORK IN THE REPORTING PERIOD AFTER PARENTAL LEAVE ENDED	4	1
TOTAL NUMBER OF EMPLOYEES THAT RETURNED TO WORK IN THE REPORTING PERIOD AFTER PARENTAL LEAVE ENDED THAT WAS STILL EMPLOYED 12 MONTHS AFTER THEIR RETURN TO WORK	4	1
RETURN TO WORK AND RETENTION RATES OF EMPLOYEES THAT TOOK PARENTAL LEAVE	4	1

PEOPLE IMPROVEMENT | GRI 404-1, 404-2, 404-3

In 2018, 124 employees attended at least one learning or training compared with 125 employees and 110 employees for 2017 and 2016, respectively.

The PSE organized nine (9) information sessions for its employees, which covered government-mandated and workplace improvement-related topics. An average of 23 employees attended the information sessions. There were 39 employees who availed of external trainings for further professional improvement. The management officers also took part in various executive trainings.

In support of employee development, the annual performance review was likewise conducted, which covered all employees.

Training

Throughout the year, various information sessions were conducted on topics that directly impact employees. Information sessions on data privacy, integrity at work, drug-free workplace and procurement were held to disseminate updates on current regulation and policy to instil good corporate governance principles and practices within PSE's operations.

a. Info Session

- i. April 5 – Drug Free Workplace
- ii. May 29 – Data Privacy
- iii. June 4 – HMO with Intellicare
- iv. June 18 – Integrity at Work with CISI
- v. July 5 – GLAI with Cocolife
- vi. July 12 – Pest Awareness at the Workplace
- vii. August 30 – Procurement Info Session
- viii. August 30 – Service Master: New Housekeeping
- ix. September 21 – Disaster Resiliency and Emergency Preparedness



PSE Seminar on Drug Free Workplace.

For reference here is the summary of attendance:

INFO SESSION	Info Session: Drug Free Workplace Apr 5, 2018	Info Session: Data Privacy May 29, 2018	Info Session: HMO with Intellicare June 4, 2018	Info Session: Integrity at Work with CISI June 18, 2018	Info Session: GLAI with Cocolife July 5, 2018
Attendees	15	24	38	13	25
INFO SESSION	Info Session: Pest Awareness at the Workplace July 12, 2018	Procurement Info Session Aug 30, 2018	Service Master New Housekeeping Aug 30, 2018	Info Session: Disaster Resiliency and Emergency Preparedness Sep 21, 2018	AVE.
Attendees	17	33	20	19	22.67

Employees Training and Development 2018

In-House Training	<p>An average of 23 employees attended each of the nine (9) information sessions.</p> <p>A total of 18 employees attended the in-house trainings.</p>	Organized in-house training for employees' development, including information sessions on government-mandated seminars, workplace-improvement topics, and anti-corruption policies.
External Trainings	A total of 39 employees attended external seminars.	Encouraged employees to seek avenues for self-improvement. Coordinated with different management and professional organizations to provide up-to-date trainings in areas beneficial to the Exchange.
Executive Trainings	All management officers took part in external trainings on technical and management skills, both as participants and resource speakers.	Encouraged officers to attend trainings on management, leadership and organizational skills development as well as regulatory- and technology-related seminars.



PSE-SEC holds 5th SEC-PSE Corporate Governance.

5th SEC – PSE Corporate Governance Forum

The 5th SEC-PSE Corporate Governance Forum was held on October 23, 2018 at Summits Hall C and D of the Philippine International Convention Center. The forum focused on sustainability with the theme, “Ushering in the Era of Sustainability and Sustainable Business”. The forum aimed to create awareness among Philippine corporations on the value added by embracing sustainability in their businesses and its corresponding impact to business and economic growth. Discussions covered topics on Sustainable Companies and Contributing to Sustainable Development Goals, Raising Funds through Green Bond and Equity Markets, Environmental Social Risk Management and the Sustainability Reporting Guidelines and Template for Publicly-Listed Companies.

Corporate Governance Training for Directors

The annual corporate governance training of directors was held on November 14, 2018 at the PSE Tower. The training focused on the principles and recommendations of the 2016 Corporate Governance Code for PLCs and was conducted by Atty. Rosario Carmela Gonzales-Austria from the Corporate Governance Department of the Securities & Exchange Commission.

3rd Bell Ringing for Gender Equality

The Exchange in collaboration with the International Finance Corporation (IFC) held an internal bell-ringing on March 8 at the BGC trading floor to celebrate International Women's Day. This global celebration, intended to promote gender equality, is an annual activity organized by the UN Global Compact, Sustainable Stock Exchanges Initiative, World Federation of Exchanges, UN Entity for Gender Equality and Women in ETFs.



PSE joins global bell ringing for gender equality.

Employee Recognition

In 2018, we awarded a total of 15 employees for their service and loyalty to the Exchange.

5 years:

1. Martha Vinzons, Department Head (CPIRD/PIRD)

10 years:

2. Jericho Randy Bayla, Broker Support Specialist (MOD/BSSCD)
3. Bea Cristina Reyes, Sr. Listing Specialist (IRD/LD)
4. Lovely Nica Lee, Sr. Research Specialist (CPIRD/CPRD)
5. Sarah Padilla, Sr. Market Education Specialist (CMDD/MED)
6. Morris Caponpon, Network Specialist (TD/NTD)
7. Leonardo Concepcion Jr., Graphic Artist (CPIRD/PIRD)
8. Paul Jordan De Guzman, Asst. Database Administrator (TD/SDD)
9. Marivel Roque, Department Secretary (OGC)
10. Rani Depaclarayon, Network Specialist (TD/NTD)

15 years:

11. Elisa Benavidez, Department Head (CTD/BTD)
12. Jinky Alora, AVP & Head (IAG)
13. Teresita Langoey, Accounting Assistant (CTD/AD)
14. Elvira Feliciano, Senior Auditor (IAG)

25 years:

15. Marian Ordoña, Assistant Head, Materials Management (HRAD/MMPD)

EMPLOYEE ENGAGEMENT | GRI 412-2

The PSE continued to beef up its employee engagement program to ensure that its workforce remains motivated to foster camaraderie among Exchange employees. The events held include Valentine's day, Mothers' day, Fathers' day, Halloween, Christmas and quarterly get-together for employees' birthday celebration.



PSE celebrates Christmas with a Greek-themed party.



Employees sport their toon-inspired costumes for the office-wide Halloween party.



SDG 1: Reaching out to less fortunate communities

The PSE has always been conscious of its role to the bigger community. It has responded to the needs of fellow Filipinos and reached out by participating in a house-building volunteer work led by non-profit housing organization, Habitat for Humanity.



PSE volunteers help build homes in a Habitat for Humanity site.

The Philippine Stock Exchange Foundation, Inc. (PSEFI) also supported various causes to aid in poverty alleviation, including education-related programs. The PSEFI donated a total of Php3.25 million to the Adopt-a-School Program to construct a two-storey, four-classroom building at the Tuba Central Elementary School in Tuba, Benguet and a one-storey, two-classroom building at the Plaridel Elementary School in Nagcarlan, Laguna. The projects were done in partnership with the SM Foundation, Inc. and Philam Foundation, Inc., respectively. The PSEFI also provided financial help to the "Ready for School 2018" project of the Philippine Business for Social Progress. This program was developed to support the Brigada Eskwela project of the Department of Education.



PSE Foundation sponsors a school building for Plaridel Elementary School in Nagcarlan with Philam Foundation. Photo courtesy of Philam Foundation, Inc.

SDG 3: Promoting good health and well-being among employees

Integral to the holistic development of its employees is health and wellness. As such, the PSE had several lunch and learn series covering topics such as nutrition, fitness, finance, health effects of climate change, and health and safety campaign where it released a total of 32 materials providing health and safety reminders. A total of 55 Zumba classes were also held throughout the year.



PSE SPORTSFEST 2018

PSE organized a series of sportsfests for its employees as part of its wellness campaign.



Basketball Tournament | Q1

8-day event spread out from March 26 to April 30 held at Treston International College, BGC, Taguig City

52
Participants

36 PSE employees **1** CMIC employee

2 SCCP employees **13** Traders Participants



Badminton Tournament | Q2

Action-packed day held at the Team Prima Badminton Center in Makati City last July 28

40
Participants

31 PSE employees **6** CMIC employee

3 SCCP employees



Bowling Tournament | Q3

7-day event, including a special game dubbed "Game of the Legends" held from August 19 to October 15 at Coronado Lanes in Starmall, Mandaluyong City

46
Participants

35 PSE employees **1** CMIC employee

8 SCCP employees **2** PSEFI/SIPF

The safety and security of employees is among the priority concerns of the company. The PSE and the building administration of the PSE Tower, participated in the 1st BGC City Wide Drill held along 5th Avenue, BGC last September 27. This annual drill aims to increase awareness about disaster resiliency, where the community learns to withstand and recover from adversity and in the face of emergency. Also in the same month, PSE invited NDRRMC to discuss the Philippine Disaster Risk Reduction and Management System among the employees. Similarly, PSE's Health and Safety Committee was established on November 22.



PSE holds a disaster risk reduction seminar for its employees.

Planet

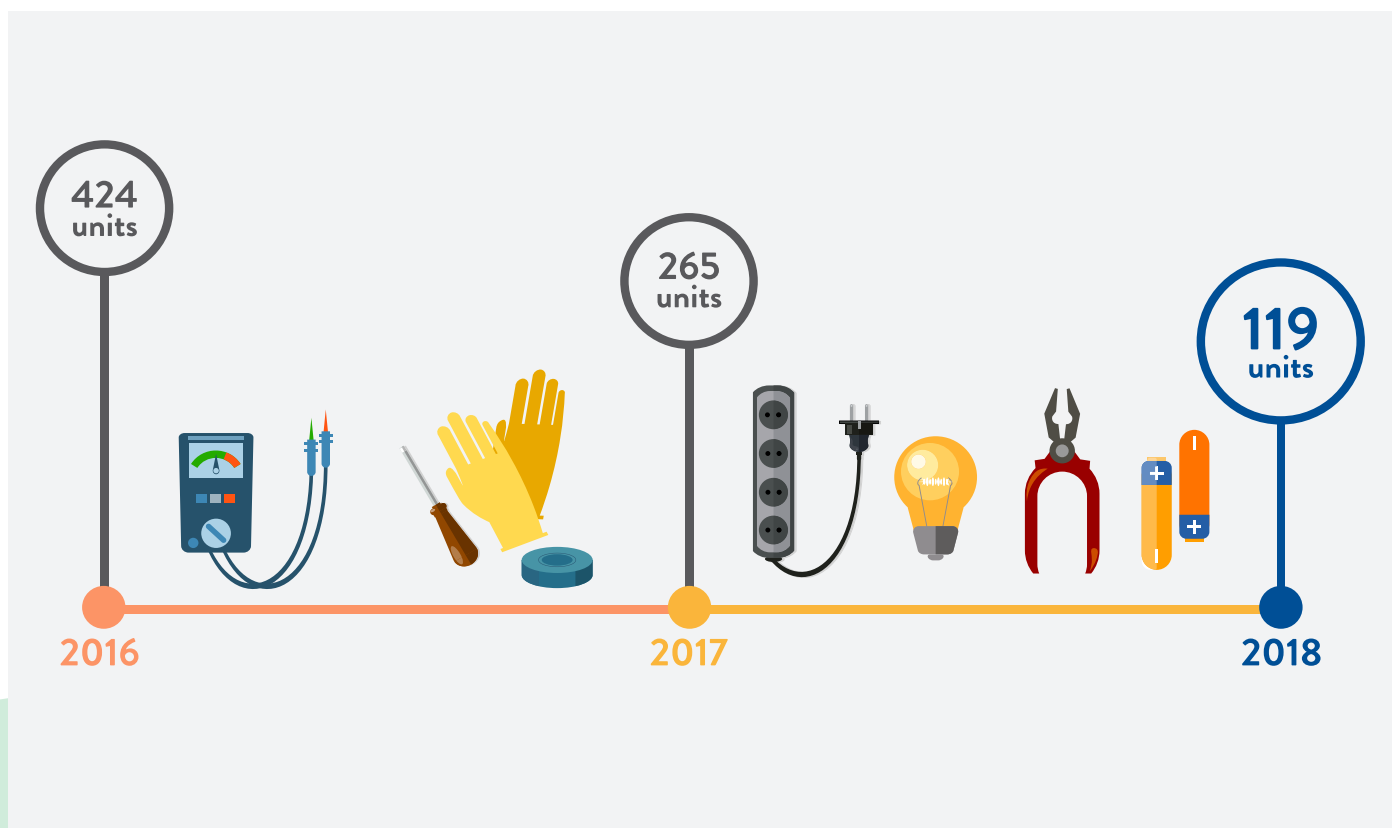
The PSE recognizes that in order to make a considerable impact in the global effort to save the environment, it has to advance its current strategy focused on internal sustainability practices. In the short-term, it aims to create a platform to link all its stakeholders where everyone can share knowledge and build capacity to embed sustainability in all aspect of the business process.

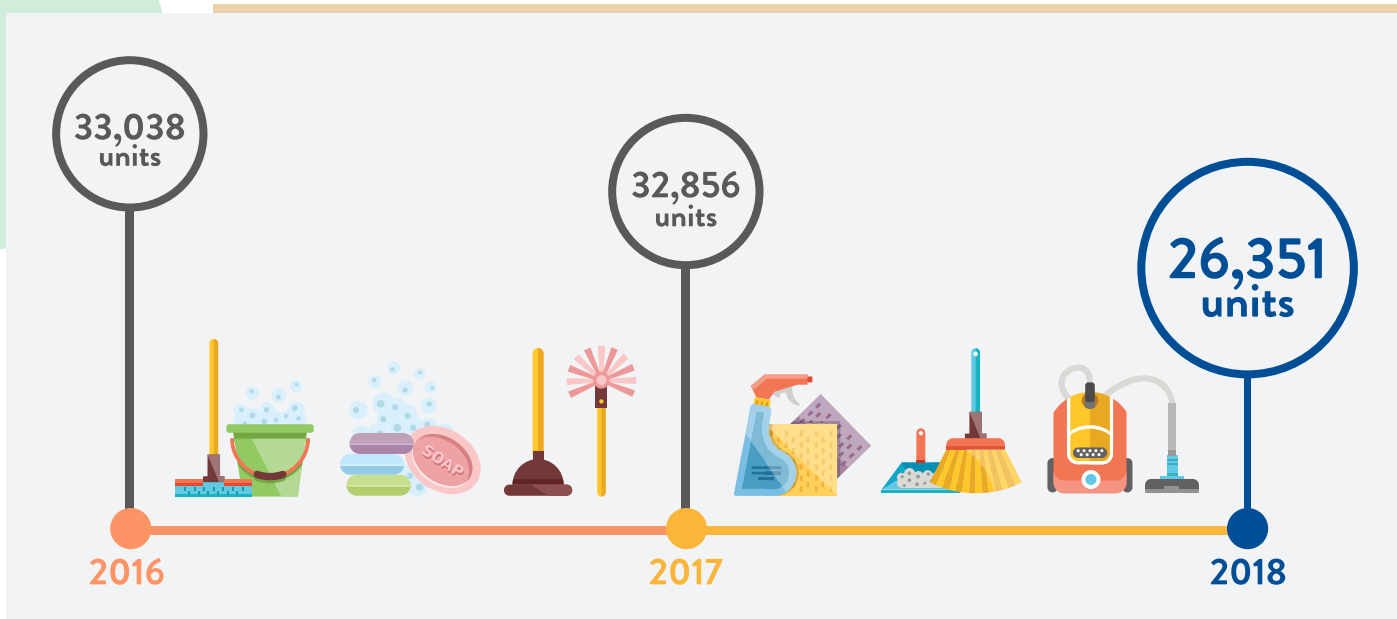


SDG 12: Encouraging responsible consumption

The PSE adhered to responsible consumption of products and services that have a minimal impact on the environment. The Exchange conducted briefings such as Let's Go Green: An Information Session on Sustainable Lifestyle with Matthias Gelber; Information Session on Our Daily Consumption and its Effects to the Environment with World Wild Fund for Nature (WWF) and launched a Responsible Consumption Campaign. In the last three years, there was a notable decrease on PSE's consumption of electrical and janitorial supplies to reduce any potential impact on the environment.

Electrical Supplies Comparative Data | 2016-2018





SDG 13: Promoting climate change action by energy savings and waste reduction

The PSE adopted energy and resource-conservation initiatives to help the environment. As offices get ample sunlight, employees were encouraged to switch off office lights and to maximize natural light as light source. Employees also participated in the 2018 International Coastal Clean Up. And to help reduce plastic waste, an Ecobrick making session was organized as part of the Exchange's general recycling program.

The company's recycling program was initiated as a response to R.A. 9003 or the "Ecological Solid Waste Management Act of 2000". PSE ensures the proper disposal of solid recyclable waste such as paper, plastic, cartons and materials, among others.

To date, PSE was able to dispose a total of 3,094kg of waste in Ayala and 450.5 kg of waste in BGC (excluding cartridges) with an overall volume of 3,544.50kg for the two offices.

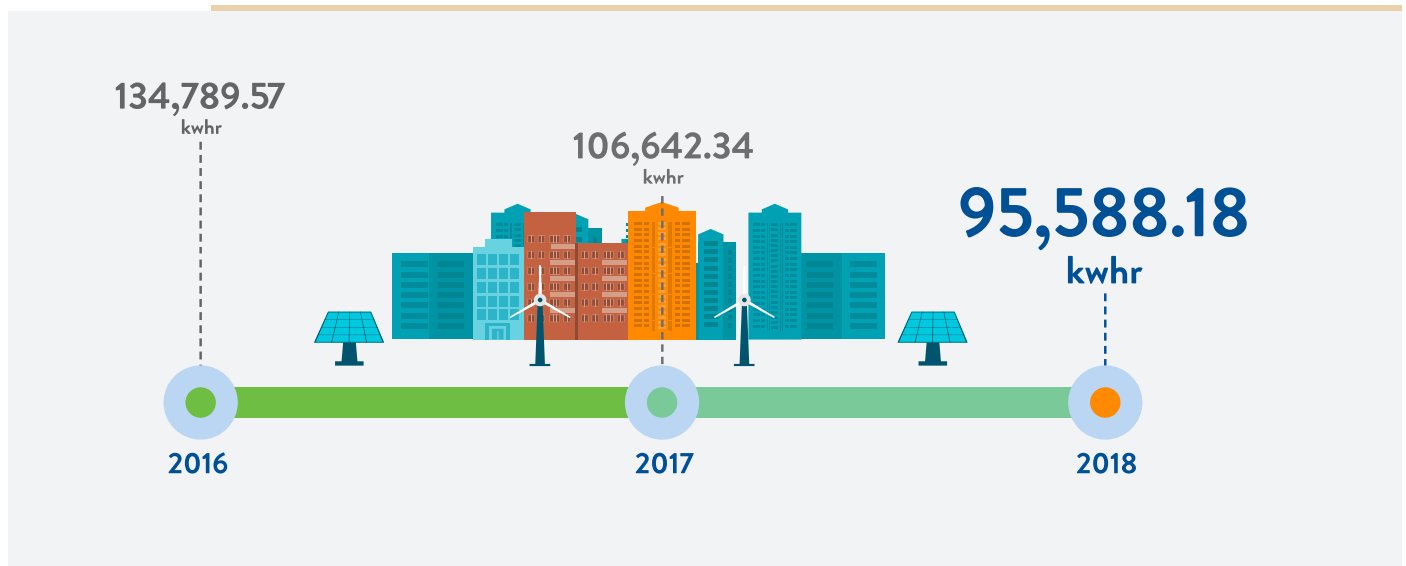


PSE employees participate in the 2018 International Coastal Clean Up at the Manila Bay.

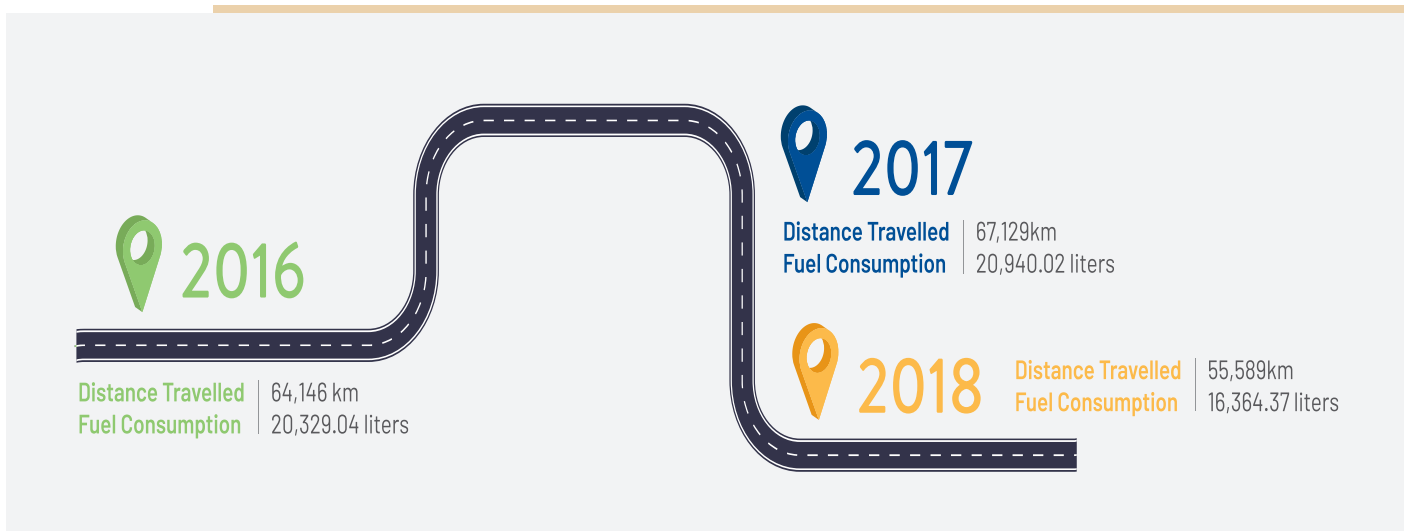
Recycling and Waste Management | GRI 302-1, 302-3, 302-4

Waste Category	Ayala		BGC	
	2017	2018	2017	2018
White Paper	275kg	717kg	N/A	91kg
Newspaper	25kg	0kg	N/A	107kg
Assorted waste	251kg	1,651kg	N/A	23.5kg
Cartons	93kg	39kg	N/A	200kg
Plastics/PET Bottles	31kg	4kg	N/A	29kg
Cartridges	0kg	0kg	N/A	5 units
Metal Scrap/Aluminum Can	8kg	0kg	N/A	0kg

Lights Off Campaign and Office Energy Savings Program | Average consumption per year



Vehicle Usage and Fuel Consumption



Positive Environmental Impact

Electricity

The Exchange saved 11,054kwh of electricity compared to its 2017 consumption of 20,940.02kwh. This savings is equivalent to the avoidance of greenhouse gas (GHG) emissions of 1.7 cars driven in one year or 2.7 tons of waste recycled instead of landfilled and carbon sequestered by 129 trees in ten years. It is also equivalent to 7.8 metric tons of carbon dioxide (CO₂) emission.

Gas

Compared to 2017, total gas consumption decreased by 4,576 litres. This is equivalent to the avoidance of GHG emissions of 2.3 cars driven in one year or 3.7 tons of waste recycled instead of landfilled and carbon sequestered by 178 trees in ten years. It is also equivalent to 10.7 metric tons of CO₂ emission.

GRI Content Index

General Standard Disclosures

GRI 102: General Disclosures

1. Organizational Profile

GRI 102-1	Name of the organization	Page 1, Annual Report (SEC Form 17-A) http://edge.pse.com.ph/openDiscViewer.do?edge_no=f7b9930cc5d3dee2efdf-c15ec263a54d
GRI 102-2	Activities, brands products, and services	
GRI 102-3	Location of headquarters	
GRI 102-4	Location of operations	
GRI 102-5	Ownership and legal form	
GRI 102-6	Markets served	
GRI 102-7	Scale of the organization	Organizational Structure https://pse.com.ph/corporate/home.html?tab=6
GRI 102-8	Information on employees and other workers	Pages 19-21, Shareholder Annual Report
GRI 102-9	Supply Chain	N/A
GRI 102-10	Significant changes to the organization and its supply chain	N/A
GRI 102-11	Precautionary Principle or approach	Page 4, Digital SR
GRI 102-12	External initiatives	1. Code of Corporate Governance for Listed Companies 2. OECD Principles 3. Securities Regulation Code
GRI 102-13	Membership in associations	Page 48, Shareholder Annual Report https://pse.com.ph/resource/staticcontent/IR/Financial%20Reports/Annual%20Report/2018_PSE_Annual_Report.pdf

2. Strategy

GRI 102-14	Statement from senior decision-maker	Pages 4-5, Shareholder Annual Report https://pse.com.ph/resource/staticcontent/IR/Financial%20Reports/Annual%20Report/2018_PSE_Annual_Report.pdf
GRI 102-15	Key impacts, risks, and opportunities	Page 47, Definitive Information Statement, 8 April 2019 http://edge.pse.com.ph/openDiscViewer.do?edge_no=17e7d42e88df884defdfc15ec263a54d

3. Ethics and Integrity

GRI 102-16	Values, principles, standards, and norms of behavior	PSE Website https://pse.com.ph/corporate/corporateGovernance.html?tab=0 https://pse.com.ph/corporate/home.html?tab=1
GRI 102-17	Mechanisms for advice and concerns about ethics	Page 17, Shareholder Annual Report https://pse.com.ph/resource/staticcontent/IR/Financial%20Reports/Annual%20Report/2018_PSE_Annual_Report.pdf

4. Governance

GRI 102-18	Governance structure	PSE Website https://pse.com.ph/corporate/home.html?tab=6
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GRI 102-19	Delegating authority	Page 48, Shareholder Annual Report https://pse.com.ph/resource/staticcontent/IR/Financial%20Reports/Annual%20Report/2018_PSE_Annual_Report.pdf
GRI 102-20	Executive-level responsibility for economic, environmental, and social topics	Page 4, Digital SR
GRI 102-21	Consulting stakeholders on economic, environmental, and social topics	Page 49, Shareholder Annual Report https://pse.com.ph/resource/staticcontent/IR/Financial%20Reports/Annual%20Report/2018_PSE_Annual_Report.pdf
GRI 102-22	Composition of the highest governance body and its committees	Page 15, Shareholder Annual Report https://pse.com.ph/resource/staticcontent/IR/Financial%20Reports/Annual%20Report/2018_PSE_Annual_Report.pdf
GRI 102-23	Chair of the highest governance body	
GRI 102-24	Nominating and selecting the highest governance body	Pages 11-15, Definitive Information Statement, 8 April 2019 http://edge.pse.com.ph/openDiscViewer.do?edge_no=17e7d42e88df884defdfc15ec263a54d
GRI 102-25	Conflicts of interest	Page 17, Shareholder Annual Report https://pse.com.ph/resource/staticcontent/IR/Financial%20Reports/Annual%20Report/2018_PSE_Annual_Report.pdf
GRI 102-26	Role of highest governance body in setting purpose, values, and strategy	Page 5, Digital SR
GRI 102-27	Collective knowledge of highest governance body	Page 5, Digital SR
GRI 102-28	Evaluating the highest governance body's performance	Page 43, Definitive Information Statement, 8 April 2019 http://edge.pse.com.ph/openDiscViewer.do?edge_no=17e7d42e88df884defdfc15ec263a54d
GRI 102-29	Identifying and managing economic, environmental, and social impacts	Page 5, Digital SR
GRI 102-30	Effectiveness of risk management processes	
GRI 102-31	Review of economic, environmental, and social topics	
GRI 102-32	Highest governance body's role in sustainability reporting	
GRI 102-33	Communicating critical concerns	Page 17, Shareholder Annual Report https://pse.com.ph/resource/staticcontent/IR/Financial%20Reports/Annual%20Report/2018_PSE_Annual_Report.pdf
GRI 102-34	Nature and total number of critical concerns	There has been no incident of critical concern elevated to the highest governance body.
GRI 102-35	Remuneration policies	OMISSION: Compiling data for next report
GRI 102-36	Process for determining remuneration	OMISSION: Data unavailable
GRI 102-37	Stakeholders' involvement in remuneration	N/A
GRI 102-38	Annual total compensation ratio	OMISSION: Compiling data for next report
GRI 102-39	Percentage increase in annual total compensation ratio	OMISSION: Compiling data for next report
5. Stakeholder engagement		
GRI 102-40	List of stakeholder groups	Shareholder Structure https://pse.com.ph/corporate/corporateGovernance.html?tab=0

GRI 102-41	Collective bargaining agreements	N/A
GRI 102-42	Identifying and selecting stakeholders	Page 5, Digital SR
GRI 102-43	Approach to stakeholder engagement	Page 5, Digital SR
GRI 102-44	Key topics and concerns raised	
6. Reporting practice		
GRI 102-45	Entities included in the consolidated financial statements	Pages 57, Shareholder Annual Report https://pse.com.ph/resource/staticcontent/IR/Financial%20Reports/Annual%20Report/2018_PSE_Annual_Report.pdf
GRI 102-46	Defining report content and topic Boundaries	Page 4, Digital SR
GRI 102-47	List of material topics	
GRI 102-48	Restatements of information	
GRI 102-49	Changes in reporting	
GRI 102-50	Reporting period	
GRI 102-51	Date of most recent report	
GRI 102-52	Reporting cycle	
GRI 102-53	Contact point for questions regarding the report	For inquiries, please contact: Corporate Governance Office Tel No.: 8764841 sustainability@pse.com.ph
GRI 102-54	Claims of reporting in accordance with the GRI Standards	Page 4, Digital SR
GRI 102-55	GRI Content index	Pages 15-19, Digital SR
GRI 102-56	External assurance	Page 4, Digital SR
GRI 103: Management Approach		
GRI 103-1	Explanation of the material topic and it's Boundary	Page 5, Digital SR
GRI 103-2	The management approach and its components	
GRI 103-3	Evaluation of the management approach	
GRI 201: Economic Performance		
Management approach disclosures		Profit - Page 4, Digital SR
Topic-specific disclosures		
GRI 201-1	Direct economic value generated and distributed	Page 6, Digital SR
GRI 201-2	Financial implications and other risks and opportunities due to climate change	N/A
GRI 201-3	Defined benefit plan obligations and other retirement plans	OMISSION: Compiling data for next report
GRI 201-4	Financial assistance received from government	PSE did not receive any form of assistance from the government.
GRI 202: Market Presence		
Management approach disclosures		Profit - Page 4, Digital SR
Topic-specific disclosures		

GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	OMISSION; Data unavailable
GRI 202-2	Proportion of senior management hired from the local community	N/A
GRI 203: Indirect Economic Impacts		
Management approach disclosures		Profit – Page 4, Digital SR
Topic-specific disclosures		
GRI 203-1	Infrastructure investments and services supported	N/A
GRI 203-2	Significant indirect economic impacts	Page 6, Digital SR
GRI 205: Anti-Corruption		
Management approach disclosures		Profit – Page 4, Digital SR
Topic-specific disclosures		
GRI 205-1	Operations assessed for risks related to corruption	Page 6, Digital SR
GRI 205-2	Communication and training about anti-corruption policies and procedures	The Exchange conducted one briefing entitled, "Integrity at Work", attended by PSE Management Committee members and department heads on June 18, 2018.
GRI 205-3	Confirmed incidents of corruption and actions taken	Page 6, Digital SR
GRI 302: Energy		
Management approach disclosures		Planet – Page 12, Digital SR
Topic-specific disclosures		
GRI 302-1	Energy consumption within the organization	Page 14, Digital SR
GRI 302-2	Energy consumption outside of the organization	N/A
GRI 302-3	Energy intensity	Page 14, Digital SR
GRI 302-4	Reduction of energy consumption	Page 14, Digital SR
GRI 302-5	Reductions in energy requirements of products and services	N/A
GRI 401: Employment		
Management approach disclosures		People – Page 7, Digital SR
Topic-specific disclosures		
GRI 401-1	New employee hires and employee turnover	Page 8, Digital SR
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	OMISSION; Data unavailable
GRI 401-3	Parental leave	Page 8, Digital SR
GRI 405: Diversity and Equal Opportunity		
Management approach disclosures		People – Page 7, Digital SR
Topic-specific disclosures		

GRI 405-1	Diversity of governance bodies and employees	Pages 9-14, Shareholder Annual Report https://pse.com.ph/resource/staticcontent/IR/Financial%20Reports/Annual%20Report/2018_PSE_Annual_Report.pdf
GRI 405-2	Ratio of basic salary and remuneration of women to men	OMISSION; Data unavailable
GRI 406: Non-Discrimination		
Management approach disclosures		People - Page 7, Digital SR
Topic-specific disclosures		
GRI 406-1	Incidents of discrimination and corrective actions taken	There has been no incident of discrimination or corrective action for thereporting period.
GRI 412: Human Rights Assessment		
Management approach disclosures		People - Page 7, Digital SR
Topic-specific disclosures		
GRI 412-1	Operations that have been subject to human rights reviews of impact assessments	N/A
GRI 412-2	Employee training on human rights policies or procedures	OMISSION; Will organize training for 2019.
GRI 412-3	Significant investment agreements and contracts that include human rights clauses or that under-went human rights screening	N/A
GRI 418: Customer Privacy		
Management approach disclosures		People - Page 7, Digital SR
Topic-specific disclosures		
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There has been no complaints on breach of customer privacy or loss of customer data for the reporting period.
GRI 419: Socio-economic Compliance		
Management approach disclosures		People - Page 7, Digital SR
Topic-specific disclosures		
GRI 419-1	Non-compliance with laws and regulations in the social economic area	There is no incidence of non-compliance for the year.

Corporate Information



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