



SUSTAINABILITY REPORT

2022

Annex E

Contextual Information

Company Details	
Name of Organization	The Philippine Stock Exchange, Inc.
Location of Headquarters	6 to 10 th Floors, PSE Tower, 5 th Avenue corner 28 th Street, Bonifacio Global City, Taguig City, 1634
Location of Operations	Philippines
Report Boundary: Legal entities (e.g. subsidiaries) included in this report*	The Philippine Stock Exchange, Inc. (PSE)
Business Model, including Primary Activities, Brands, Products, and Services	The PSE is the only stock exchange in the Philippines, which provides a venue for listing and trading of listed securities. The PSE has been duly licensed by the Securities and Exchange Commission (“SEC”) as a self-regulatory organization (“SRO”) under Republic Act No. 8799 or the “Securities Regulation Code” which allows the PSE to exercise regulatory functions over listed issuers and trading participants, and enforce its rules as approved by the SEC.
Reporting Period	January 1, 2022 to December 31, 2022
Highest Ranking Person responsible for this report	Ramon S. Monzon President and CEO

Materiality Process

1. Material Topic Identification

Recognizing its dual role as a business and regulator, the PSE maintains open communication channels with its regulator, the SEC, and other stakeholders. These communication channels come in the form of non-formal or formal dialogues, seminars, press conferences, forums, and analyst briefings. Regular, frequent, and active engagement with its stakeholders allows the Exchange to review its strategic plan and determine ESG issues that are material for the continuity of its business.

2. Management Approach

In managing the sustainability issues of the PSE, the management follows a three-phase approach after the identification of the issue.

1. **Data Gathering**

In order to create an effective policy and/or initiative, the first step is to gather data and monitor trends.

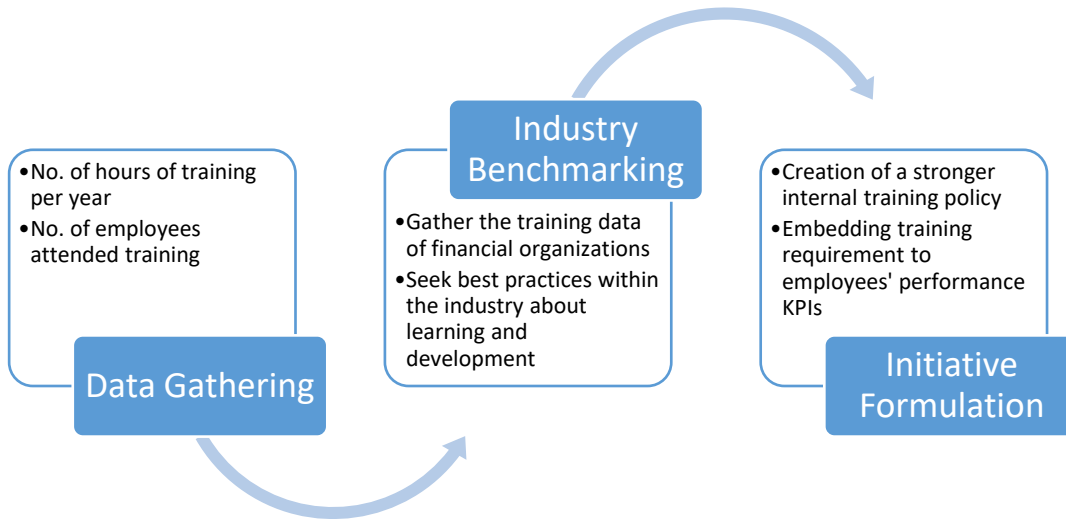
2. Gap Analysis and Benchmarking

Identify the industry standard and best practices related to the material issue. This approach provides insight on how the organization is performing against its peers.

3. Initiative Development and Implementation

Data on performance trends, gap analysis, and industry benchmark assist in the creation of objectives and strategies, and the development and implementation of action plans.

Example: Employee Training and Development



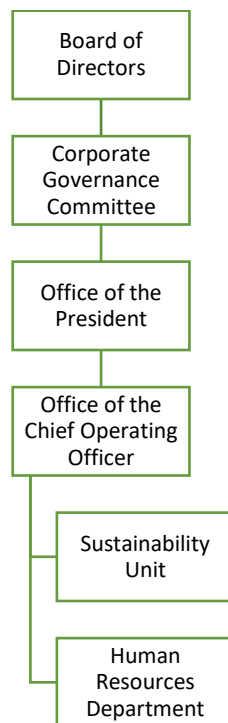
ECONOMIC

Economic Performance

Direct Economic Value Generated and Distributed

Disclosure	Amount	Units
Direct economic value generated (revenue)	1,537,030,746	PhP
Direct economic value distributed:		
a. Operating costs	707,285,404	PhP
b. Employee wages and benefits	241,056,752	PhP
c. Payments to suppliers, other operating costs	0	PhP
d. Dividends given to stockholders and interest payments to loan providers	901,624,856	PhP
e. Taxes given to government (Income Tax)	230,175,679	PhP
f. Investments to community (e.g. donations, CSR)	0	PhP

Climate-related risks and opportunities¹



The PSE Board of Directors is the highest governing body tasked to develop, set, and review the Exchange's goals, values, strategy as well as its risk management processes. It has designated the Corporate Governance Committee to assist the Board of Directors on issues directly connected with the Exchange's internal processes, work procedures, and performance. Sustainability and ESG initiatives including risk

¹ Adopted from the Recommendations of the Task Force on Climate-Related Financial Disclosures. The TCFD Recommendations apply to non-financial companies and financial-sector organizations, including banks, insurance companies, asset managers and asset owners.

identification and analysis are formulated and implemented by the PSE management, while the Board of Directors ensures proper execution of these projects.

Table 1. Climate-related Risks and its Potential Impacts to the Exchange

Climate-related Risks and Potential Impacts			
Type	Climate-related Risks	Potential Impacts	Potential Financial Impacts
Transition Risks	<p>Technology Risk</p> <ul style="list-style-type: none"> - Substitution of existing technologies to more efficient options 		<ul style="list-style-type: none"> - Capital investment in new technological advancements
Physical Risks	<p>Acute Risks</p> <p>These are physical risks identified that are caused by extreme weather events such as earthquake, typhoons, etc.</p> <ul style="list-style-type: none"> - Increased severity of extreme weather events 	<ul style="list-style-type: none"> - Injuries - Property damage - Damage to equipment - Power outages 	<ul style="list-style-type: none"> - Loss of revenue from disruption of trading - Increase in operational and capital expenses - Reduced revenue and higher costs from negative impacts on workforce (e.g. health, safety, absenteeism)
	<p>Chronic Risks</p> <p>These are physical risks identified that are caused by longer-term shifts in climate pattern which results to sea level rise and/or chronic heat wave.</p> <ul style="list-style-type: none"> - Extreme variability in weather patterns - Rising air temperatures 	<ul style="list-style-type: none"> - Negative health impacts 	

Table 2. Climate-related Opportunities and its Potential Financial Impacts to the Exchange

Climate-related Opportunities and Potential Financial Impacts		
Type	Climate-related Opportunities	Potential Financial Impacts
Resource Efficiency	<ul style="list-style-type: none"> - Green procurement - Recycling practices in the workplace - Reduced water usage and consumption 	<ul style="list-style-type: none"> - Reduced operational expenses - Improved health and safety and increased employee satisfaction resulting in lower costs in workforce management
Energy Source	<ul style="list-style-type: none"> - Shift to renewable source of energy - Reduced energy usage and consumption 	<ul style="list-style-type: none"> - Returns on investment in low-emission technologies - Reputational benefits resulting in increased listing demand
Products and Services	<ul style="list-style-type: none"> - Development of sustainability-linked investment products and financial instruments 	
Resilience	<ul style="list-style-type: none"> - Adoption of energy-efficiency measures 	<ul style="list-style-type: none"> - Reduced operational expenses

Procurement Practices

Proportion of spending on local suppliers

Disclosure	Quantity	Units
Percentage of procurement budget used for significant locations of operations that is spent on local suppliers	N/A	%

Discussion on Non-material Issue

This topic is not material to the PSE since it is a financial institution. The products, services, and operations of the Exchange are not heavily dependent on raw materials. The PSE engages its suppliers for technology maintenance and updates, third party services, and procurement of office supplies.

Nonetheless, the PSE strictly implements its Bids and Procurement Policy and Supplier Accreditation Guidelines and Procedures. This is to ensure fair and efficient selection of suppliers or contractors, and evaluation of the expertise and fitness of its supplier-candidates.

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	94	%
Percentage of employees that have received anti-corruption training	0	%

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	#

Impacts, Risks, Affected Stakeholders, and Management Approach

The PSE upholds the highest level of integrity by ensuring that the organization prohibits and imposes sanctions on employees or service providers found to have engaged in unethical or corrupt practices. Maintaining its reputation is important in order for PSE to be effective in its mandate to maintain the efficiency and integrity of the market.

Anti-corruption is governed by three policies, namely the Code of Ethics and Business Conduct, the Conflict-of-Interest Guidelines, and the Whistleblowing Policy. To further strengthen the Exchange's governance with regard to corruption, the Corporate Governance Committee signed on November 24, 2022 a new Corporate Governance Charter in line with the most recent iteration of the CG Manual.

Exchange employees are prohibited from receiving bribes and kickbacks. Additionally, the Exchange has set a limit to the value of the gifts, meals, and entertainment an employee can receive from the company's partners. Employees must also declare to the company what gifts they received. This is to prevent any actual or perceived favor given to any provider, supplier, issuer, or partner.

All employees are prohibited from investing in and trading stocks of companies listed in the Philippines. This is to prevent insider trading and the spread of insider information.

All employees are informed of the abovementioned policies upon onboarding. Additionally, the Exchange cascades to all employees any updates made. The PSE will further educate its employees through focused training sessions on the topic of corruption.

Any external or internal party may report through the proper channel any transgression (including matters not related to corruption) committed by PSE personnel in accordance with the Whistleblowing Policy.

The PSE has no incidents of corruption to report for the year 2022. The Exchange attributes this to the high standard of integrity among personnel and its evolving business conduct rules.

Opportunities

The commitment of the Board of Directors and management to its role of upholding good corporate governance, and the continuous training of its employees will safeguard the reputational value of the PSE. The Exchange acknowledges, as well, the achievements of its peers in different industries and will keep abreast of best practices in the Philippines and around the world.

ENVIRONMENT

Resource Management

Energy consumption within the organization:

Disclosure	Quantity	Units
Energy consumption (renewable sources)	1,046,956.15	kWh
Energy consumption (gasoline)	168.87	GJ
Energy consumption (LPG)	454.41	Cubic Meters
Energy consumption (diesel)	181.85	GJ
Energy consumption (electricity)	0	kWh

Reduction of energy consumption

Disclosure	Quantity	Units
Energy reduction (gasoline)	8.43	GJ
Energy reduction (LPG)	88.69	Cubic Meters
Energy reduction (diesel)	-78.53	GJ
Energy reduction (electricity)	0	kWh

Initiatives of the PSE to Reduce its Carbon Footprint

The PSE joined its neighbors at the PSE Tower in participating in the Annual Earth Hour held on March 26, 2022. Earth Hour encourages people around the world to switch off their lights for one hour and serve as a reminder to be conscious of their consumption and take urgent action in tackling the global climate crisis.

The Exchange then took steps to walk the talk on decarbonization and energy use reduction.

On October 15, 2022, the PSE began installing the Remote Energy Monitoring System (REMS) in the electrical rooms from the 6th floor to 10th floor. REMS monitors key energy parameters of the facility without having to physically check the power meters. It enables the company to analyze data through insight-ready dashboards, helping to make data-driven decisions. The project was completed on December 23, 2022.

The Exchange further explored energy savings and sustainability efforts despite operating in 100% renewable energy. On November 12, 2022, the Facilities Management Department initiated the installation of a ducting provision in the UPS Rooms. The ducting provision is tapped to the existing duct from the centralized air conditioner of the building. This aims to lessen the operational hours of the split type air-conditioner to conserve energy and reduce electricity costs, thereby minimizing the footprint of the Exchange. The projected cost savings of this project after installation is around Php 41.71 per hour. The project was completed on December 31, 2022.

The Exchange takes pride in the fact that for the entire year of 2022, our electricity was sourced solely from renewable energy. The PSE will continue to implement engineering measures to further minimize the company's carbon footprint in the coming years.

Water consumption within the organization

Disclosure	Quantity	Units
Water withdrawal	N/A	Cubic meters
Water consumption	976.36	Cubic meters
Water recycled and reused	N/A	Cubic meters

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 services	N/A	%

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	N/A	
Habitats protected or restored	N/A	
IUCN ² Red List species and national conservation list species with habitats in areas affected by operations	N/A	

Environmental impact management

Air Emissions

GHG

Disclosure	Quantity	Units
Direct (Scope 1) GHG Emissions	697,438.67	Kg CO ₂ e
Energy indirect (Scope 2) GHG Emissions	157,043.42	Kg CO ₂ e
Emissions of ozone-depleting substances (ODS)	N/A	Tonnes

*Note: Carbon dioxide equivalent (CO₂e) is a unit of measurement that is used to standardize the climate effects of various greenhouse gases. ³

Air pollutants

Disclosure	Quantity	Units
NO _x	N/A	kg
SO _x	N/A	kg
Persistent organic pollutants (POPs)	N/A	kg
Volatile organic compounds (VOCs)	N/A	kg
Hazardous air pollutants (HAPs)	N/A	kg

² International Union for Conservation of Nature

³ <https://www.myclimate.org/information/faq/faq-detail/what-are-co2-equivalents/>

Particulate matter (PM)	N/A	kg
-------------------------	-----	----

The Philippine Stock Exchange Tower fully switched to 100% clean and renewable energy supply last February 26, 2021. Through its partnership with Bac-Man Geothermal, Inc., a subsidiary of First Gen Corporation, the company started sourcing its power requirements from the 140 MW Bac-Man Geothermal Power Plant (BGI) located in the provinces of Albay and Sorsogon. According to the provider, the carbon intensity of BGI is 0.15 kilogram of equivalent CO₂ per kWh, which is six (6) times lower than an average coal plant and five (5) times lower than that of the Luzon-Visayas Grid. Shifting to BGI will avoid approximately 600 kilograms of carbon from being emitted per MWh of electricity consumed. This shift has significantly decreased the company's carbon emissions by 107,636.58 Kg CO₂e of indirect Scope 2 GHG emissions. This is equivalent to carbon sequestered by 1,780 tree seedlings grown for 10 years.

Pursuant to the commitment of the Exchange to the United Nations Framework Convention on Climate Change of the "UNFCCC", the PSE continues to undertake sustainability initiatives to achieve climate neutrality and minimize the Exchange's Carbon Footprint. Last June 29, 2022, the PSE completed the Climate Neutral Now Report and was given a Bronze Badge by Climate Neutral Now.

Solid and Hazardous Wastes

Solid Waste

Disclosure	Quantity	Units
Total solid waste generated	687	kg
Reusable	N/A	kg
Recyclable	687	kg
Composted	N/A	kg
Incinerated	N/A	kg
Residuals/Landfilled	N/A	kg

PSE Waste Data

Type of Waste	Amount (in Kg)
White paper	252
Newspaper	104
Shredded paper/ assorted waste	107
Cartons	181
PET Bottles	33
	10
Total	687

Hazardous Waste

Disclosure	Quantity	Units
Total weight of hazardous waste generated	N/A	kg
Total weight of hazardous waste transported	N/A	kg

Effluents

Disclosure	Quantity	Units
Total volume of water discharges	N/A	Cubic meters
Percent of wastewater recycled	N/A	%

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	#

Impacts, Risks, and Affected Stakeholders

The Philippines is a country which is highly vulnerable to the effects of climate change. Some of the identified key climate impacts are in (1) agriculture, (2) water, (3) energy and, (4) infrastructures and services. The PSE's environmental impact is relatively small; however, the Exchange strives to manage its impact prudently, guided by its corporate responsibility principle of promoting market growth hand in hand with community welfare.

The Exchange's action on climate can affect several stakeholders including our listed companies, the local community in which it operates, its suppliers, government partners, other exchanges and partner organizations. Stakeholders look to the Exchange to lead by example and be a model player in the race for climate neutrality.

Opportunities

The PSE recognizes the opportunities in the sustainability issues under the environmental theme in two folds: (1) opportunities in PSE's internal operations and (2) opportunities in the capital market.

The opportunities in the PSE's internal operations focus mainly on resource management. Energy, fuel, water, and materials consumption of the PSE are part of the overall operations cost of the Exchange. If managed efficiently, these resources could have a beneficial impact towards the cost of operations.

As the only stock exchange in the country, the PSE is in a unique position to help the transition of the issuers, regulators, and other participants in the Philippine capital market in adopting a greener and sustainable business practice. The PSE can promote climate action among listed companies by providing

capacity-building workshops to increase awareness in ESG issues and by developing guidance documents to improve the quality of climate-related disclosures. When the market is ready, the Exchange will also develop ESG-related products such as climate-themed indices.

Management Approach

As a listed company, the PSE manages climate-related risks and constantly innovates by applying engineering controls and acquiring new technologies to actively reduce its environmental footprint.

The PSE significantly contributed to climate action by planting 400 Philippine indigenous forest trees in the Sierra Madre Mountains, Siniloan, Laguna last July 30, 2022 as part of its efforts to counteract biodiversity loss and mitigate climate change. PSE also contributed to FEED Climate Change Action Scholarship Fund to support financially challenged graduate and post-graduate students who are pursuing studies in Agriculture, Farming, Forestry, Fisheries, Social Enterprise, and Sustainability by taking part in this activity.

As a self-regulatory organization, the PSE is committed to furthering the advancement of sustainable finance and promoting disclosure of ESG-material information for the benefit of the investing public. In partnership with the United Nations Sustainable Stock Exchange, International Finance Corporation and the Carbon Disclosure Project, the PSE conducted a training program for publicly listed companies last February 3 and 16. This training program is a CPD-certified course and was offered free of charge. The objective was to facilitate a multi-stakeholder dialogue on TCFD disclosure and provide an understanding of the importance of climate-related disclosure. The training program was attended by a total of 256 participants representing 119 listed companies.

The PSE consistently collaborates with external stakeholders and partners to provide platforms for Sustainability-related discussions. Last 2022, the company collaborated with the Climate Change Commission for the *Climate Investment Forum 2022: Turning Climate Commitments to Action*. The event served as an avenue for government leaders to present its national targets on mitigation and adaptation, identify financing requirements, and enjoin stakeholders from the private sector to invest on the country's priorities on climate action. Other event partners include the Department of Finance, Securities and Exchange Commission, United Nations Development Programme, and World Bank Group.

The company also collaborated with Maybank Investment Banking Group (MIBG) for the online webinar entitled "ASEAN ESG Alpha and the Role of PSE in the ESG Narrative" ESG in the Philippines has been gaining traction with both corporates and investors. The PSE partnered with MIBG to bring a spotlight on whether ESG is driving performance of stocks in the ASEAN-6 countries, to what extent, and through which sectors. The event also covered the role of PSE in the ESG narrative and the use of ESG as an important investment tool in today's evolving business and social landscape.

SOCIAL

Employee Management

Employee Hiring and Benefits

Employee data

Disclosure	Quantity	Units
Total number of employees ⁴	122	#
a. Number of female employees	64	#
b. Number of male employees	58	#
Attrition rate ⁵	36	rate
Ratio of lowest paid employee against minimum wage		ratio

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	100%	100%
PhilHealth	Y	100%	100%
Pag-ibig	Y	100%	100%
Parental leaves	Y	Maternity=2%	Paternity=6%
Vacation leaves	Y	53%	66%
Sick leaves	Y	53%	66%
Medical benefits (aside from PhilHealth))	Y	HMO=100%	HMO=100%
Housing assistance (aside from Pag-ibig)	N	N/A	N/A
Retirement fund (aside from SSS)	Y	6%	1%
Further education support	Y	N/A	N/A
Company stock options	Y	14%	15%
Telecommuting	N	N/A	N/A
Flexible-working Hours	N	N/A	N/A
(Others)			

List of Benefits (Others)	% of female employees who availed for a year	% of male employees who availed for a year
Financial Assistance Loan	NONE	NONE
Continuing Education	NONE	NONE
Car Interest Subsidy	2%	1%
Employee Wellness (Free Zumba Sessions)	4%	1%

⁴ Employees are individuals who are in an employment relationship with the organization, according to national law or its application ([GRI Standards 2016 Glossary](#))

⁵ Attrition rate = (no. of new hires – no. of turnover)/(average of total no. of employees of previous year and total no. of employees of current year)

Birthday Leave Benefit	100%	100%
Employee Service Award	7%	5%
Special Leave Benefits for Women employees	N/A	N/A
Clothing Allowance	100%	100%
Vitamins and Supplements Reimbursement Benefit**	None	None

**Event suspended due to the pandemic*

***Management-initiated benefit in response to the pandemic*

****the percentage computed is number of availment over number of entitled employees*

Discussion of Benefits

The PSE strives to provide its employees with a competitive benefits package. Through this, the Exchange hopes to motivate its workforce to stay and grow at the company. The PSE also strives to go beyond the minimum benefits accorded to employees by the Labor Code of the Philippines.

While PSE employees are strictly prohibited from investing in stocks of Philippine listed companies, they are allowed to buy shares of PSE through the Employee Stock Purchase Plan (ESPP). This is a tool for employee hiring and retention.

PSE employees are encouraged to have 15-minute breaks in the morning and in the afternoon. This is meant to decrease any fatigue that may build up and result in higher productivity throughout the day.

Lastly, PSE employees have set work hours. They may, however, request for a change in work schedule subject to the approval of their department and division heads.

Employee Training and Development

Disclosure	Quantity	Units
Total training hours provided to employees	4,696	hours
a. Female employees	24 employees	3,024 hours
b. Male employees	24 employees	1,672 hours

Impacts, Risks, and Affected Stakeholders

It is essential that a company invests in its people. Employee training keeps the company competitive because it is kept abreast with the latest developments and innovations in relevant fields. Employees play a crucial role in the operations of the Exchange, as well as in maintaining the integrity and reputation of the institution they represent.

The Exchange invested more in training in 2022 compared to the previous year. Female employees availed of 3,024 training hours in 2022 compared to just 1,161 hours in 2021. Likewise, males availed of 1,672 hours in 2022, nearly thrice the number in 2021.

Labor-Management Relations

Disclosure	Quantity	Units
% of employees covered with Collective Bargaining Agreements	N/A	%
Number of consultations conducted with employees concerning employee-related policies	N/A	#

Discussion of non-material Topic

The PSE does not have a collective bargaining agreement, nor does it have a workers' union. However, the PSE does its best to engage its employees, as well as listen to and address any concerns they might have in relation to work arrangements and relationships.

Diversity and Equal Opportunity

Disclosure	Quantity	Units
% of female workers in the workforce	53	%
% of male workers in the workforce	47	%
Number of employees from indigenous communities and/or vulnerable sector*	0	#

**Vulnerable sector includes, elderly, persons 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).*

Impacts, Risks, and Affected Stakeholders

Philippine listed companies ranked 2nd in Southeast Asia in terms of percentage of Directors' seats held by women.⁶ Therefore, the PSE deems it essential to be a champion for diversity and inclusion as the country's stock exchange. PSE's doors are open to people of any gender, ethnicity, and background. It does not discriminate against persons with disability or any kind of medical condition. The PSE is proud of its ratio of male and female workers, where the number is almost equal, and the number females exceeds the number of males. While the financial sector is still a male-dominated sector, and there is a risk for a major player to still stick to traditional practices, the PSE tries its best to open opportunities to all people, regardless of gender, ethnicity, background, or any other association. The PSE hires, promotes, and retains its personnel based solely on the person's work experience, skills, and potential to grow.

Opportunities

Ensuring diversity and equal opportunity in the PSE, the company will be able to hear from various different perspectives, given employees' varied backgrounds and experiences. This will help the Exchange understand more deeply our stakeholders outside of the Exchange.

⁶ United Nations Sustainable Stock Exchanges Initiative, International Finance Corporation, and UN Women; Gender equality in corporate leadership (Regional Analysis): 2022; [SSE-IFC Regional Analysis Women in Corp Leadership \(sseinitiative.org\)](https://www.sseinitiative.org)

Management Approach

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 sustainability. Thus, it strives to create a work environment conducive to developing and sustaining excellent talent that will contribute in creating value for its business.

The management keeps the compensation and benefits of PSE employees benchmarked against other financial institutions to maintain its competitiveness as an employer. The compensation and benefits system of PSE allows it to retain and attract talented and passionate employees to work at the Exchange.

The PSE provides equal opportunities to all its employees, especially in terms of learning and development, which ensures that the PSE workforce remains committed to and aligned with the mission and vision of the Exchange. In fact, PSE has an active program to send to graduate degree programs (e.g., Masters in Business Administration) its employees who have been identified to be high performers and exhibiting management potential.

Additionally, the PSE hopes to maintain its status of having nearly equal distribution of male and female employees, in each business function and throughout the company as a whole.

Workplace Conditions, Labor Standards, and Human Rights

Occupational Health and Safety

Disclosure	Quantity	Units
Safe Man-Hours	202,046	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	1	#

Impacts, Risks, and Affected Stakeholders

The PSE maintains a safe working environment for its employees and trading participants. Unlike other industries, such as manufacturing and construction, PSE's risks in line with occupational health and safety is limited to office-based risks, such as workplace-related injuries and illnesses.

Opportunities

There is an opportunity to continuously test different scenarios to ensure that all personnel are prepared in case of an emergency. By preparing for any kind of risk that could disrupt business operations or jeopardize personal safety, the business will be resilient. The PSE aims to be a model for business continuity and resilience.

Management Approach

The PSE established a Health and Safety Committee, led by the Head of the Facilities Management Department of the Exchange, to manage and monitor the health and safety of its employees and other stakeholders at the PSE premises.

The Health and Safety Committee provides recommendations to management regarding policies and initiatives that will foster and reinforce the health and safety considerations for employees and other stakeholders.

The PSE has a clinic managed by a registered nurse. The clinic is equipped with a first-aid kit and over-the-counter medicines. Further, the PSE conducts regular training in emergency preparedness for the employees and security staff.

The PSE will strengthen its protocols to ensure the safety of all personnel within PSE, and to minimize the effect on any other stakeholder. The PSE also seeks to test and implement its proposed plans for business continuity where the safety of all is communicated to and recorded by PSE management.

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 disallow 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	Yes	PSE Code of Ethics and Business Conducts Compliance with Laws, Rules and Regulations
Child labor	Yes	PSE Code of Ethics and Business Conducts Compliance with Laws, Rules and Regulations
Human Rights	Yes	PSE Code of Ethics and Business Conducts Compliance with Laws, Rules and Regulations

Management Approach

Any violation of human rights can be reported to company management through the steps laid out in the Exchange's Whistleblowing Policy. All employees are informed on the Whistleblowing Policy and the Code of Ethics and Business Conduct upon onboarding.

On a daily basis, the PSE constantly strives to provide its workers with a workplace that is conducive to dignified work, regardless of the worker's function.

Supply Chain Management

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

Yes, PSE has a supplier accreditation policy.

Do you consider the following sustainability topics when accrediting suppliers?

Topic	Y/N	If yes, cite reference in the supplier policy
Environmental performance	Yes	Environmental performance is part of PSE's Supplier Accreditation Policy.
Forced labor	Yes	These issues are provided for in each supplier contract that PSE enters into. All suppliers are to strictly comply with all existing laws and regulations, and any violation will be a ground to terminate the relationship between the PSE and the supplier.
Child labor	Yes	
Human rights	Yes	
Bribery and corruption	Yes	

Impacts, Risks and Affected Stakeholders

As a corporation, the PSE has a long-standing relationship with third parties to support the Exchange's business functions. This includes engaging third party providers of specialized services or proprietary systems, cloud-based technology, and other consultancy services. With this, the PSE recognizes that outsourcing services to third-party presents risks that may affect the Exchange's operations and reputation. In this regard, the PSE strictly implements its Bids and Procurement Policy and Supplier Accreditation Guidelines and Procedures. Our enterprise risk management procedures and business continuity programs are regularly assessed and reinforced to take into account operational risks which may be magnified during the pandemic.

To illustrate, the trading engine and the front end system used by the trading participants are tools that are sourced from a third-party supplier. The possibility of the occurrence of system failures and other system-related issues are risks that the Exchange has to manage. In response to these risks, all members of the PSE team that handle the trading operations are trained and equipped to provide level one support and provide timely assistance to the concerns of the trading participants. The Exchange aims to minimize its dependency to third party system providers in maintaining the systems needed for trading operations.

During the lockdown, the PSE trading floor was able to operate smoothly with the help of capable PSE employees who were able to implement PSE's enterprise risk management procedures and business continuity programs. Taking into account operational risks, the PSE institutionalized systems and protocols to efficiently respond to issues and ensure that the capital market remains open for business during the pandemic.

Another tool provided by a third party supplier to the Exchange is a cloud-based solution that enables employees to access their emails and work files securely at any location. This system includes video calls, office-based chat system and file-sharing system. This system allowed the PSE to implement a work-from-home policy effectively, and for the PSE to function efficiently despite having a reduced workforce reporting on-site.

The COVID-19 sped up the adoption of new technologies for uninterrupted work in the midst of remote work arrangements. Some of these technologies and practices have been carried over into 2022, even as all personnel work on-site at the PSE Tower.

Management Approach

The Bids and Procurement Policy of the Exchange aims to maintain the integrity of the bids and procurement process observed by the PSE. This is done by (1) ensuring that the process is executed in full conformity with the PSE’s rules and regulations; (2) ensuring fairness and transparency through a competitive bidding, as may be applicable; and (3) promoting economy and efficiency with regard to quantity, quality and timeliness of the products and services to be procured.

Further, the PSE also implements a Supplier Accreditation Policy that provides relevant criteria, tools and procedures for: (1) the assessment and approval of suppliers, (2) the continuous management of supplier relationships, and (3) the ongoing management of the supplier database.

The PSE is also guided by its Enterprise Risk Management Framework to monitor and manage risks to the Exchange. With a risk-based assessment, the PSE is able to identify which services pose a material risk to the Exchange’s operations and, ultimately, its reputation. What the Exchange has likewise learned during the past year is the need to factor in so-called novel risks or those that are plausible and material notwithstanding low probabilities. The capital markets are not immune from these novel risks, and a market operator, like the PSE, will need to properly mitigate and manage these risks to ensure a fair and orderly trading market.

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)	Location	Vulnerable groups (if applicable)*	Does the particular operation have impacts on indigenous people (Y/N)?	Collective or individual rights that have been identified that or particular concern for the community	Mitigating measures (if negative) or enhancement measures (if positive)
PSE Stock Market Seminars & Exchange visits for schools and corporates	Institutions can request for the seminars to be held in their headquarters or request for onsite visits to the Exchange	N/A	N	N/A	N/A

PSE Investment Expo 2023	Virtual	N/A	N	N/A	N/A
PSE Academy website	Virtual	N/A	N	N/A	N/A
PSE Campus Expo 2023	Virtual	N/A	N	N/A	N/A
Social media initiatives a) #InsidePSE b) #AskPSE	Virtual	N/A	N	N/A	N/A
Certified Securities Specialist Course	Virtual	N/A	N	N/A	N/A
Listing Engagement and Assistance Program (“LEAP”)	Virtual	N/A	N	N/A	N/A
The Road to IPO	Virtual	N/A	N	N/A	N/A
PSE STAR (Strengthening Access and Reach Investor Day)	Virtual	N/A	N	N/A	N/A
Investor Relations Workshop	Hybrid Onsite guests: Shangri-La Fort	N/A	N	N/A	N/A

**Vulnerable sector includes children and youth, elderly, persons 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)*

For operations that are affecting IPs, indicate the total number of Free and Prior Informed Consent (FPIC) undergoing consultations and Certification Preconditions (CPs) secured and still operational and provide a copy or link to the certificates if available: N/A

Certificates	Quantity	Units
FPIC process is still undergoing	N/A	#
CP secured	N/A	#

Discussion of non-material topic

The PSE operates from the PSE tower in Bonifacio Global City, Taguig; therefore, the PSE has no relations with indigenous peoples groups in the area. The PSE expresses its support for indigenous peoples by not discriminating against them in any hiring or engagement process. The PSE will continue to explore different ways it can engage local communities.

Customer Management

Customer Satisfaction

Disclosure	Score	Did a third party conduct the customer satisfaction study (Y/N)?
Customer satisfaction	N/A	N

Impacts, Risks and Affected Stakeholders

As the only stock exchange in the country and licensed as a self-regulatory organization (“SRO”) pursuant to Republic Act No. 8799 otherwise known as the Securities Regulation Code, the PSE provides a centralized venue for the buying and selling equities and is guided by global best practices and the latest technology systems in order to maintain a fair and orderly market. With this in mind, the PSE serves trading participants, listed issuers, the investing public and other stakeholders towards furthering national economic development.

The vision of PSE is to become a premier exchange with world-class standards for trading securities and raising capital. The overarching goal of PSE is to serve as a strong engine for a robust Philippine economy. The strategic plans and initiatives of PSE are aimed at being relevant and responsive to the needs and demands of its stakeholders and to be an effective SRO over its stakeholders.

Management Approach

Providing quality service and meeting the highest standards of excellence are part of the institutionalized corporate values of the PSE. Towards these ends, the PSE develops and cultivates a highly motivated and professional workforce to handle the needs of all of the clients of the Exchange.

For each client group, the PSE dedicates a team of experienced and competent employees who are well-equipped to handle the clients’ requirements. In 2020, the Exchange rolled out into production a digital platform called the PSE Helpdesk which is an incident management and communication channel that enables the trading participants to seek timely assistance and resolution of any system issues they may encounter as regards to the systems provided by the Exchange. The PSE’s corporate values serve as a guide for all transactions with clients.

All employees of the Exchange adhere to the values of professionalism, service, excellence and integrity, and the pervading culture is consistent with these corporate values of PSE.

Health and Safety

Disclosure	Quantity	Units
No. of substantiated complaints on product or service health and safety*	N/A	#
No. of complaints addressed	N/A	#

**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.*

Marketing and labelling

Disclosure	Quantity	Units
No. of substantiated complaints on marketing and labelling*	N/A	#
No. of complaints addressed	N/A	#

**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.*

Discussion of Non-material Topic

The Exchange's customers are not natural persons, but publicly-listed companies. Thus, the Exchange does not keep track of the health and safety of its customers, nor does it receive any complaints on health and safety.

Likewise, the Exchange does not deal with manufacturing products that are consumed or physically used by its customers. Thus, this disclosure on marketing and labelling is immaterial.

Nonetheless, the Exchange is committed to honest and transparent business dealings and records as laid out in the company's Code of Ethics and Business Conduct.

Customer privacy

Disclosure	Quantity	Units
No. of substantiated complaints on customer privacy*	0	#
No. of complaints addressed	0	#
No. of customers, users and account holders whose information is used for secondary purposes	0	#

**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.*

Management Approach

The PSE's policies on data privacy are constantly revisited to ensure that these are updated and aligned with best practices. The Office of the General Counsel constantly monitors the business dealings of the Exchange to ensure that the privacy of data subjects is well protected.

Additionally, data privacy is made part of the onboarding process for all new hires to apprise all employees of the special role PSE plays and how essential data privacy is in carrying out that function.

The PSE complies with the provisions of the Data Privacy Act of 2012 (RA 10173).

Data Security

Disclosure	Quantity	Units
No. of data breaches, including leaks, thefts and losses of data	0	#

Risks, Opportunities, Management Approach

As a major front-line regulator, market operator, and publicly listed company, the Philippine Stock Exchange, Inc. (PSE) operates in an inter-connected market and business environment where confidentiality, integrity, and availability of information is critical to maintaining public trust and confidence. The PSE collects, processes, generates, stores, and transmits information in many forms, including electronic, physical, and verbal (e.g. conversations and presentations). Information and related processes, systems, networks and personnel involved in their operation, handling and protection are assets (information assets) that, like other important business resources, are valuable to PSE's business. The rapid increase in the use of the internet and flexibility in business processes have enabled the PSE to accomplish its business objectives and to collect, process and provide real-time market information to the public through EDGE and PSEtradx; however, these developments also expose corporate data and systems to various security risks. Effective information security risk management addresses these risks and is achieved by implementing a suitable set of controls, policies, procedures, organizational structures and system functions. The PSE Information Security Policy, related policies and Standard Operating Procedures shall form the PSE's foundation for the protection of its information assets. It shall contain operational policies and procedures intended to establish minimum requirements for confidentiality, integrity and availability of information assets.

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
<p>Ring the Bell for Gender Equality</p>	<p>Target 5.1 End all forms of discrimination against all women and girls everywhere</p> <p>Target 17.9 Enhance international support for implementing effective and targeted capacity-building in developing countries to support national plans to implement all the Sustainable Development Goals, including through North-South, South-South and triangular cooperation</p> <p>Target 17.16 Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries</p> <p>The Philippine Stock Exchange, Inc. (PSE) Board and Management together with the women leaders of the company opened trading on March 8, International Women’s Day, with a bell ringing event in support of the global Ring the Bell for Gender Equality program.</p> <p>The Ring the Bell for Gender Equality initiative aims to raise awareness on gender issues, including women empowerment in the workplace, marketplace, and the community. The PSE is one of 120 World Federation of Exchanges (WFE) members that joined this program to promote this advocacy that helps address UN Sustainable Development Goal 5 or Gender Equality.</p>
<p>PSE Campus Expo 2022</p>	<p>Target 4.4 Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship</p> <p>Target 8.6 substantially reduce the proportion of youth not in employment, education or training</p>

	<p>Target 8.10 Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all</p> <p>Target 10.1 By 2030, progressively achieve and sustain income growth of the bottom 40 per cent of the population at a rate higher than the national average</p> <p>The Philippine Stock Exchange hosted its first-ever investment literacy event for college students dubbed ‘PSE Campus Expo 2022’ last November 11. This event was a one-day online conference organized for college students in the Philippines. It featured various seminars, workshops, gamified activities, and competitions with the goal of educating the youth about financial literacy through an immersive learning experience.</p>
<p>PSE Investment Expo 2023</p>	<p>Target 4.4 Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship</p> <p>Target 17.5 Adopt and implement investment promotion regimes for least developed countries The Philippine Stock Exchange conducted its annual Investment Expo last March 9 to 11, 2023. This event was a three-day online conference organized for both retail investors and the general public across all levels of experience. In order to promote investing and increase awareness on legitimate financial instruments, the PSE Investment Expo featured a lineup of plenary and breakout sessions, along with games and other interactive activities.</p> <p>Target 1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance.</p>

<p>Climate Disclosure Training Program for PLCs</p>	<p>Target 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning</p> <p>Target 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.</p> <p>The PSE, in partnership with the United Nations Sustainable Stock Exchange, International Finance Corporation and the Carbon Disclosure Project, conducted a training program for publicly listed companies. This training program is a CPD-certified course and was offered free of charge. The objective was to facilitate a multi-stakeholder dialogue on TCFD disclosure and provide an understanding of the importance of climate-related disclosure.</p>
<p>Maintenance and growth of the Small, Medium, and Emerging Board</p>	<p>Target 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services</p> <p>In 2022, the Exchange listed four new companies on the Small, Medium, and Emerging Board. This is part of PSE’s efforts to cater to businesses of different scales, and hopefully give them access to capital, and thereby increase their footprint in economic growth.</p>
<p>Internal Webinar for Employees entitled “Safe Spaces at Work” conducted by UN Women</p>	<p>Target 8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment</p> <p>PSE conducted an internal webinar to discuss Republic Act No. 11313, also known as the “Safe Spaces Act”, to ensure all employees are aware of their rights and responsibilities to create a healthy workplace environment.</p>
<p>Climate Investment Forum</p>	<p>Target 17.9 Enhance international support for implementing effective and targeted capacity-building in developing countries to support</p>

<p>The event served as a platform for government leaders to present their national targets on mitigation and adaptation, identify financing requirements, and enjoin stakeholders from the private sector to invest on the country’s priorities on climate action. Other event partners included the Department of Finance, Securities and Exchange Commission, United Nations Development Programme, and World Bank Group. (November 21, 2022)</p> <p>9th SEC-PSE Corporate Governance Forum The theme of the 9th SEC-PSE Corporate Governance Forum was “Safe Spaces: Fortifying Corporate Governance and Sustainability in the Philippines”. (November 25, 2022)</p> <p>Online webinar entitled “ASEAN ESG Alpha and the Role of PSE in the ESG Narrative” PSE collaborated with Maybank Investment Banking Group (MIBG) to bring a spotlight on whether ESG is driving performance of stocks in the ASEAN-6 countries, to what extent, and through which sectors. The event also covered the role of PSE in the ESG narrative and the use of ESG as an important investment tool in today’s evolving business and social landscape.</p>	<p>national plans to implement all the Sustainable Development Goals, including through North-South, South-South and triangular cooperation</p> <p>Target 17.16 Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries</p>
<p>ASEAN Exchanges, including PSE, released core metrics for environmental and social disclosures</p>	<p>Target 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.</p> <p>Target 10.5 Improve the regulation and monitoring of global financial markets and institutions and strengthen the implementation of such regulations</p> <p>Target 17.9 Enhance international support for implementing effective and targeted capacity-building in developing countries to support national plans to implement all the Sustainable Development Goals, including through North-South, South-South and triangular cooperation</p> <p>Target 17.16 Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and</p>

	<p>share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries</p> <p>Target 17.19 By 2030, build on existing initiatives to develop measurements of progress on sustainable development that complement gross domestic product, and support statistical capacity-building in developing countries</p> <p>PSE joined 6 other exchanges, collectively known as ASEAN Exchanges, to simplify the sustainability reporting process in the region. The effort is aimed at standardizing reporting metrics of ESG disclosures to make the process easier and more accessible for the various publicly listed companies in the region. The environmental metrics were released in March of 2022, while the social metrics were released in December of 2022.</p>
<p>Launching of PSE MidCap Index</p>	<p>Target 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services</p> <p>Target 9.2 Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry’s share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries</p> <p>The PSE launched in March of 2022 a new index called PSE MidCap Index. The PSE MidCap Index is designed to capture the performance of mid-sized companies in the Philippine market. The constituents are selected based on specific liquidity and market capitalization criteria. Through this index, investors and funds can diversify their portfolios by investing in mid-sized listed companies.</p>

#InsidePSE	<p>SDG 4 Quality Education</p> <p>A video series that virtually takes one inside the PSE tower. Through this, one can learn more about the history and home of the country's only stock exchange. The episodes can be found on the Philippine Stock Exchange's Youtube channel.</p>
#AskPSE	<p>Target 4.4 Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship</p> <p>A video series that answers questions from retail investors about all sorts of topics including investing, the stock market, or anything under the sun. The episodes can be found on the Philippine Stock Exchange's Youtube channel.</p>
PSE Academy Website	<p>Target 4.4 Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship</p> <p>Target 8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors</p> <p>Target 17.5 Adopt and implement investment promotion regimes for least developed countries</p> <p>The Philippine Stock Exchange Academy or PSE Academy provides a comprehensive, interactive, and practical web-based investor education for market participants, would-be retail investors, and the general public. Some of its features include an investment calculator, both reading and video learning materials, along with a Market Education Events calendar.</p>
PSE Stock Market Seminar and Exchange visits for schools and corporates	<p>Target 4.4 Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship</p> <p>Target 17.5 Adopt and implement investment promotion regimes for least developed countries</p>

	<p>Through its Market Education department, the Philippine Stock Exchange conducts regular stock market seminars for both schools and corporates. Apart from online webinars, these institutions can request for the seminars to be held in their headquarters or request for onsite visits to the exchange. The topics of the seminars may vary depending on the attendees' preference and level of experience.</p>
<p>Certified Securities Specialist Course</p>	<p>Target 4.3 Ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university</p> <p>Target 4.4 Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship</p> <p>Target 4.b Substantially expand globally the number of scholarships available to developing countries, in particular least developed countries, small island developing States and African countries, for enrolment in higher education, including vocational training and information and communications technology, technical, engineering and scientific programmes, in developed countries and other developing countries</p> <p>Target 8.6 substantially reduce the proportion of youth not in employment, education or training</p> <p>The Philippine Stock Exchange Certified Securities Specialist Course is a key initiative of the Exchange envisioned to provide continuing education for market participants. It is a 124-hour program that puts emphasis on financial market theories, valuation techniques and analysis, investment portfolio management, ethics, regulations, and market dynamics. The PSE Securities Course was charted and developed by the PSE Capital Markets Development Division, led by its Market Education Department, and a composite team of noted academicians and market practitioners.</p>

<p>Listing Engagement and Assistance Program (“LEAP”)</p>	<p>Target 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services</p> <p>Target 8.10 Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all</p> <p>Target 17.5 Adopt and implement investment promotion regimes for least developed countries</p> <p>Expanded the reach of PSE’s Listing Engagement and Assistance Program (“LEAP”), a one-stop shop service offered by the Exchange to potential listing applicants, by partnering with key government entities and business groups.</p> <p>The following events were conducted in 2022:</p> <ol style="list-style-type: none"> 1. “Scaling New Heights: Enabling SME Growth through IPO Listing” A collaboration between PSE and DTI aimed to equip DTI Negosyo Center’s business counselors on the basics of IPO listing. With the raised awareness, counselors can then encourage SME mentees to explore going public and avail of the PSE LEAP. The virtual event conducted last February 10, was attended by 577 DTI business counselors. 2. “Get Listed! The ABCs of Doing an IPO” A collaboration campaign between PSE and SB Capital to drive IPO listing interest from their corporate and branch banking clients that are deemed ready to go public. <p>The campaign had two runs in 2022 (February and July) that was</p>
--	--

	<p>attended by 45 unique companies/potential listing applicants.</p> <p>3. “Primed to Lead: Unlocking Opportunities Through IPO Listing” A virtual event hosted by the PSE in partnership with the Philippine Franchise Association (PFA) to engage member companies to consider IPO listing as a viable capital raising platform to spur business growth and strengthen market leadership.</p> <p>The event last March 8 was participated by 27 unique companies that signified interest in pursuing capital raising via an IPO in the near future. Out of the 27 identified companies, 3 of which proceeded to enroll in LEAP (Filbake, Eco Hotels and Wild Flour Bakery + Café Corp.).</p> <p>4. “Journey to IPO” A special listing session in partnership with PNB Capital to drive IPO listing interest from PNB’s corporate banking clients that are deemed ready to go public. The virtual event conducted last July 26 was attended by 8 unique potential listing applicant companies.</p>
<p>The Road to IPO</p>	<p>Target 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services</p> <p>Target 8.10 Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all</p>

	<p>Target 17.5 Adopt and implement investment promotion regimes for least developed countries</p> <p>Conducted PSE’s “The Road to IPO” in partnership with the Securities and Exchange Commission (“SEC”) and the Department of Trade and Industry (“DTI”) last September 15, 2022. The annual IPO roadshow aims to present a cohesive and collaborative effort in reaching out to potential IPO listing applicants. The intent is to further drive interest in IPO listing as the preferred capital raising platform and increase the number of enrolled clients in PSE’s Listing Engagement and Assistance Program (“LEAP”) while presenting a variety of topics aimed at explaining the IPO process and the wide range of strategic benefits of an equity share sale. The event showcased roundtable/ fireside chat discussions that featured capital market practitioners and industry leaders in the morning while attendees were able to interact with IPO advisors through the event's networking segment in the afternoon.</p> <p>Out of the 1,170 registrants, the event was attended by 774 individuals who are potential listing applicants (business owners/founders and C-level executives), investors, listed companies, IPO advisors, brokers, government agencies and etc. Delivering the highest number of company attendees among the RTI events, “The Road to IPO 2022” was attended by 134 unique companies, 5 of which proceeded to enroll in LEAP (Topline Business Development Corp., Festival Land, Inc., Mega Prime Foods, Inc., Karco Ventures, Inc. and CLC Marketing Ventures Corporation).</p>
<p>PSE STAR (Strengthening Access and Reach Investor Day)</p>	<p>Target 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services</p> <p>Target 8.10 Strengthen the capacity of domestic financial institutions to encourage and expand</p>

	<p>access to banking, insurance and financial services for all</p> <p>Target 17.5 Adopt and implement investment promotion regimes for least developed countries</p> <p>Created the Exchange’s first post-IPO program, “PSE STAR (Strengthening Access and Reach Investor Day),” as a way to continuously support listed companies to drive visibility and boost stock liquidity. The initiative also aims to strengthen listed companies’ relationships with market participants as they are given a platform to communicate compelling narratives about their financial performance and future plans.</p> <p>The PSE STAR’s first run last May 24 to 26, 2022, was co-hosted by Bloomberg and featured 15 listed companies such as Monde Nissin Corporation, Max’s Group, Inc., Century Pacific Food, Inc., The Keeper’s Holdings, Inc., Axelum Resources Corporation, Filinvest Land, Inc., RL Commercial REIT, Inc., Megawide Construction Corporation, Cemex Holdings Philippines, Inc., AllDay Marts, Inc., China Banking Corporation, Security Bank Corporation Pilipinas Shell Petroleum Corporation, Nickel Asia Corporation and Converge Information and Communications Technology Solutions, Inc. Through the event, these companies were able to communicate their compelling narratives about their companies’ growth story, Q1 2022 financial performance, and future direction to investors. Overall, the STAR’s first run was attended by 835 participants composed of onshore and offshore institutional investors, research analysts, fund managers, investment bankers, trading participants, retail investors and members of listed companies out of the 1,144 registrants. This reflects a 73% show-up rate, above the industry average per Bloomberg.</p> <p>For PSE STAR’s second edition last August 16 to 18, 2022 a new set of publicly listed companies were featured. The companies showcased their first half financial performance, factors affecting their companies and industries, and their company outlook for the remainder of the year.</p>
--	---

	<p>Listed companies that participated in the second edition of the PSE STAR: Investor Day were Bank of Commerce, Bloomberry Resorts Corporation, Cebu Air, Inc., Citicore Energy REIT Corp., D.M. Wenceslao & Associates, Incorporated, D&L Industries, Inc., DoubleDragon Corporation, Manila Water Company, Inc., MREIT, Inc., Petron Corporation, Philex Mining Corporation, Philippine Seven Corporation, Semirara Mining and Power Corporation, Shakey’s Pizza Asia Ventures, Inc. and Union Bank of the Philippines. Overall, the STAR’s second run was attended by 717 participants out of the 1,047 registrants. The PSE STAR 2 was participated by 294 participants coming from the target audience segment which are research analysts, institutional investors, trading participants and member of FMAP and TOAP.</p>
<p>Investor Relations Workshop</p>	<p>Target 8.10 Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all</p> <p>Target 17.5 Adopt and implement investment promotion regimes for least developed countries</p> <p>Launched PSE’s Investor Relations Workshop, a series of hybrid workshops jointly hosted by PSE and Bloomberg L.P. that aims to provide the investor relations community with the opportunity to connect and engage in conversations on enhancing stakeholder value and emerging trends.</p> <p>In 2022, the PSE conducted a two part series, one in July 13 which was attended by 200 virtual and 40 onsite participants that discussed “The Changing Role of the IRO,” and last November 29 which was participated by 89 virtual and 29 onsite guests centering on the topic, “Prospecting and Driving Investor Conversations.”</p>
<p>PSE Moderna Vaccination</p>	<p>Target 3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all</p>

<p>PSE Wellness Program – Zumba Class Sessions</p>	<p>Target 3.d Strengthen the capacity of all countries, in particular developing countries, for early warning, risk reduction and management of national and global health risks</p>
<p>PSE Sportsfest</p>	<p>Target 3.d Strengthen the capacity of all countries, in particular developing countries, for early warning, risk reduction and management of national and global health risks</p>
<p>PSE Equities Information Platform (PSE EQUIP)</p>	<p>Target 17.5 Adopt and implement investment promotion regimes for least developed countries</p> <p>In 2022, the PSE completed most of the development for its data analytics platform, PSE EQUIP. This platform aims to democratize access to comprehensive and reliable information on the Philippine stock market. The system features real-time quotes and charts for all Philippine-listed securities, listed company disclosures, and fundamental and technical analysis tools. The platform also allows users to create their own portfolio, monitor specific stocks via a watch list, and get customizable price alerts. The beta version of PSE EQUIP was launched on March 9, 2023.</p>
<p>MOU with Bank of China (Hong Kong) Limited – Manila Branch</p>	<p>Target 10.b Encourage official development assistance and financial flows, including foreign direct investment, to States where the need is greatest, in particular least developed countries, African countries, small island developing States and landlocked developing countries, in accordance with their national plans and programmes</p> <p>Target 17.3 Mobilize additional financial resources for developing countries from multiple sources</p> <p>Target 17.5 Adopt and implement investment promotion regimes for least developed countries</p> <p>The PSE signed a memorandum of understanding (MOU) with the Bank of China (Hong Kong) Limited – Manila Branch to provide financial services in support of bilateral investment and trade through capital market linkages between the Philippines and China on July 6, 2022. Among the salient points covered by the MOU are the creation of a working group from both parties to</p>

	<p>explore areas of cooperation and exchange of information on settlement infrastructure and building the same for account opening, foreign exchange and cross-border settlement, among others. This collaboration can potentially fast track the stock connect initiative between the PSE and the three stock exchanges in China. The stock connect program is vital to PSE since this will open our stock market to more foreign investors and increase liquidity in our stock market</p>
<p>ASEAN Exchanges Hold Joint Event in New York City</p>	<p>Target 17.5 Adopt and implement investment promotion regimes for least developed countries</p> <p>On November 3, 2022, CEOs and representatives from four ASEAN Exchanges took part in the ASEAN Investment Summit in New York City. The event, organized in collaboration with FTSE Russell, provided the ASEAN Exchanges an opportunity to promote investment in the ASEAN region to global leaders and investors through information and knowledge sharing on socio-economic topics and developments. The ASEAN Exchanges representatives also visited Bloomberg to discuss their plans and strategies to develop the ASEAN region.</p>
<p>Enabling Stock Trading through Finance Apps</p>	<p>Target 8.1 Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries</p> <p>Target 1.1 By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than \$1.25 a day</p> <p>On September 21, 2022, the PSE, in collaboration with G-Xchange Inc. (GCash) and AB Capital Securities, Inc. (AB Capital), announced the launching of GStocks, the proposed in-app stock trading platform of GCash. AB Capital is the sponsoring broker while PSE is the technology provider. The initiative will make use of PSE’s online trading platform, PSETradeX, a browser-based trading management system that provides real-time stock market information and trading capabilities. This initiative aims to tap into the retail investor base of the country, as well as</p>

	provide easier access to the local equities market for all Filipinos through leveraging on the growth of local e-payment platforms.
--	---

** None/Not Applicable is not an acceptable answer. For holding companies, the services and products of its subsidiaries may be disclosed.*