

# SGV Sustainability Report 2024

Progress with purpose:  
Shaping a sustainable  
legacy today

#ShapeTheFutureWithConfidence  
#SGVforABetterPhilippines



The better the question.  
The better the answer.  
The better the world works.

**SGV**

Shape the future  
with confidence

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# About this report

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**SyCip Gorres Velayo & Co.** (“SGV,” “Firm,” “we,” “us” or “our”) is a general professional firm in the Philippines and is a member of Ernst & Young Global Limited (“EYG”), a UK company limited by guarantee. EY refers collectively to the global organization of the member firms of EYG.


This annual sustainability report covers fiscal year 2024 (FY24) from 01 July 2023 to 30 June 2024 and has been prepared with reference to the Global Reporting Initiative (GRI) Standards and Sustainability Accounting Standards Board (SASB) Standards. This sustainability report only covers SGV and does not include other EY member firms’ operation within the Philippines.


This sustainability report is not externally assured.

**For inquiries on the Firm’s sustainability efforts, please contact:**

 **Clairma T. Mangangey**  
Chief Sustainability Officer

 **SGV & Co. Makati Head Office**  
SyCip Gorres Velayo & Co.  
6760 Ayala Avenue  
1226 Makati City Philippines

 (+632) 8891 0307

 [sgv.information@ph.ey.com](mailto:sgv.information@ph.ey.com)

 [sgv.ph](http://sgv.ph)

# About the theme

**Progress with purpose: shaping a sustainable legacy today** encapsulates our strategic approach to sustainability, making deliberate and meaningful advancements that not only address current needs but also lay the foundation for long-term positive impact. This theme reflects our commitment to intentional action, ensuring that every step we take towards growth and innovation is aligned with our core values and contributes to a lasting legacy of social, environmental, and economic well-being.

We recognize that sustainable progress is not incidental but the result of purposeful decisions and actions. By embedding sustainability into the heart of our business strategy, we aim to move beyond compliance and drive transformative change that resonates with our stakeholders and aligns with global sustainability goals. The theme underscores our holistic view of sustainability, which encompasses not just environmental stewardship but also social equity and economic viability.

Aligned with SGV’s Purpose of nurturing leaders and enabling business for a better Philippines, we are dedicated to creating value that transcends financial metrics and includes positive outcomes for people, communities, and the planet. By focusing on shaping a sustainable legacy today, we emphasize the urgency of addressing contemporary challenges with a long-term perspective. We are not solely preparing for the future; we are proactively reshaping it with each decision and initiative we take.

In essence, the theme serves as a guiding principle for our sustainability reporting, capturing our dedication to making progress that is not only rapid and robust but also responsible and reflective of the kind of future we aspire to create. Through nurturing leaders and enabling businesses, we aim to contribute to a better Philippines, fostering a sustainable and inclusive future for all.

# SGV Purpose, values and ambition

Our purpose has always been anchored in building a better working world that leads to sustainable, inclusive growth. We develop leaders who provide insights and quality services to our clients while creating and protecting value for businesses, people, and society. We have been active in nation-building and making a difference in our communities. In everything we do, we nurture leaders and enable businesses for a better Philippines.

We have a Purpose Council which is a steering committee that supports and promotes our Purpose by identifying areas for improvement and designing programs to continually ensure that our practices reflect our purpose.

We envision a prosperous economy where everyone is given an equal opportunity to thrive. This is why we value people who demonstrate integrity, excellence, respect, teaming, and inclusiveness; those with energy, enthusiasm, and the courage to lead; and who build relationships based on doing the right thing.

For us, these shared values define who we are as a firm operating in the Philippines and as part of our global organization. These values guide our actions and behaviors – the way we serve businesses and our society. As we continue to evolve with the world, our values remain constant and serve as our foundation as we relentlessly pursue our purpose and deliver our ambition.

SGV’s ambition is to create long-term value as the country’s most trusted, distinctive professional services organization. We are taking the next step in our purpose by providing personal purpose discovery programs, building platforms for purpose dialogue and teaming, and continuing to provide the tools to connect our people’s purpose with the Firm’s.

Our ambition, like our purpose, is outward facing, connecting our success to the success of our stakeholders. Through these efforts, we are committed to shaping a sustainable legacy today, ensuring that our progress is both purposeful and impactful for the future.

“

In everything we do, we nurture leaders and enable businesses for a better Philippines.

**#SGVforABetterPhilippines**



# Message from Leadership

2-22

As we reflect on the past fiscal year and look forward to the future, it is my privilege to share with you the strides we have made in sustainability – a testament to our unwavering commitment to a better, more sustainable future. At the heart of our efforts is the belief that sustainability is not just an initiative but a guiding principle that shapes every aspect of our work, from enabling businesses to nurturing our people and engaging with our stakeholders.

SGV is reinforcing its dedication to the Purpose we cherish, while also making significant contributions towards creating an economic system that is more equitable, reliable, and equipped to tackle the most pressing challenges facing humanity. Driven by the belief in the value of our cause, we embrace our responsibilities in the economic, environmental, and social spheres. This includes our commitment to the Ten Principles of the United Nations Global Compact (UNGC) and the UN Sustainable Development Goals (SDGs). Through this report, we are holding ourselves accountable, particularly in terms of our pledge to minimize our environmental footprint and enhance our social impact.

## Enabling business for a sustainable future

We understand the critical role businesses play in driving sustainable development. Our approach has been to empower organizations to embed sustainability into their core strategies, helping them not only to mitigate risks but also to seize the opportunities that sustainability presents. Through our services, we have guided companies in transforming their operations to be more environmentally friendly, socially responsible, and economically viable, ensuring they are well-positioned for the challenges and opportunities ahead.

## Nurturing our people

Our people are our greatest asset, and their growth and well-being are paramount. We have fostered an environment where learning about and contributing to sustainability is a part of everyone's role. By integrating sustainability into our onboarding programs and encouraging our teams to participate in sustainability initiatives, we ensure that our workforce is not only skilled but also passionate about making a difference. This commitment to nurturing our people ensures that we can continue to lead by example in the realm of sustainable business practices.

## Supporting and engaging with our stakeholders

Engagement and collaboration with our stakeholders have been key to our sustainability journey. We have actively sought to understand their perspectives, share our knowledge, and work together towards common goals. Through transparent communication and meaningful partnerships, we have strengthened our relationships with clients, communities, and partners, fostering a culture of trust and mutual respect. Our engagement efforts have also allowed us to better understand the evolving landscape of sustainability challenges and opportunities, enabling us to stay at the forefront of sustainable solutions and initiatives.

## Holding sustainability at the forefront

As we shape the future, sustainability remains at the forefront of our agenda. We are committed to continuous improvement, innovation, and leadership in sustainability. Our journey continues, and we are excited about the possibilities that lie ahead. Together, we can create lasting value for our Firm, our stakeholders and the planet.

Thank you for your continued support and commitment to sustainability. Let us continue to lead with purpose and make a positive impact on the world around us.



**Wilson P. Tan**  
Country Managing Partner



# Year in Brief

## People

**35%**  
Male  
(34% in 2023)

**65%**  
Female  
(66% in 2023)

**100.90**  
Average number of training hours  
(54 in 2023)

**2,234**  
EY badges awarded  
(1,557 in 2023)

**100%**  
Global Code of Conduct response rate  
(100% in 2023)

**50%**  
Global People Pulse Survey response rate  
(54% in 2023)

**92%**  
Respondents who have an exceptional EY experience  
(92% in 2023)

## Clients

### Sectors served:

Advanced Manufacturing & Mobility, Automotive, Banking & Capital Markets, Business Process Outsourcing, Consumer Products, Financial Services, Government & Public Sector, Health Sciences & Wellness, Insurance, Mining & Metals, Oil & Gas, Pharmaceuticals, Power & Utilities, Private Equity, Real Estate, Hospitality & Construction, Technology, Media and Entertainment, Transportation, Telecommunications, Wealth & Asset Management

**51%**  
Companies audited by SGV out of the top 100 corporations

**40%**  
Companies audited by SGV out of the top 1,000 corporations

## Communities

**164**  
Scholars through SGV Foundation

**21,243**  
Lives impacted through EY Ripples in FY24  
(440,455 cumulative since FY20)

**128,030**  
Trees planted through various tree planting initiatives

**32**  
Grants provided to institutions

## Environment

**11,216**  
Energy consumption in GJ  
Renewable energy: 7,867  
Non-renewable energy: 3,349  
(10,293 in FY23)

**1,902**  
Total greenhouse gas (GHG) emissions in tCO<sub>2</sub>e  
(3,199 in FY23)

**31**  
Water consumption in ML  
(32 in FY23)

**73**  
Waste generated in metric tons  
(41 in FY23)

**33%**  
Waste recovered and/or diverted  
(18% in FY23)

**More than PHP430k**  
Savings from Green Energy Operations Program

**PHP1.6 million**  
Savings from energy efficiency measures

# Aligning Values and Vision for our stakeholders with purpose

Synchronizing our core values and long-term objectives with the expectations and needs of our stakeholders is essential to SGV. This approach embodies our dedication to transparent communication, mutual respect, and collaborative goal setting, ensuring that our progress is both purposeful and beneficial to all parties involved. By aligning our actions with our commitment to shaping a sustainable legacy today, we strive to create meaningful and lasting impact for our stakeholders and the broader community.



# Enhancing value through materiality assessment

3-1, 3-2

In FY23, we conducted a comprehensive materiality assessment that involved multiple facets of our organization, identifying key sustainability issues critical to our business and stakeholders. The assessment provided invaluable insights into our critical focus areas, resulting in the identification of 14 material topics.<sup>1</sup>

This year, we re-assessed the material topics by validating their relevance in our FY24 operations. Based on our reassessment of these topics, we identified 15 material topics. The topic on “informing public discourse” has been added to the list with our increasing number of engagements in the public sector, as well as publications and initiatives focusing on public policy. Listed on the right are the 15 material topics presented in the order of ranking and relevance.

## Legend

- P People
- O Operations
- E Environment
- C Community

Pillar	Topic	Definition
<span style="color: orange; font-weight: bold; border: 1px solid orange; border-radius: 50%; padding: 2px 6px;">P</span>	Attracting, developing and retaining talent	Commitment to attracting, developing and retaining talent and purpose-driven leaders by providing opportunities for growth, learning, development and mentorship with equitable compensation, competitive benefits and work arrangements.
<span style="color: purple; font-weight: bold; border: 1px solid purple; border-radius: 50%; padding: 2px 6px;">O</span>	Client centricity	Putting client relationships at the heart of the Firm’s strategy, operations and processes to understand the wider issues our clients face.
<span style="color: purple; font-weight: bold; border: 1px solid purple; border-radius: 50%; padding: 2px 6px;">O</span>	Workplace culture, purpose, ethics and integrity	Honest business practices that adhere to the code of conduct, anti-bribery and anti-corruption, as well as in line with ethical market practices and industry expectations while supporting a flexible workplace culture that enables high-performing teams, supports innovative culture and workforce engagement.
<span style="color: purple; font-weight: bold; border: 1px solid purple; border-radius: 50%; padding: 2px 6px;">O</span>	Data privacy and security	Robust corporate policies on data handling, retention and privacy to maintain secure data management systems in compliance with applicable regulations.
<span style="color: green; font-weight: bold; border: 1px solid green; border-radius: 50%; padding: 2px 6px;">E</span>	Climate change	Integration of climate change adaptation and mitigation strategies into business systems, processes and delivery models by implementing programs to manage and minimize the Firms’ energy use, increase efficiency measures and use low-carbon emission energy sources, include new carbon removal solutions to decarbonize the entire value chain, identify and manage climate risks, as well as enable transformation by sharing skills and experiences to provide better solutions for clients.
<span style="color: orange; font-weight: bold; border: 1px solid orange; border-radius: 50%; padding: 2px 6px;">P</span>	Health, safety and well-being	Commitment to employee health and wellness, allowing employees to perform and grow professionally in a safe, healthy and balanced environment, and providing support to improve their health and personal performance.
<span style="color: purple; font-weight: bold; border: 1px solid purple; border-radius: 50%; padding: 2px 6px;">O</span>	Trust and transparency	Ensuring quality and independence of services by having open and readily available information on business model, history, strategy, performance, targets and operations to stakeholders, and maintaining professional skepticism.
<span style="color: orange; font-weight: bold; border: 1px solid orange; border-radius: 50%; padding: 2px 6px;">P</span>	Diversity, equity and inclusiveness	Advancing gender equality and diversity, recognizing that differences create value, and ensuring equitable opportunities for everyone.
<span style="color: green; font-weight: bold; border: 1px solid green; border-radius: 50%; padding: 2px 6px;">E</span>	Environmental management	Management of direct environmental impacts resulting from business operations, specifically energy consumption, waste management and water consumption, including compliance to applicable environmental laws and regulatory requirements.
<span style="color: purple; font-weight: bold; border: 1px solid purple; border-radius: 50%; padding: 2px 6px;">O</span>	Digital technology	Harnessing the power of data, technology and innovation to drive the transformational change needed to deliver profitable revenue growth
<span style="color: purple; font-weight: bold; border: 1px solid purple; border-radius: 50%; padding: 2px 6px;">O</span>	Regulatory compliance	Compliance to local, regional and national laws and regulations that apply to the Firm including mandatory compliance to legislations, adherence to independent industry bodies, standards, networks and/or voluntary agreements.
<span style="color: blue; font-weight: bold; border: 1px solid blue; border-radius: 50%; padding: 2px 6px;">C</span>	Community impact	Management of direct and indirect impacts of the Firm to the communities affected by business operations.
<span style="color: purple; font-weight: bold; border: 1px solid purple; border-radius: 50%; padding: 2px 6px;">O</span>	Governance and risk	Robust corporate governance and compliance structures, ensuring legislative and regulatory compliance while maintaining and enforcing a clear management strategy to control and minimize risks.
<span style="color: purple; font-weight: bold; border: 1px solid purple; border-radius: 50%; padding: 2px 6px;">O</span>	Supply chain responsibility	Sustainable procurement as aligned with robust corporate policies on supplier due diligence, responsibility, and their compliance with requirements addressing environmental, social and human rights risks.
<span style="color: blue; font-weight: bold; border: 1px solid blue; border-radius: 50%; padding: 2px 6px;">C</span>	Informing public discourse <sup>2</sup>	Responding to regulatory and legislative proposals on key public policy issues, developing thought leadership to help inform public debate on timely issues, and providing analysis to clients and other stakeholders to assist them in assessing the impacts of significant public policy issues.

<sup>1</sup> Refer to Pages 11-12 of the [SGV Sustainability Report 2023](#) for the complete discussion of our materiality assessment.

<sup>2</sup> New topic in FY24

# Keeping our stakeholders engaged

2-29

Engaging with our stakeholders helps us gain a clearer frame on the issues, risks and opportunities that guide the Firm’s purposeful progress. We actively connect with these key stakeholder groups whose interests play an essential role in our decision-making process. We consistently engage with these key stakeholder groups whose interests significantly influence our decision-making process.

## Clients

Our clients are valuable to the Firm. We proactively align with their needs and expectations through the services we provide.

**Their key concerns** Customer satisfaction, compliance with laws and regulations, good governance practices and professional values, data privacy and security, other possible external hurdles.

Engagement activities	Engagement frequency
Client meetings and teleconferences	Regular communication on engagement updates
Corporate social media accounts (i.e. Facebook and LinkedIn)	Regular content updates and quick response on queries
Client Experience (CX) Program	Throughout the year
Website	Daily content updates
Newsletters	Regular sending of newsletters to clients signed up via SGV/EY websites
Conferences/seminars	Throughout the year
Thought leadership events	Events are held on a regular basis
Thought leadership publications	Shared throughout the year on various intervals

## Regulatory bodies/Public institutions

We maintain our compliance with applicable laws and regulations in conducting our services. Our Firm also maintains excellent relationships with regulatory authorities and professional regulatory bodies that testifies our proactive involvement to contribute to the betterment of the industry.

**Their key concerns** Compliance with laws and regulations, good governance practices and professional values.

Engagement activities	Engagement frequency
Meetings (including one-on-one meetings)	
Fora	Various involvement depending on the event
Conferences	
Periodic Audits	
Provision of services	As requested; updates and check-ins are done regularly throughout the engagement period
Support in public consultations	As requested
Involvement in various discussions on relevant matters related to reporting and auditing standards	As requested by the regulators

## SGVeans

Our people allow the Firm to operate efficiently and realize our purpose of creating a better working world.

**Their key concerns** Human rights in the workforce, employee and customer satisfaction, professional development, ensuring their health, safety, and well-being.

Engagement activities	Engagement frequency
Engagement Performance Feedback	Thrice a year
Multi-source Feedback (MSF)	Once a year for four to six weeks
Global People Pulse Survey	Once a year throughout four weeks
Market Group (MG) Townhalls	Once a year
EY Ethics hotline	As needed upon reporting of any unethical activities or behaviors that are subject to appropriate disciplinary actions
Buddy Program	First 90 days of new-hired employees
Professional accreditations	Required to be renewed annually
Everbridge Mobile App	During and after a disruptive event
Daily Talent Alerts	Daily
Daily Verse and Reflection	Daily
Staff Anniversary	Annual
Competitions (e.g., Sportsfest, SGV’s Got Talent)	Annual
Clubs (e.g., SGV Glee Club, Bible Club, Dance Company)	Various dates as determined by club members

## Suppliers

With the right suppliers, the Firm is enabled to deliver its day-to-day operations and engagements or services efficiently.

**Their key concerns** Ability to dialogue, data privacy and security, governance, initiatives on efficient use of resources, sustainability practices, Firm’s policies and requirements.

Engagement activities	Engagement frequency
Daily business cycle	
Meetings	Continuous throughout the general course of the business
Email communication	

## Alumni

The Firm values the long-term relationships formed with our alumni, recognizing that even after they have left our employment, they continue to be a valuable part of our professional network.

**Their key concerns**

Avenues to reconnect with former colleagues

Engagement activities	Engagement frequency
Alumni event (for all Alumni)	Once a year
Executive briefings (for Alumni Partners)	Twice a year
Legacy Night (for Alumni Partners)	Annual
Partners' Christmas Party (for Alumni Partners)	Annual
Website	Daily content updates

## Communities

Through the SGV Foundation and in partnership with local governments as well as local and international organizations, we are able to bring our efforts to the forefront of community improvement.

**Their key concerns**

Generating value through community investments, job opportunities

Engagement activities	Engagement frequency
Philanthropy events	Varies depending on the type of engagement
Engagement activities	
Workshops	



To further keep our stakeholders engaged, our initiatives are supported by our comprehensive **Doing Business in the Philippines** publications, which offer valuable insights into the country's economy, labor force, and relevant laws for investors. These resources highlight updates and trends across various industries, making them essential tools for those looking to invest in the Philippines.

In addition to our national publications, we provide versions tailored to specific local government units (LGUs). Our engagements with select LGUs, including Clark, Surigao del Norte, General Santos City, and Davao, reflect our commitment to building strong relationships at the local level.

# Upholding excellence through Purposeful Governance

This section elaborates on our governance framework and the principles that guide our decision-making processes. We emphasize the importance of ethical conduct, accountability and transparency in maintaining the trust of our stakeholders and ensuring the long-term sustainability and integrity of our organization.

We work within a challenging, complex, and evolving global business landscape. Each day brings new obstacles, and the decisions we take shape our individual and collective reputation. As part of EY, we are committed to fostering a culture centered on quality and trust, highlighting the importance of transparency, independence and accountability across our teams. Our core values, mission and Purpose, which are firmly rooted in our robust governance framework, steer us in the choices we make daily.

**Effective governance aligns our organization's sustainability objectives with its core mission and strategic direction. By establishing quantifiable goals and integrating sustainable practices into our governance frameworks, we promote responsibility and foster initiatives that advance our sustainability ambitions.**

We cultivate a culture that prioritizes adherence to legal mandates and industry benchmarks, acknowledging that sound governance is integral to managing risks effectively and conducting business ethically. Keeping pace with changing regulations enables us to refine our governance approaches, maintain compliance, and minimize potential threats.

At the heart of our commitment to make a meaningful difference is the principle of advancing sustainability through exemplary governance. We understand that the foundation of sustained value creation is built on governance that is transparent, accountable and rooted in ethical choices. Our commitment to principled governance positions us to spearhead impactful change and contribute to a more sustainable and prosperous future for everyone.

# Keeping good governance with high-performing leaders

2-9

## Our Governance Structure

EY operates as a global business with one shared strategy, led and seen by a common governance structure that coordinates the member firms including SGV, and promotes cooperation among them. Each member firm is a legally distinct entity. The member firms are grouped into three geographic areas: Americas and Asia-Pacific as well as Europe, Middle East, India, and Africa (EMEIA). The areas comprise multiple regions. SGV is part of the ASEAN region of the Asia-Pacific area.

## SGV as part of a global network




























2-11, 2-17

EY Global Executive chaired by our Global CEO, is the highest executive body of EY, focusing on strategy, execution and operations. Its membership brings together the elements of the EY Global organization, including the leaders of EY geographic areas, services lines and functions.

All EY member firms commit to pursuing the EY objectives. They undertake the implementation of global strategies and plans to maintain the prescribed scope of service capability. All member firms adhere to applicable professional and ethical standards as well as applicable regulations, methodologies and policies, including those on audit, risk management, independence, knowledge sharing, talent and technology.

# SGV's Leadership

2-11, 2-12

 <b>Wilson P. Tan</b> Chairman and Country Managing Partner	 <b>Ma. Vivian C. Ruiz</b> Vice Chair, Deputy Managing Partner and Assurance Leader		
 <b>Fabian K. Delos Santos</b> Tax Leader	 <b>Rossana A. Fajardo</b> Consulting Leader and EY Asean Business Consulting Leader	 <b>Noel P. Rabaja</b> Strategy and Transactions Leader and Market Group 12 Leader	 <b>Christian G. Lauron</b> Financial Services Organization Leader
 <b>Cyril Jasmin B. Valencia</b> Deputy Assurance Leader and Sector Representative - Real Estate	 <b>Jules E. Riego</b> Deputy Tax Leader and PH Asean Business Tax Services Leader	 <b>Ryan Gilbert K. Chua</b> Deputy Consulting Leader and Business Consulting Leader	 <b>Lucy L. Lim-Chan</b> Professional Practice Director, Risk Management Leader and Chief Risk Officer
 <b>Carolina A. Racelis</b> General Counsel and Asean Tax Quality Leader	 <b>Catherine E. Lopez</b> Chief Financial Officer and IT Services Group Leader	 <b>Clairma T. Mangangay</b> Quality and Enablement Leader and Chief Sustainability Officer	 <b>Luisa E. Hebron</b> Talent Leader
 <b>Sherwin V. Yason</b> Market Group 1 Leader	 <b>Julie Christine O. Mateo</b> Market Group 2 Leader and SGV Purpose Council Co-Chair	 <b>Henry M. Tan</b> Market Group 3 Leader	 <b>Veronica R. Pore</b> Market Group 4 Leader
 <b>Editha V. Estacio</b> Market Group 6 Leader	 <b>Jose Pepito E. Zabat III</b> Market Group 7 Leader	 <b>Alvin M. Pinpin</b> Market Group 8 Leader	 <b>Aris C. Malantic</b> Assurance Advisory Group Leader
 <b>Martin C. Guantes</b> Accounts Leader	 <b>Michael C. Sabado</b> Accounts Leader	 <b>Narciso T. Torres, Jr.</b> Accounts Leader	
 <b>Marie Stephanie T. Hamed</b> Sector Representative - Government and Public Sector	 <b>Maria Kathrina S. Macaisa-Peña</b> Sector Representative - Consumer Products and Retail		

## Executive Committee composition

<b>8</b> Females	<b>6</b> Males	SGV did not experience any significant organizational changes in structure in FY24.
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# Nomination and selection of key roles and positions

2-10, 405-1

All leadership roles and members of the executive committee are appointed by the Chairman and Managing Partner and remain as members as long as they hold their current leadership roles.

Diversity is a key consideration in the appointment of members of the leadership committee. Members are appointed considering factors such as their subject matter expertise, skills, achievements and competencies. Overarching these attributes is diversity (i.e., gender). Diversity in governance enables us to generate valuable insights while developing our effective strategies, policies and procedures.

The responsibilities relating to the management of SGV are exercised by the Chairman and Managing Partner. In the performance of his duties and exercise of his powers, the Chairman and Managing Partner is assisted by the Vice Chair and Deputy Managing Partner, and by an Executive Committee consisting of the Chairman and Managing Partner, the Vice Chair and Deputy Managing Partner, the Service Line leaders, the Financial Services Leader, the Chief Risk Officer, the Chief Financial Officer, the Professional Practice Director and Risk Management Leader, the Talent Leader, General Counsel Office, Chief Sustainability Officer, Vice Chairperson of the Purpose Council and the Business Services Group Leader. The Executive Committee is tasked with overseeing the management and operations of SGV and setting strategic direction. It formulates policies and procedures to guide and monitor performance.

# Remuneration

2-18, 2-19, 2-20, 405-2

The same reward system applies to all the partners of the Firm, including the Executive Committee. We follow the Asia-Pacific Partner Reward System (APPRS), which is a retrospective cash-based variation system. The APPRS takes into consideration feedback from stakeholders through an internal performance evaluation system. Annually, APPRS is used to determine the portion of the distributable income of the Firm to be allocated to each Partner. Any variable compensation to Partners is linked to organization level goals, which also includes but is not limited to service quality, increasing diversity, equity, and inclusiveness in the workforce, and contributing to prosperity in the communities. The performance outcome has a direct impact on the variable component of each Partner's income.

# Striving for quality and integrity in our work

## Quality and integrity

2-15, 2-16, 2-23, 2-24, 2-25, 2-26, 2-27, SV-PS-510a.1

Our dedication to excellence is unwavering. We uphold the most stringent professional benchmarks and adhere to rigorous internal protocols to ensure our team delivers top-tier performance. Each service line through the Service Line Quality Leader customizes their Service Line Quality policies based on the EY Service Line Quality policies. We continuously invest in comprehensive training programs for our people, equipping them with the necessary expertise, skills, and insights tailored to their specific duties and obligations. Our training programs are evaluated annually to ensure relevance and appropriateness in light of the changing regulatory environment and technological advancements.

Furthermore, we actively disseminate ethical guidelines, including the SGV Workplace Behavior Guidelines, Inclusion and Non-discrimination Policy, Anti-Sexual Harassment Policy, and Relationship Policy, to foster a culture of integrity and respect within our organization.

We adhere to the EY Global Code of Conduct, which outlines the ethical and behavioral standards our people are expected to demonstrate in their daily actions and decisions. All SGVeans have affirmed their adherence to the Code of Conduct through our Global Monitoring System. Compliance with the Code of Conduct fosters organizational accountability, trust, performance, and productivity. Employees who wish to report unethical conduct and remain anonymous may do so through the EY Ethics Hotline. All reported issues are taken seriously and are addressed by the appropriate function head – whether it be Talent, Risk Management, General Counsel Office, Service Line Leaders, or the Country Managing Partner – depending on the nature and gravity of the infraction.

In addition, we have a suite of EY policies that address and prevent financial crime and other corruption, including Anti-Bribery & Corruption, Hospitality & Gifts, and Conflict of Interest, which are supported by a robust training and communications program required for all SGVeans. The ethical values we impart on our people builds a workplace culture that aligns with ethical market practices and industry expectations to enable high-performing teams.



# Risk Management

As a professional services firm, risk management is an integral part of our everyday work as we manage potential risks that may arise from our actions and decisions. SGV has a dedicated team led by our Risk Management Leader who oversees the overall implementation of risk management measures and policies with the Firm. We also have an annual refresher on our Independence policies that are mandatory for all active employees.

The EY Policy Framework includes a set of risk management executive committee and global executive-approved protocols including:

- Requirements for policy issuers
- Policy consultation and approval matrix
- Exception request process
- Tools and enablers

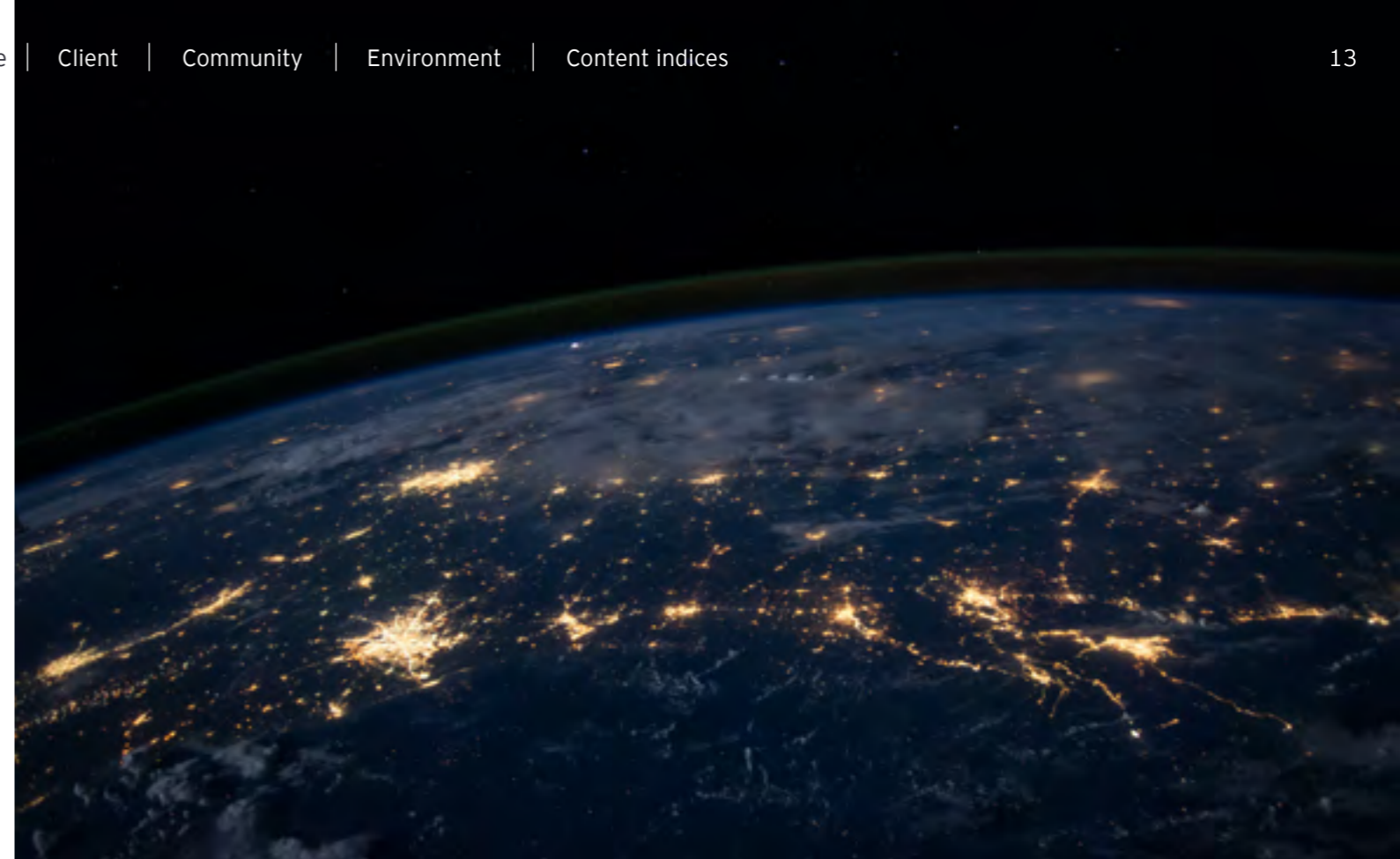
## Trust and transparency

2-27

To enhance our approach to regulatory compliance and risk management, we guarantee the quality and independence of our services by providing open and easily accessible information about our business model, history, strategy and operations to stakeholders, available on our official website. SGV is committed to adhering to relevant local and international policies, actively demonstrating trust and transparency to our stakeholders.

Our management approach to trust and transparency includes following established guidelines for:

- Independence
- Insider trading
- Records retention and schedule
- Client acceptance and retention



# Aligning with EYG's strategy and sustainability practices

## SGV Committees

2-13, 2-14

Various working committees aligned with EY Global's NextWave strategy were established to assist the Executive Committee.

- Client & Markets Committee
- People & Talent Committee
- Risk Management & Regulatory Committee
- Finance & Operations Committee
- Innovation and Technology Committee

## Sustainability at EY

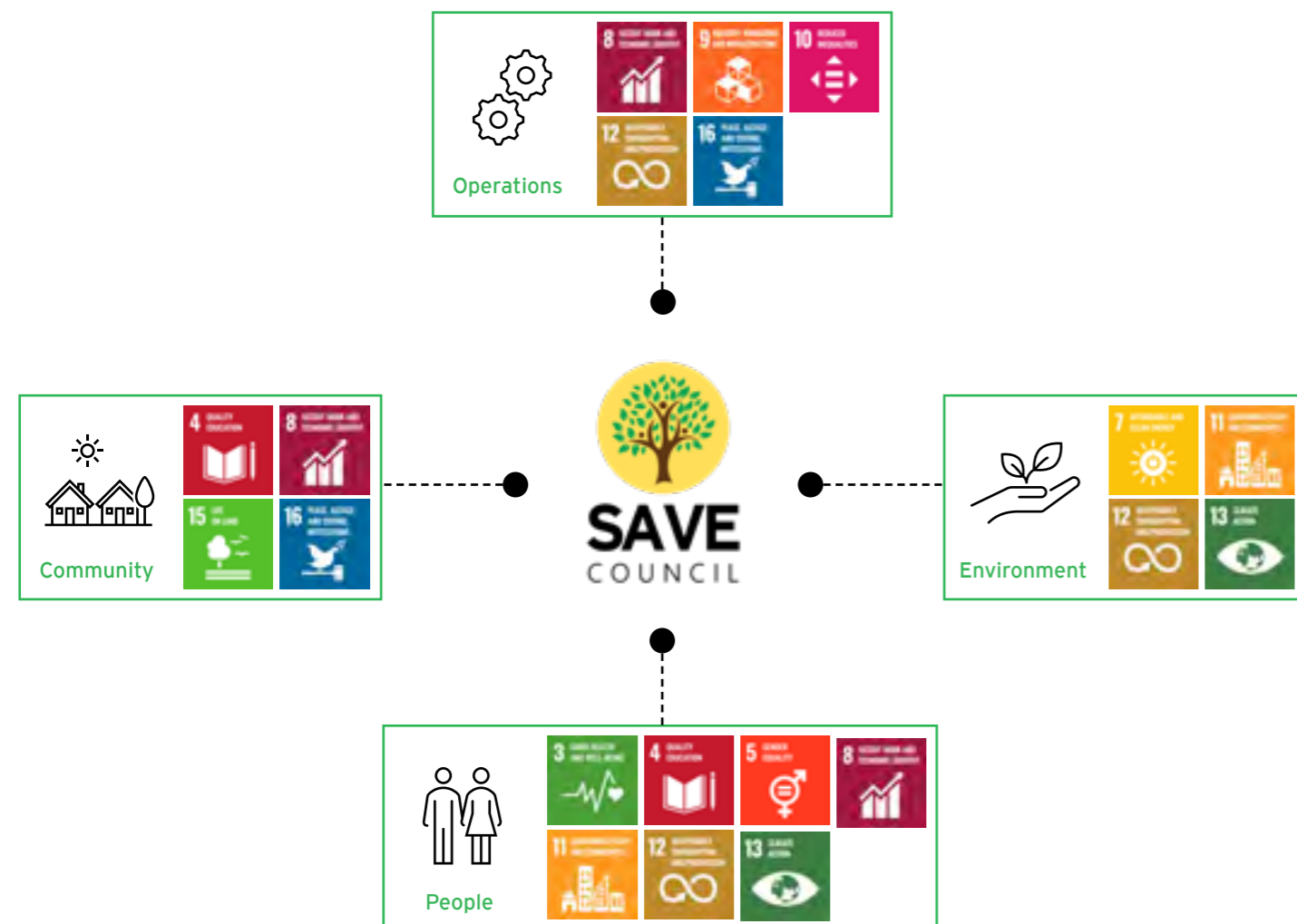
The EY Global Sustainability Executive, comprising EY leaders across EY service lines, sectors, industry and geographies, oversees the value-led sustainability work that EY teams deliver to EY clients, as well as progress to deliver on EY's sustainability ambitions. It is chaired by the Global Vice Chair – Sustainability, with representatives from across the global EY organization including EY Global Deputy Vice Chair – Sustainability, and EY Global Climate Change and Sustainability Services Leader.

# Sustainable Actions for Value-creation and Enablement (SAVE) Council

2-14

The SAVE Council is central to our sustainability efforts. Established in 2021, the SAVE Council leads initiatives that integrate the UN SDGs into SGV's framework. Aligned with our Purpose, values and ambition, these initiatives are designed to drive transformative change and create sustainable value within the Firm and for our stakeholders. Our sustainability commitments are further guided by the principles of the UN Global Compact, reinforcing our commitment to a more sustainable future.

As a governing body for SGV's sustainability efforts, the SAVE Council is dedicated to overseeing and protecting our commitment to environmental integrity. Through its operating pillars, it serves as the driving force behind our sustainability efforts, ensuring that we not only comply with environmental and social regulations but also lead the way in sustainable practices in the Philippines. The SAVE Council shapes strategy, drives implementation, and oversees sustainability initiatives, leveraging our expertise to lead by example and inspire meaningful change within the Firm and the communities we serve. Additionally, the SAVE Council ensures alignment across both independent and partnered sustainability programs, embedding sustainable practices into our core operations. By furthering cohesion and accountability, the SAVE Council strengthens our ability to create long-term value for stakeholders, society and the environment.



# Membership of associates and alliances

2-28

In fulfilling our purpose of building a better working world, we involve ourselves in various local and global industry organizations:

## Local

- Association of Certified Public Accountants in Commerce and Industry (ACPACI)
- Financial and Sustainability Reporting Standards Council (FSRSC)
- Philippine Institute of Certified Public Accountants (PICPA)
- Auditing and Assurance Standards Council (AASC)
- Association of Certified Public Accountants in Public Practice (ACPAPP)
- Philippine Interpretations Committee (PIC)
- Philippine Sustainability Reporting Committee (PSRC)
- Global Compact Network Philippines (GNCP)
- Net Zero Carbon Alliance (NZCA)
- Philippines Business Coalition for Women Empowerment (PBCWE) - co-founding member
- National Economic and Development Authority (NEDA) SDG Stakeholders' Chamber - member
- No Other Year for Plastics Initiative (NOYPI) 2025 Coalition - signatory, member
- Philippine Business for Social Progress (PBSP)
- Makati Business Club (MBC)
- Management Association of the Philippines (MAP)
- Financial Executives Institute of the Philippines (FINEX)
- Junior Achievement of the Philippines (JAPI)
- Endeavor
- US-Philippines Society, Inc.
- Philippine-Japan Economic Cooperation Committee, Inc.
- Japanese Chamber of Commerce & Industry of the Philippines, Inc.
- Philippines-Japan Society
- The Japanese Association Manila Inc.
- The Japanese Chamber of Commerce of Mindanao, Inc.
- The American Chamber of Commerce of the Philippines, Inc.
- Philippine-Thailand Business Council
- German-Philippine Chamber of Commerce and Industry Inc.
- European Chamber of Commerce of the Philippines
- British Chamber of Commerce of the Philippines
- Philippine British Business Council
- The Canadian Chamber of Commerce of the Philippines
- Chamber of Mines of The Philippines
- French Chamber of Commerce and Industry (FCCI)
- Philippine-France Business Council
- Philippine Korea Society
- Korean Chamber of Commerce of the Philippines, Inc.
- Nordic Chamber of Commerce
- G.S.C Chamber of Commerce & Industry, Inc.
- Philippine Chamber of Commerce and Industry, Inc. (PCCI)
- Philippine Chamber of Commerce and Industry - Iloilo
- Philippine Malaysia Business Council
- Dutch Chamber of Commerce
- Australian New Zealand Chamber of Commerce (Phils.), Inc
- Philippine-Singapore Business Council
- Swiss Chamber Commerce of the Philippines
- Federation of Indian Chambers of Commerce (Phil) Inc. (FICCI)
- Belgian-Filipino Business Chamber
- Philippine-Russian Business Assembly, Inc.
- Israel Chamber of Commerce of the Philippines
- Mandaue Chamber of Commerce
- Davao City Chamber of Commerce & Industry, Inc.
- Cebu Chamber of Commerce & Industry, Inc.
- Metro Angeles Chamber of Commerce and Industry, Inc.
- Pampanga Chamber of Commerce & Industry, Inc.
- The Subic Bay Freeport Chamber of Commerce

## Global

- Partnership for Global LGBTIQ+ Equality (PGLIE) - founding member/sponsor
- Audit Committee Leadership Network - member
- United Nations Standards of Conduct for Business - signatory
- World Economic Forum Partnering Against Corruption Initiative (PACI) - signatory
- International Corporate Governance Network (ICGN) - member
- Global Public Policy Committee (GPPC) - member
- United Nations Global Compact (UNGC) - participant

# Recognizing SGV's outstanding performance



## SGV receives Outstanding Partner award from CEPA

SGV received the Outstanding Partner award from the Chinese Enterprises Philippine Association (CEPA) during CEPA's 2023 annual meeting and New Year reception on 16 December 2023 at Shangri-La The Fort, Manila. SGV COIN Leader Fidela T. Isip-Reyes and Assurance Partner Jonathan T. Bino accepted the award on behalf of the Firm. The event was attended by representatives from the Philippine government, including the DFA and various offices, as well as delegates from the Embassy of the People's Republic of China, Filipino-Chinese business community leaders and over 100 CEPA members.

Check the full story [here](#).



## SGV receives awards at 87<sup>th</sup> SEC Anniversary and Appreciation Event

At the 87<sup>th</sup> SEC Anniversary and Appreciation Event on 10 November 2023, SGV & Co. received multiple awards from the Securities and Exchange Commission (SEC) in recognition of its support in advancing Philippine capital markets and the business sector in Southeast Asia. SGV Chairman and Country Managing Partner Wilson P. Tan and Chief Sustainability Officer Clairma T. Mangangey accepted the award on behalf of SGV, highlighting the Firm's continued collaboration with the SEC in sustainability reporting. SGV Climate Change and Sustainability Services (CCaSS) Principal Bonar A. Laureto and Director Ricardo "Ricky" S. Maulion, Jr. were also recognized for their contributions to SEC's sustainability initiatives under the good governance category. Wilson, as FSRSC Chair, accepted an appreciation plaque for the FSRSC, while CCaSS Partner and PSRC Chairman Benjamin "Benjie" N. Villacorte accepted a similar award for the PSRC. The event also honored public and private sector partners promoting SEC's goals in ease of doing business, capital market growth, investor protection, good governance, and organizational development.

Check the full story [here](#).



## SGV Partner Joseph Ian M. Canlas is 2023 Most Outstanding Kapampangan Awardee for Finance

SGV Consulting Partner and EY Asean Core Consulting Quality Leader Joseph Ian M. Canlas was honored with the 2023 Most Outstanding Kapampangan Award (MOKA) in the Emerging Category for Finance during the 452<sup>nd</sup> founding anniversary of Pampanga on 11 December 2023. Ian received this recognition for his significant contributions and achievements, embodying the ideals of a true Kapampangan. He expressed his commitment to the profession, highlighting his roles as an auditor and consultant in various fields, including risk management and corporate governance. Ian advocates for increased focus on environmental, social, and governance (ESG) initiatives and emphasizes the importance of non-financial reporting, such as sustainability reports, in showcasing an organization's purpose. He was one of 13 MOKA awardees recognized for their excellence across diverse professions, making this award a prestigious honor for the province.

Check the full story [here](#).

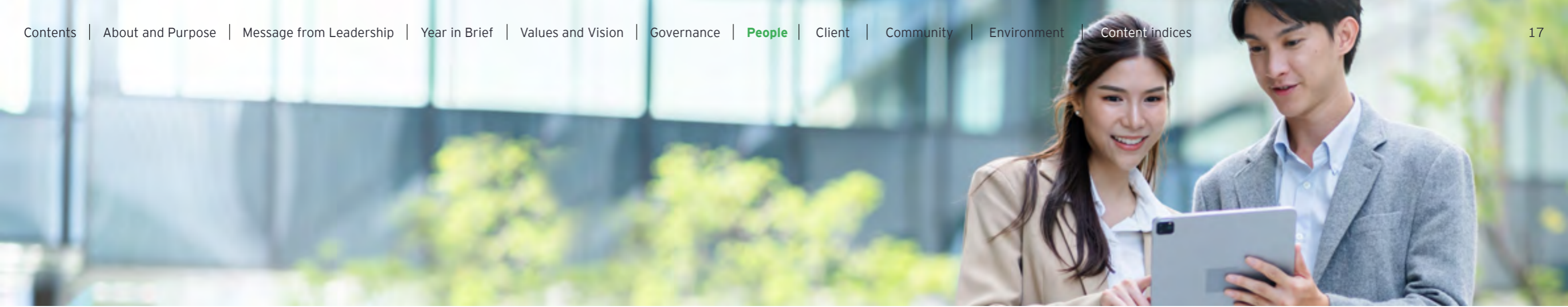


People Pillar

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# Cultivating a thriving Workforce for sustainable progress

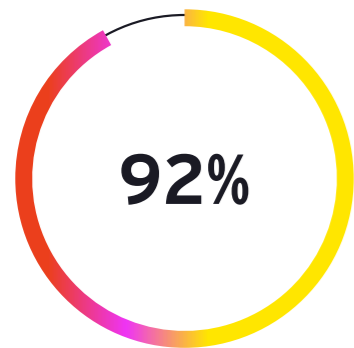
We highlight our strategies for nurturing a supportive and inclusive workplace that enables every employee to reach their full potential. By investing in professional development, well-being, and diversity, we aim to foster a culture where innovation flourishes, and our people feel valued and empowered. Through these purposeful actions, we are committed to shaping a sustainable legacy today, ensuring that our progress is meaningful and contributes to the long-term success and fulfillment of our workforce.



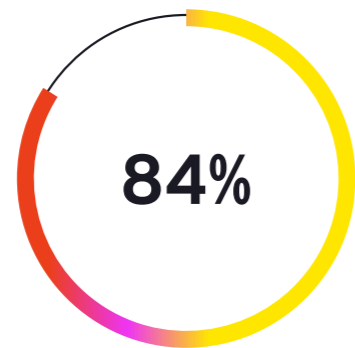
# Understanding SGVeans' experiences

3-3, SV-PS-330a.3

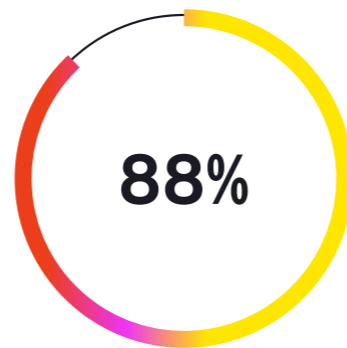
Across the three waves<sup>3</sup>, we achieved an average response rate of almost 50%, reaching more than the target participation rate from our workforce.



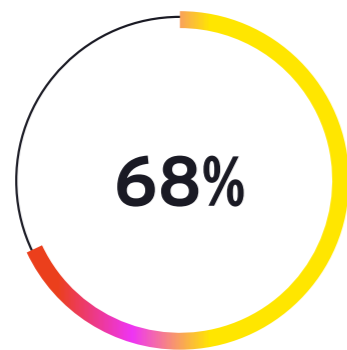
Exceptional experience



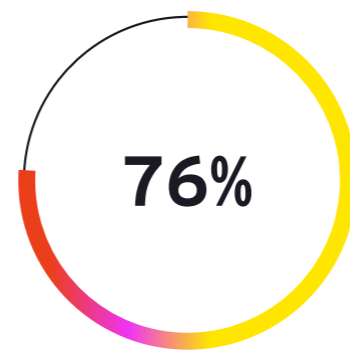
Recognized and appreciated



Feel free to be myself



Plan to be here in one year



Wellbeing that's right for me

## SGV's strongest areas

- EY provides a work environment where I feel free to be myself.
- EY enables me to take part in activities that make a positive impact on our wider communities and the environment.
- The people I work with make me feel like I belong to a team.
- The leader(s) I work directly with invests the time to help me understand how the work we do makes an impact.
- I trust EY will handle any information I provide voluntarily in line with the relevant privacy notice (e.g., any concerns raised through the Ethics hotline, responses through People Pulse and other surveys, or personal attributes I share in SuccessFactors).
- The decisions made by the leader(s) I work directly with are consistent with EY's values and Code of Conduct.

## Areas for improvement

- Ability to dedicate time to health and well-being
- Balance of time between personal and professional demands
- Fair reward for work
- Safe space to voice out a different point-of-view
- Opportunity to work with people from different parts of SGV (e.g., service lines, functions, geographies)

The feedback results collected through these surveys serve as a vital tool in understanding the evolving needs and aspirations of SGVeans. Guided by these insights, we continue to invest in diverse opportunities and resources designed to empower our people, helping them grow not only as professionals but also as impactful leaders within their communities.

Our ongoing commitment to their welfare and development is evident through various programs and initiatives, each aimed at enhancing the SGV experience. The next sections will highlight these efforts, showcasing our focus on fostering a supportive, inclusive, and growth-oriented environment where SGVeans can thrive both personally and professionally.

<sup>3</sup> The EY People Pulse Survey was conducted in July 2023, November 2023 and March 2024.

# Attracting, developing and retaining talent

3-3, 2-23, 2-24, 2-25, 401-1

**Our commitment to cultivating a thriving workforce is rooted in the belief that empowering our people leads to positive impact both within the company and the broader community.**

We are dedicated to developing leaders capable of tackling business, societal, and environmental challenges. Our aim is to ensure the welfare and growth of SGVeans through targeted programs and investments in advanced tools and technologies.

We prioritize diversity and inclusivity, offering employment opportunities to individuals from a wide range of academic and professional backgrounds, which enhances our ability to meet evolving client needs. This approach strengthens our workforce and promotes both personal and professional growth.

In FY24, we recorded a total of 6,000<sup>4</sup> active employees. We are proud to have welcomed 1,600 new hires from diverse backgrounds, representing a 27% new hire rate, reinforcing our commitment to building a vibrant, inclusive workplace across the Philippines. Our focus on creating an environment where employees can thrive has also led to a significant improvement in retention, with a 28% turnover rate - a 6% decrease from the previous fiscal year.

The tables that follow provide a detailed breakdown of our new hires and turnover rates, illustrating how we continue to cultivate a thriving, resilient workforce.

## New hires by gender, age group and region<sup>5</sup>

Category	FY24	FY23	FY22
<b>Gender</b>			
Male	500 (31%)	700 (32%)	600 (32%)
Female	1,100 (69%)	1,500 (68%)	1,300 (68%)
<b>Age group</b>			
Under 30 years old	1,500 (94%)	2,100 (95%)	1,700 (90%)
30-50 years old	100 (6%)	100 (5%)	200 (10%)
More than 50 years old	0 (0%)	0 (0%)	0 (0%)
<b>Region</b>			
NCR	600 (38%)	800 (36%)	600 (32%)
Luzon	700 (44%)	1,000 (46%)	800 (42%)
Visayas	200 (13%)	200 (9%)	200 (10%)
Mindanao	100 (5%)	200 (9%)	300 (16%)
Not Specified	0 (0%)	0 (0%)	0 (0%)

## CPALE<sup>6</sup> and Bar passers among our FY24 new joiners

Board exam schedule	Total	%
May 2024 CPALE passers	6	15%
October 2023 CPALE passers	230	
September 2023 Bar passers	61	4%



## Turnovers by gender, age group and region

SV-PS-330a.2

Category	FY24	FY23	FY22
<b>Gender</b>			
Male	500 (9%)	600 (11%)	900 (19%)
Female	1,200 (19%)	1,200 (21%)	1,400 (29%)
<b>Age group</b>			
Under 30 years old	1,500 (24%)	1,600 (29%)	2,100 (43%)
30-50 years old	200 (4%)	200 (4%)	200 (4%)
More than 50 years old	0 (0%)	0 (0%)	0 (0%)
<b>Region</b>			
NCR	700 (11%)	800 (14%)	1,000 (22%)
Luzon	800 (13%)	700 (13%)	800 (16%)
Visayas	100 (2%)	100 (2%)	200 (3%)
Mindanao	100 (2%)	200 (4%)	200 (3%)
Not Specified	0 (0%)	0 (0%)	100 (3%)

SGV's Talent Attraction and Acquisition (TA2) strategy ensures recruitment practices align with legal frameworks and ethical standards, prioritizing fair wages, safe working conditions, and diversity. This commitment fosters a positive workplace culture, mitigates legal risks, and benefits both SGV and its employees.

<sup>4</sup> All employee-related figures, including new hires, turnovers, and employee counts, are rounded off to the nearest hundredths.

<sup>5</sup> Percentages are computed based on this formula: Number of new hires / Total employee count

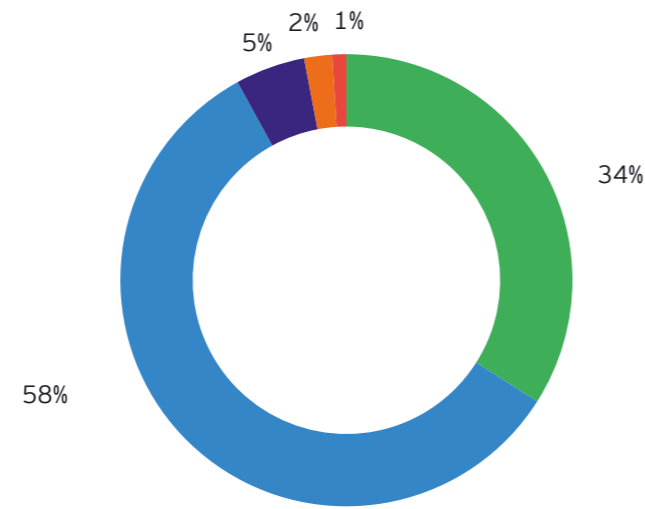
<sup>6</sup> Certified Public Accountant Licensure Exam

Our TA2 team is dedicated to ethical talent acquisition, ensuring fair hiring processes and compliance with labor laws. We emphasize diversity and inclusion, creating a workforce that reflects the communities we serve. We ensure that our hiring practices comply with local labor laws, promote diversity and inclusion, and require our recruitment partners to adhere to these standards. All attraction and acquisition strategies undergo approval from SGV leadership to align with business goals. Our commitment to human rights and labor standards is publicly available and communicated internally and externally, integrated into recruitment, training, and performance management. This ensures adherence to ethical practices and fosters a culture of accountability across the enterprise.

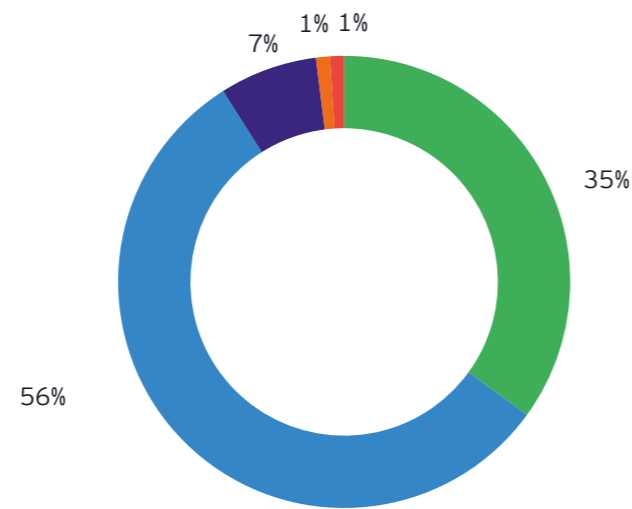
To improve experience in our talent acquisition processes, we utilize EY resources such as the Global Talent Attraction and Acquisition Academy and Gold Standard Interviewer Training, which are available to everyone across the TA2 team. These resources form a comprehensive SharePoint, toolkit, and learning platform where topics such as ethical and unbiased hiring, as well as Diversity, Equity, and Inclusiveness (DE&I) principles, are thoroughly covered. The entire TA2 team and hiring managers are required to take this training annually. Recruiters have achieved 100% completion rate, monitored through SuccessFactors Learning. This ensures that TA2 team is well-equipped with the knowledge and skills necessary to foster a fair and inclusive hiring process. We have clear guidelines for sourcing candidates from diverse backgrounds to promote inclusivity and equal opportunity. Regular reviews of recruitment policies and feedback from candidates help identify areas for improvement. For any hiring concerns, the recruitment team coordinates within Talent to manage risks, ensuring decisions consider overall experience and well-being. By focusing on creating a diverse and inclusive workforce and gathering feedback from new hires, we attract top talent and foster a respectful, collaborative culture.

To track the effectiveness of our talent acquisition actions, we use key performance indicators (KPIs) such as diversity metrics, candidate satisfaction scores, and time-to-hire statistics. For the past fiscal year, we generated a 66% response rate with the following key satisfaction metrics.

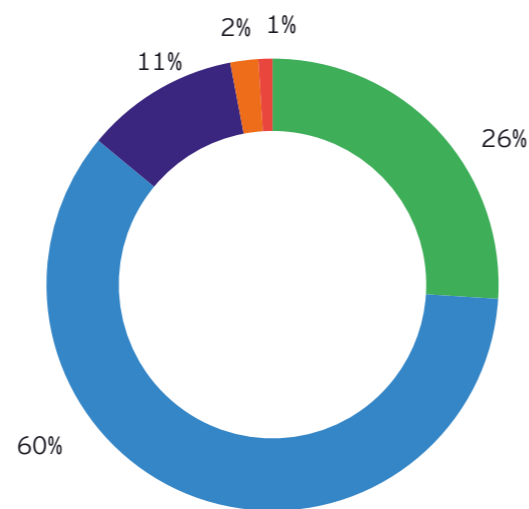
## Exceptional EY Experience



## Right Decision to Join EY



## Enjoying the Work



■ Strongly Agree ■ Agree ■ Neutral ■ Disagree ■ Strongly Disagree

In FY24, our time to hire ranges from 10 to 15 days across all ranks and service lines. This key metric, measuring the time from application receipt to job offer acceptance, highlights our dedication to a streamlined and responsive recruitment process. At SGV, we are committed to ensuring a positive onboarding experience for our new hires. To achieve this, EY utilizes SuccessFactors to send out automated satisfaction surveys during the 1<sup>st</sup> month, 3<sup>rd</sup> month, 6<sup>th</sup> month, and 12<sup>th</sup> month of their employment. These surveys are designed to gather valuable feedback on their experiences, helping us to continuously improve our onboarding processes and support systems.

The following programs helped achieve the high satisfaction score that highlights exceptional EY experience of our new hires.

- Facilitation of Pre-Onboarding Briefing:** Conducting a pre-onboarding briefing to equip new employees with vital information about the organization, team dynamics, and the onboarding process. This session prepares them for their upcoming role, ensuring they feel informed and confident as they begin their journey with us.
- SGV Buddy Program:** Having a designated buddy can alleviate the stress and anxiety that often accompany starting a new job, providing a sense of security and reassurance.
- Counselor Assignment:** Having a counselor who will help them navigate their career in SGV
- Automation of Buddy Program and Counselor Assignments:** Ensuring buddy and counselor assignment on Day 1 of new hires
- Competency-based hiring:** Creating a transparent, fair and engaging experience for candidates, leading to better job matches and career satisfaction.
- Cluster assignment (counseling family):** Assigning them to a cluster allows our new hires to have a sense of belonging, help them feel supported and embrace our organizational values



We regularly review recruitment policies and practices, making necessary adjustments or changes based on data analysis and feedback from the service lines. Pre-planning with Talent function leads and service line leaders ensures alignment with fiscal year objectives and strategies. Weekly and monthly progress reports provide firmwide and service line or sub-service line updates.

# Remuneration

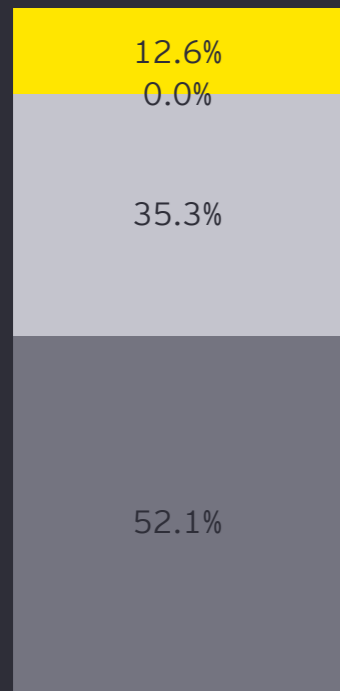
405-2

**At SGV, we are committed to fostering a fair and equitable workplace where our people are valued and rewarded based on their contributions and performance. As part of this commitment, we continuously review the remuneration of our employees to ensure that there is no disparity between male and female employees.**

In FY24, we conducted a pay gap analysis comparing the median pay of males to the median pay of females within each like-work group. The analysis was conducted at the service line level, allowing us to draw more reliable conclusions about pay equity across broader categories, with a larger group showing zero gap or not statistically significant results. The results for this year indicate that the pay gap of the majority is within the acceptable threshold of between -6% and +6%, similar to last year's analysis. We observed that this identified pay gap primarily stems from the deeper technical experiences of new recruits and is not influence by gender.

Our approach to maintaining pay equity involves regular performance reviews, during which we assess the achievements, skills, and contributions of each employee. These reviews are conducted in a transparent and objective manner, with a focus on merit and performance. By doing so, we ensure that all employees, regardless of gender, are compensated fairly and equitably for their work.

## Pay gap analysis - Philippines % headcount distribution of results



### Legend and reference

- **Between -6% and +6% (excluding 0) (n=702)**  
Includes women and men that had smaller significant gaps
- **>/= -6% or +6% (n=0)**  
Includes women and men that had larger significant gaps
- **Sample too small to test (n=1,971)**  
Like work groups must have 8 or more headcount for both gender to be included; this population did not meet the criteria (8 or more)
- **Zero gap or not statistically significant (n=2,903)**  
Includes men and women that had zero gaps or were not statistically significant

\* Excluded from this analysis employees on a leave of absence, rank of Partner, Intern and non-employee, temporary employees

\*\* Sample too small to test includes groups of <8 for each gender

\*\*\* Includes FSO

# Elevating employee experience through improvements of leading benefits

3-3, 401-2, 401-3, 403-6

To ensure long-term value for SGVeans, we continuously seek new opportunities and regularly review our benefits to enhance inclusivity in the workplace. In addition, we ensure compliance with all regulatory requirements to provide appropriate benefits to our employees.

The following benefits are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operations, including, as a minimum:

Benefits	No. of male employees who availed	No. of female employees who availed
Life insurance	1	1
Health care	840	1,950
Disability and invalidity coverage	0	0
Parental leave	2	80
Retirement provision	1	6

## Parental leave

Category	No. of male employees who availed	No. of female employees who availed
Number of entitled to parental leave	979	1,337
Number that took parental leave	2	80
Number of employees who returned to work after parental leave in FY24	2	70
Number of employees who returned to work after parental leave in FY23	2	50
Number of employees that returned to work after parental leave in e FY23 and are still employed after 12 months	2	30
<b>Return to work rate</b>	<b>100%</b>	<b>88%</b>
<b>Retention rate</b>	<b>100%</b>	<b>60%</b>



# Embracing a culture anchored on diversity, equity and inclusiveness

3-3, 2-23, 2-24, 2-25, 405-1

## We recognize that DE&I is essential for driving exceptional client service and innovation.

By leveraging diverse perspectives, our teams can deliver transformative outcomes, enhancing our competitive edge and fostering a culture where talent from all backgrounds can thrive. This commitment to DE&I leads to better financial performance and reflects our purpose of building a better working world. Investing in DE&I initiatives, while sometimes costly, is crucial for our future, and we are prepared to navigate the challenges of transitioning to more inclusive practices.

Socially, DE&I promotes respect, understanding, and social cohesion, upholding human rights and ensuring equal opportunities for all. We are committed to meaningful change that goes beyond surface-level diversity to achieve genuine equity and inclusion. Our Code of Conduct and other policies, such as the SGV Inclusion and Non-discrimination Policy, outline our commitment to preventing discrimination, harassment and inequality.

We leverage data and insights, collaborate with external DE&I organizations, and implement awareness campaigns to uphold high standards of behavior. DE&I principles are integrated into our operations, decision-making and strategic planning.

## SGV People breakdown by gender and rank

2-7, 2-8, SV-PS-330a.1

Percentage per gender by rank	Male	Female
<b>Practice</b>		
Executive Committee	38%	62%
Partner/Principal	50%	50%
Executive Director	0%	100%
Senior Manager	45%	55%
Manager	51%	49%
Senior	36%	64%
Associate	31%	69%
<b>Total percentage (Practice)</b>	<b>35%</b>	<b>65%</b>
<b>CBS</b>		
Director	64%	36%
Associate Director	18%	82%
Assistant Director	30%	70%
Supervising Associate	15%	85%
Senior Associate	22%	78%
Associate	26%	74%
<b>Total percentage (CBS)</b>	<b>23%</b>	<b>77%</b>

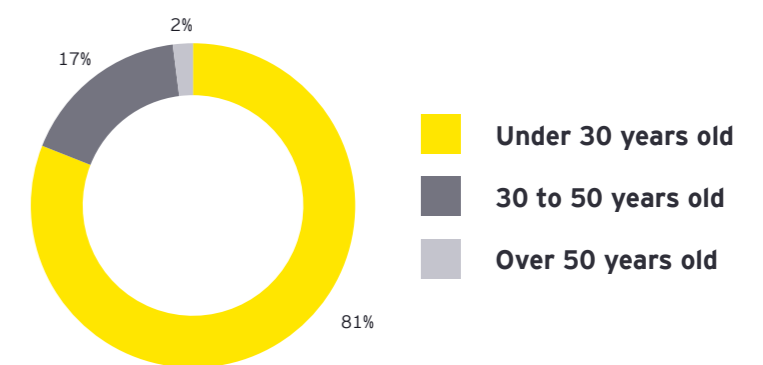
## SGV People breakdown by age group and rank

Percentage per age group by rank	Under 30 years old	30 to 50 years old	More than 50 years old
<b>Practice</b>			
Executive Committee	0%	33%	67%
Partner/Principal	0%	79%	21%
Executive Director	0%	100%	0%
Senior Manager	3%	94%	3%
Manager	50%	50%	0%
Senior	83%	17%	0%
Associate	98%	2%	0%
<b>Total percentage (Practice)</b>	<b>84%</b>	<b>15%</b>	<b>1%</b>
<b>CBS</b>			
Director	0%	64%	36%
Associate Director	0%	55%	45%
Assistant Director	1%	71%	28%
Supervising Associate	17%	66%	18%
Senior Associate	58%	40%	1%
Associate	90%	9%	1%
<b>Total percentage (CBS)</b>	<b>47%</b>	<b>40%</b>	<b>13%</b>



**8%**  
of employees in managerial positions are women

## Firmwide total by age group





## Professional diversity at SGV

We foster a culture of respect where everyone feels free to be themselves. Embracing diverse viewpoints sparks better questions and solutions, fueling creativity, innovation, and more effective outcomes. The computation for the percentage of women in management positions is determined by comparing the number of women in each management rank to their male counterparts within the same rank. This calculation provides a clear representation of gender representation at various levels of management, highlighting the relative proportion of women in leadership roles compared to men in equivalent positions. By analyzing these percentages, we can gain valuable insights into gender diversity within our management structure and identify areas for improvement in promoting equitable representation.

Classification	FY24 Headcount	FY24 Percentage
<b>Accounting</b>		
CPA	1,910	32%
CPA-Lawyer	110	2%
Accounting-related graduates	2,430	41%
<b>CBS</b>		
Lawyer	210	3%
Non-accounting graduates and others	1,300	22%
<b>Grand Total</b>	<b>5,960</b>	<b>100%</b>

## DE&I strategies and initiatives

To embed DE&I in all aspects of our operations, we proactively address potential negative impacts through comprehensive training, inclusive recruitment practices, and strict workplace behavior guidelines. Our initiatives include programs like Inclusive Leadership for All, diverse candidate sourcing, and flexible work options through SGV FlexPro. We maintain open communication on DE&I issues via feedback mechanisms and community engagement initiatives like the Toy Drive and EY STEM PH programs. We are committed to advancing DE&I within our organization and pursue external validation with certifications like EDGE and GEARS.

Our commitment to DE&I extends to programs like POWER Up for leadership equity, gender pay equity analyses, and transparent career progression. We engage a broad range of voices in policy development and maintain strategic partnerships with DE&I-focused organizations. Regular updates and employee feedback, such as the EY People Pulse Survey, ensure continuous improvement and transparency in our DE&I journey.

In line with our ongoing commitment to fostering diversity, equity and inclusion, we have launched several key initiatives aimed at creating a more inclusive and equitable workplace.



## GEARS accreditation

We have undertaken the Gender Equality Assessment, Results and Strategies (GEARS) diagnostic tool, a light-touch resource developed to help companies analyze gaps and opportunities in their Workplace Gender Equality (WGE) strategies. Facilitated by the Philippine Business Coalition for Women Empowerment (PBCWE), our results showed notable progress in eight focus areas, attaining “Leading Practice” status. In October, an action-planning workshop with PBCWE will further equip our team to implement GEARS recommendations and aim for more areas to achieve leading practice levels.



## EY STEM PH

Our EY STEM program, aimed at inspiring young girls aged 13-18 to pursue careers in Science, Technology, Engineering, and Mathematics (STEM), continues to expand nationwide. Through the EY STEM App, a gamified online platform, we are making STEM education more accessible and encouraging young girls to break barriers and explore future STEM careers.



## SGV's Toy Drive 2023

In partnership with SGV Foundation, the SAVE Council, EY Ripples and Save the Children, our Firm organized a toy drive to benefit indigenous Aeta children in Zambales. Through this initiative, we collected over 200 toys and reading materials, distributed to 36 mountain villages and 11 municipalities. This effort not only spread joy but also helped raise awareness about cultural agility, allowing our people to immerse with indigenous traditions and foster greater social equity.



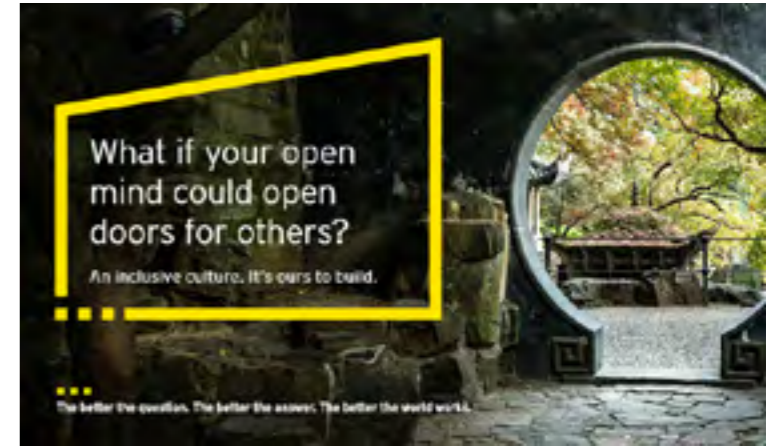
## POWER Up

Our leadership development program is focused on empowering future women leaders within the Firm. By investing in diverse talent and fostering equitable representation, we ensure that our female senior managers are more engaged, empowered, and making substantial contributions to the business, shaping a more inclusive leadership pipeline.



## International Women's Month 2024

We hosted a series of impactful webinars, talks, and podcasts, such as “EmpowHer” on women’s reproductive health and “Bawal Bastos” on advocating the Safe Spaces Act. These sessions were designed to elevate discussions on women’s health, safety and inclusion in the workplace. With significant participation, these programs fostered a dialogue for better healthcare outcomes, respectful workplaces and reinforced the role of SGV’s Committee on Decorum and Investigation (CODI) in ensuring workplace safety. CODI was established when the Firm formalized its Anti-Sexual Harassment policy in 1995, in accordance with the provisions of Republic Act 7877. It was further enhanced with the launch of the Workplace Behavior Policy. The “Bawal Bastos: Championing the Safe Spaces Act in the Workplace” webinar was held on 26 March 2024 as part of SGV’s activities for International Women’s Month 2024. The event was organized in collaboration with SPARK! Philippines, a non-profit organization that advocates for women’s economic empowerment and political participation through an intersectional lens.



## Cultural Diversity Month 2024

In collaboration with the EY Asean DE&I team, we hosted the ASEAN Cultural Odyssey, which offered opportunities for learning and exploring the rich diversity of ASEAN cultures. This interactive initiative highlighted our commitment to building an inclusive workplace, enhancing cultural awareness, and fostering adaptability. The event drew significant participation across ASEAN, underscoring the importance of cultural diversity within our Firm.

# Recognizing SGVeans' achievements and awards

In line with our commitment to foster a culture reflective of our core values and continuous self-development, we recognized the exceptional contribution of our fellow SGVeans. Throughout FY24, these award recipients have displayed excellence and dedication to strengthening the Firm's purpose of creating a sustainable legacy.



**The SGV Dance Company (SGVDC)** was crowned Ultimate Champions at the 78<sup>th</sup> Annual National Convention (ANC) of the Philippine Institute of Certified Public Accountants (PICPA) P-POP CON 2023: Pinoy Pop Dance Showdown. Performing at the Sorsogon Convention Center, SGVDC captivated both the crowd and judges with their winning piece, representing the PICPA Metro Manila Region. Their costumes featured a striking blend of ethnic fabrics and modern P-pop accessories. SGVDC secured first place, while teams from Central Luzon and Southern Tagalog regions took second and third places, respectively. The competition aimed to celebrate the global rise of Pinoy pop culture by showcasing the dancing talents of PICPAns across the Philippines using exclusively P-pop and Original Pilipino Music (OPM) songs.

Check the full story [here](#).



**EY Asia-Pacific FSO Risk Management Leader Vicky L. Salas** participated as a panelist in the EY International Women's Day 2024 discussion on Work, Wellbeing and Women's Health, held on 7 March 2024 via Zoom. The event featured EY clients and community partners from across Asia Pacific, focusing on uplifting social equity by addressing women's health at work. Topics included pregnancy, menstrual difficulties, and menopause, emphasizing the importance of understanding and accommodating these challenges to enable women's full participation. The session was moderated by EY Asia-Pacific FSO Director of Operations Kirsty McFarlane.

Check the full story [here](#).



## SGV Special Awards (77<sup>th</sup> Anniversary)

Award	Awardees
SyCip Award	One individual - Meynard L. Sardalla
Special Award for a Better Working World - Client Leadership	92 individuals
Special Award for Better Me - Personal Leadership	Three individuals
Special Award for Better Us - Team Leadership	19 individuals
Special Award for a Better Working World - Impact on Society	18 individuals



## SGV Sportsfest 2023

Place	Winner
Overall Champion	MG3
Second place	MG4
Third place	MG7

# Investing in learning and development

3-3, 404-1

We continue to invest in learning and development for SGVeans, this commitment helps us grow individually and as a Firm. By providing opportunities to enhance skills, we empower SGVeans to reach their full potential.

Fiscal Year	FY24	FY23
<b>Total training hours</b>	<b>566,293</b>	<b>317,477</b>
Per employee	101	54
<b>By gender</b>		
Male	97	51
Female	102	55
<b>By rank Practice</b>		
<b>Rank</b>	<b>Average training hours (FY24)</b>	<b>Average training hours (FY23)</b>
Partner/Principal	80	56
Executive Director	111	66
Senior Manager	119	117
Manager	95	79
Senior	93	57
Staff/Assistant	115	50
Administrative Contractor	5	-
<b>By rank CBS</b>		
<b>Rank</b>	<b>Average training hours (FY24)</b>	<b>Average training hours (FY23)</b>
Partner/Principal	85	69
Director	39	44
Senior Manager	34	36
Manager	16	21
Senior	29	11
Associate	19	8
Administrative Contractor	6	-
Administrative Advanced, Entry, Intermediate and Lead	6	-

## L&D Excellence Awards 2024



SGV honored nine outstanding individuals at the **2024 Learning & Development (L&D) Excellence Awards** on 24 May 2024, recognizing their dedication, expertise, and creativity in four categories: Facilitator Impact, Rising Star, Innovation, and Thought Leadership. Consulting Associate Director Catherine M. Catanyag was the grand winner, receiving both the SGV L&D Excellence Award and the Facilitator Impact Award for her deep understanding of IT audit work and her role in coordinating L&D activities. Assurance Manager Jobelyn D. Casim and Tax Senior Manager Jackie Lou D. Lamug also received the Facilitator Impact Award. Assurance Manager Edward Joseph A. Maglinte, Consulting Senior Associate Anthony Arman “Ace” R. Matibag, and Tax Manager Mikhaella Martina “Mykee” H. Puno received the Rising Star Award for their potential and passion for L&D. Consulting Manager Evelyn B. Yamzon and Tax Senior Manager Hazel N. Sy received the Thought Leadership Award for their innovative contributions. Consulting Senior Associate Jenny Marie C. Dimatatac received the Innovation Award for her work in learning technologies. Winners received plaques and cash prizes, selected through an extensive evaluation by a panel of judges including Consulting Partner Conrad Allan M. Alviz and others.

## EY Badges and EY Degrees

At SGV, we are committed to helping our people grow professionally and personally. As part of this commitment, we introduced the EY Badges program in 2018. This program provides SGVeans access to a wide range of topics designed to enhance their skills, competencies and credentials – at no cost.

In FY24, the EY Badges program continued to focus on equipping SGVeans with relevant knowledge that helps them deliver exceptional services to their clients. The domains of the EY Badges program this year spanned various critical topics, enabling SGVeans to explore areas that align with their career goals.

The number of EY Badges awarded in FY24 reflects a growing enthusiasm among SGVeans for continuous learning:

<b>2,234</b>	<b>1,557</b>	<b>1,431</b>
FY24	FY23	FY22

This steady increase demonstrates our people’s commitment to building deeper expertise and staying ahead of emerging trends that matter to our clients. Through initiatives like EY Badges and EY Degrees, we reinforce our dedication to developing well-rounded professionals who can help us deliver lasting value for our stakeholders and society.

# Sustainabits and WebCCaSS

Through the SAVE Council, Sustainabits and WebCCaSS sessions offer SGVeans structured learning on sustainability topics that drive long-term value. Sustainabits provides a concise, 30-minute high-level overview of sustainability concepts, while WebCCaSS sessions highlight in-depth discussions on climate change and sustainability. These regular sessions help SGVeans integrate sustainable practices into their daily work by raising awareness of our business travel footprint, water conservation, reduced energy consumption and waste reduction.

The regularity of Sustainabits/WebCCaSS sessions enables SGVeans to prioritize their learning about sustainability, making it accessible even within their busy schedules. By providing dedicated time to explore these topics, SGVeans can consciously discern how sustainability affects their personal lives and professional work, cultivating a progressive mindset shift towards sustainable practices.



## Sustainabits

**5** Sessions conducted  
**2,076** Total number of attendees

Date	Topic	No. of attendees
8 August 2023	Sustainable tourism: Increase footprints, decrease carbon footprints	538
27 October 2023	The Avalanche of Food Waste: A Threat to Climate Change and Hunger	330
15 December 2023	Welcoming 2024 with a BANG! (Begin A New Green journey): Creating Sustainable New Year's Resolutions	314
26 January 2024	[Session Replay] Stress in the city: Mental wellbeing and sustainable communities	626
03 May 2024	Empower Every-Juan: Exploring Social Sustainability Through Human Rights Advocacy	268



## WebCCaSS

**3** Sessions conducted  
**1,180** Total number of attendees

Date	Topic	No. of attendees
29 September 2023	Making ripples of positive impact	394
24 November 2023	Gift Love, Wrap it Up: Sleigh'n the Sustainable Gift Giving	424
22 March 2024	Zero to Hero: A Journey towards Zero Waste and Effective Segregation	362

Ultimately, Sustainabits and WebCCaSS lobby a knowledge exchange that draws on SGV's expertise and commitment to embedding sustainability in our daily lives and work. These sessions support EY's purpose of building a better working world, empowering SGVeans to think actively and responsibly about sustainability for lasting change.

# Pursuing progress through career development and performance

404-2, 404-3

Consistent with the previous years, 100% of active and regular SGV & Co. employees were assessed in the annual performance review in FY24. This comprehensive performance management approach ensures that all employees, regardless of gender or rank, are recognized for their contributions and the value they bring to the Firm, while also receiving guidance on their professional growth and career development.

We have two primary programs to support the career growth and development of our people. The LEAD program which requires employees to actively seek feedback from their leaders to shape their career expectations into aspirations. On the other hand, the Leadership Feedback & Development (LF&D) program which encourages leaders to reflect on the insights and guidance provided by their subordinates to enhance their development as transformative leaders. The LEAD feedback and review process is mandatory for all employees and occurs three times per year, whereas the LF&D program does not follow a fixed schedule.

Category	Active as of FY YE	Employees who received regular performance and career development review under the LEAD program
Male	1,990	1,990
Female	3,970	3,970
<b>Total</b>	<b>5,960</b>	<b>5,960</b>

## Global Mobility

In FY24, we also assisted fourteen individuals participating in a short-term assignment program, and 3 individuals participating in modular return transfer program. These SGVeans were provided with the chance to participate in international assignments, enriching their experiences and fostering connections within the EYG network. This global integration strategy aligns with our NextWave initiative and seeks to deliver enhanced value for both our people and clients.

Assignment	Male	Female	Total
Short-term assignment	3	11	14
Modular return transfer	0	3	3
<b>Total</b>	<b>3</b>	<b>14</b>	<b>17</b>

## Elevate

Elevate is EY's global partner pipeline program that provides our people with an accelerated skills development experience to prepare them for their transition to partner role. The program is designed to enhance leadership and other essential skills, ensuring they are partner-ready through targeted learning, assessments, and coaching.

**11** managers completed the Elevate program in FY24.



# Prioritizing health, safety and wellbeing

3-3, 403-3, 403-5, 403-9, 403-10

## Crisis management

### The SGV Crisis Management Team (CMT)

continues to be responsible for ensuring prompt and effective responses to crises and disruptions. Everbridge is the approved emergency mass notification system utilized by SGV to ensure the safety and well-being of its employees during and after disruptive events. This vital tool facilitates urgent communications through various delivery methods, including the Everbridge Mobile App, work email, and both work and mobile phone SMS text messages. This centralized notification system arose from the need for leadership to swiftly communicate critical information and ascertain the safety and accountability of personnel following serious emergencies or incidents. When a critical event occurs, SGV employees who may be affected will receive timely alerts containing essential incident details and, when applicable, instructions to confirm their well-being, thereby fostering a secure and informed workplace environment.

Since the introduction of Everbridge in 2022, we have enhanced our ability to facilitate emergency mass notifications, keeping SGV'ans well-informed about disruptive events.

In FY24, we conducted only one Everbridge broadcast, which took place in November 2023. This broadcast was an advisory regarding an earthquake in Burias, Soccsksargen, affecting our offices in Davao and General Santos. Out of 447 respondents, we achieved a response rate of 54.81%. Additionally, a firmwide test run broadcast was conducted in October 2023, garnering a response rate of 57.57%

### Date

November 2023

### Advisory

Earthquake (Burias, Soccsksargen)

### Offices affected

Davao and General Santos

**447**      **54.81%**

Respondents      Response rate

The improvements in response rates can be attributed to several factors. Firstly, there is greater awareness of the importance of Everbridge as a tool for mass notification during emergency situations. Employees now recognize the critical role it plays in ensuring their safety and well-being. Secondly, we have provided more options for responding to delivery methods, including SMS/ Text, the Everbridge application, and business email. With employees having access to all these delivery methods, the likelihood of responding to an emergency broadcast has significantly increased. Lastly, better and improved connectivity has played a crucial role. Post-pandemic, internet and mobile service connectivity have improved, ensuring that broadcasts are delivered properly and promptly, which may also be a reason for the increased response rate from employees.

## Safety measures and incidences

**663**

Hours of conducted health and safety training

**2**

Conducted Safety Drills

**0**

Cases of work-related injuries

**0**

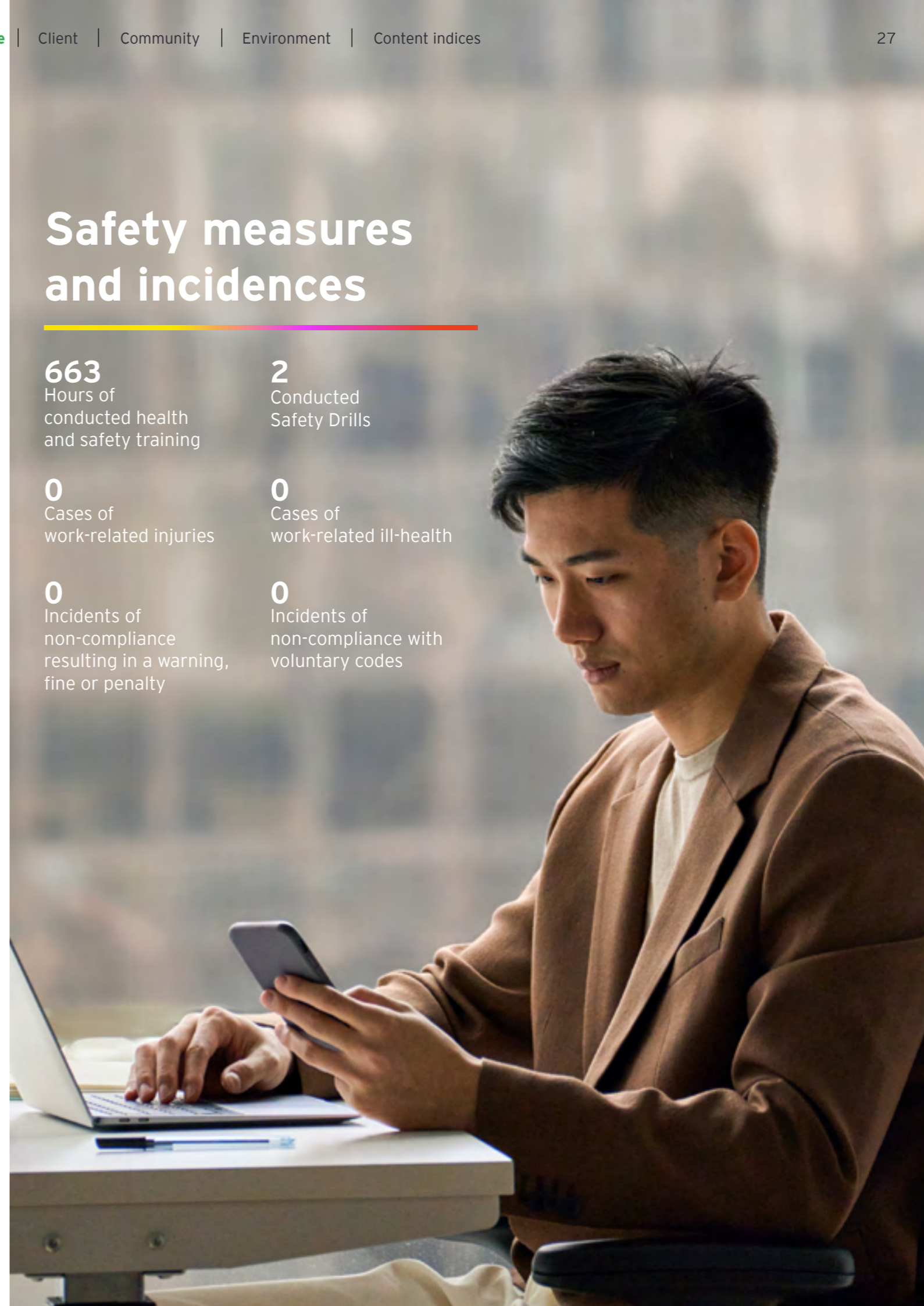
Cases of work-related ill-health

**0**

Incidents of non-compliance resulting in a warning, fine or penalty

**0**

Incidents of non-compliance with voluntary codes



Client Pillar

## Building

# Partnerships

## for purposeful progress

3-3, 2-6, 2-29, 418-1

We are dedicated to guiding our clients toward driving sustainable value through our services. In a world where sustainable practices are essential for businesses to thrive, we recognize the need to enhance brand reputation and address critical social and environmental challenges. Our collaborative approach allows us to deeply understand each client's unique goals, enabling us to co-create tailored strategies that empower them on their sustainability journey. Through our commitment to progress with purpose, we aim to shape a sustainable legacy today, ensuring that our clients achieve lasting and impactful success.

# Advancing SGV service offerings

3-3, 2-6, 2-29

Our service offerings exemplify our commitment to placing clients at the heart of our strategy, operations and processes. Through our **Fields of Play** we help clients achieve their transformation goals by taking a connected view of industries and the broader business landscape. This enables us to guide clients in seizing opportunities and managing risks to create sustainable growth.

We provide integrated solutions across our four service lines - Assurance, Tax, Consulting and Strategy and Transactions. By leveraging the diverse skills of SGVeans, we adapt to clients' evolving needs and support their progress toward making a meaningful impact in their communities and beyond.



# Capitalizing on SGV's market share

Based on the 2023 BusinessWorld edition, SGV maintained its top rank among auditors of the country's largest firms and increased its market share.<sup>7</sup> This reflects our dedication to providing exceptional commitment to delivering exceptional services to our clients. Our multidisciplinary approach allows us to provide holistic solutions that create long-term value for our clients and stakeholders. We are proud to have audited:

**401**  
of the Top  
1000 corporations

**51**  
of the Top  
100 corporations

**The top**  
financing company

**The top**  
café/coffee shop

**The top**  
hotel

**The top**  
wired (landline)  
services provider

**The top two**  
television broadcasting  
and relay stations

**The top two**  
water supply  
services providers

**12**  
of the top 22  
mining and  
quarrying companies

**9**  
of the top 21  
life and non-life  
insurance companies

**5**  
of the top 10  
domestic and  
international airlines

**2**  
of the top 3 mobile  
telecommunications  
services provider

**39**  
of the top 55  
holding companies

**28**  
of the top 63  
food manufacturers

**25**  
of the top 41  
real estate companies

**17**  
of the top  
31 banks

**7**  
of the top 8  
fast-food restaurants

**6**  
of the top 21  
department stores

**39**  
of the top 54  
electric power  
generation,  
transmission and  
distribution companies

**15**  
of the top 41  
manufacturers of  
semiconductor  
devices and electronic  
components

<sup>7</sup> Market share data includes services for all sectors as per the 2023 edition of BusinessWorld Top 1,000 Corporations in the Philippines.

# Keeping the public informed through proprietary research and thought leadership publications

We actively contribute to public discourse by leveraging our expertise in key dialogues and responding to regulatory and legislative proposals on public policy issues. Through initiatives such as Suites the C-Suite and the SGV Knowledge Institute, we produce thought leadership materials that address pressing challenges in today's economic landscape. Together, these initiatives strengthen our commitment to informed decision-making, trust-building, and a vibrant business environment in the Philippines.

## Global Government & Public Sector (GPS) Community

Our global GPS community connects skilled professionals who bring international experience and local knowledge to tackle critical challenges facing governments. By leveraging this network, we aim to provide comprehensive solutions and insights that address complex public sector issues effectively.

Our GPS Community regularly issues GPS bulletin that provide valuable insights on economic data and regulatory matters. Moreover, the [Tax bulletin](#) presents timely updates information relating to key tax developments. These publications ensure that our clients remain informed about the latest changes and trends in the public sector.

## Suites the C-Suite

[Suites the C-Suite](#) is SGV's thought leadership series published weekly in the Economy section of BusinessWorld. Launched on 7 September 2009, this series addresses pressing issues faced by chief executives in today's economic landscape. Each article provides insights into economic developments, emerging risks, and opportunities, helping to deepen understanding of client needs and positioning SGV as a thought leader. By fostering engagement with clients, these insights drive proactive problem-solving and build knowledge-based relationships that enhance SGV's client-focused services.

## GPS Discover

The [GPS Discover](#) site offers access to a range of solutions, insights and key resources. It supports our commitment to transparency and accountability by ensuring that our public stakeholders are informed by the latest knowledge within our global network. Through this platform, we enhance the quality of our public disclosures and engage meaningfully with our stakeholders.

Now, we are shifting our focus to recent initiatives that align with our mission of driving economic growth and fostering investment opportunities.

## Doing Business in the Philippines Publication

The "[Doing Business in the Philippines](#)" publication, developed by SGV, serves as a comprehensive investment guide, encouraging foreign stakeholders to explore business opportunities in the country. It is distributed to investors, trade offices, business organizations, national embassies and during official state visits of the Philippine President. To foster an inclusive business climate, the brochure is available in multiple languages, including Japanese, Chinese, German and Korean. Through this publication, SGV aims to support national development and economic growth by making the business landscape accessible to international investors.



## SGV Knowledge Institute

With a rapidly evolving business and regulatory environment, the need for constant learning and upskilling has never been more critical. The SGV Knowledge Institute (SGV KI) was relaunched in February 2024 as the central identity of the Firm, representing SGV's decades of experience and exemplary track record in organizing numerous knowledge-sharing events. This initiative is supported by the Firm's roster of highly trained professionals and its vast network, providing knowledge across various industries and fields of discipline.

The SGV KI serves as a platform that brings together SGVeans and experts from diverse fields to discuss relevant insights and solutions that effectively address our clients' most pressing challenges. These sessions foster innovation and expertise sharing, enhancing our service quality and providing strategic guidance. This initiative supports our Purpose of nurturing leaders and enabling businesses to thrive in the Philippines, while ensuring that our public disclosures reflect our commitment to transparency and accountability. In FY24, we conducted three Knowledge Institute sessions.

Looking ahead, SGV KI plans to continue holding quarterly events and offering public seminars on a wide range of important topics, including economics, sustainability, taxation, and other matters relevant to the larger business community. This ongoing effort aims to establish the Firm's various areas of expertise and promote continuous learning, knowledge-sharing, and innovation.

**Together, these initiatives reinforce SGV's commitment to creating value for clients while supporting a more robust business environment in the Philippines.**



## SGV Knowledge Institute spearheads Climate Convergence forum, calls for climate resilience, low-carbon economy transition

The SGV Knowledge Institute, alongside SGV's Sustainability team, recently hosted "Climate Convergence: Actions toward a Resilient Future" at Shangri-La, The Fort Manila, on 25 April 2024 with DENR Secretary Maria Antonia Yulo Loyzaga as the keynote speaker. The forum addressed climate change impacts and the business risks they present, featuring insights from local and international speakers on climate resilience and low-carbon economic opportunities. SGV leaders highlighted the need for mitigation, adaptation, and resilience in business strategies. The event's discussions focused on managing climate risks, aligning corporate strategies with national policy objectives, and exploring low-carbon investment models for sustainable growth.

Check the full story [here](#).



## Launching of the Doing Business in Surigao del Norte

SGV launched the Doing Business in Surigao del Norte publication with SGV Partners and Surigao del Norte officials. The publication spotlights potential business opportunities and the province's investment climate, aimed at driving economic growth and attracting investors to Surigao del Norte.

Check the full story [here](#).



### SGV Knowledge Institute explores keys to success in family business and wealth succession planning seminar

The SGV Knowledge Institute, in partnership with the SGV Tax Markets Pillar, hosted a seminar titled “Fortifying Your Legacy: Wealth Succession and Family Business Succession Planning” on 4 April 2024 at the Washington SyCip Development Center. Over 40 family business owners and executives attended as SGV leaders shared insights on wealth and succession planning, family governance, and tax strategies. The session emphasized estate planning and family constitutions as tools for safeguarding wealth and family harmony.

Check the full story [here](#).



### SGV Knowledge Institute and SGV Bacolod host symposium on family businesses

The SGV Knowledge Institute, in collaboration with SGV Bacolod, hosted a symposium titled “Strengthening Family Businesses for Generations to Come” on 17 May 2024 at Park Inn by Radisson Bacolod. Aligned with SGV’s Purpose of nurturing leaders and supporting businesses, the event offered business owners practical strategies to ensure the longevity and success of family businesses. SGV Partners also visited the Bacolod City Mayor’s Office and LEDIPO as part of their engagement with the community.

Check the full story [here](#).

# Harnessing technology and innovation for sustainable progress

3-3, 4-18

Our commitment to technology and innovation drives our mission of creating long-term value and enhancing client experiences. Our substantial investment in advanced technology and AI reflects our focus on leading the market in transformation. We continue to integrate cutting-edge solutions into our operations and service offerings to empower our people and clients to thrive in a rapidly evolving digital landscape.

## Tech@EY

Technology is a cornerstone of our strategy, enabling us to deliver exceptional value and efficiency to our clients. Our ongoing multi-billion-dollar investment ensures that we stay ahead in the competitive landscape, bolstering our capabilities through proprietary tools, strategic acquisitions and partnerships.

## Artificial Intelligence (AI)

As a key part of our technological advancement, AI has become integral to EY’s strategy, with the recent launch of EYQ marking a significant milestone. EYQ, a proprietary AI assistant, is a secure, business-focused tool similar to ChatGPT, available to all EY people. It supports a range of tasks, from brainstorming client proposals to gathering insights, enhancing productivity and enriching the EY experience. Developed through a pilot program involving 4,200 technology team members, EYQ will soon gain additional features like document uploads and custom data integration.

EY’s investment of US\$1.4 billion in AI extends beyond tools like EYQ; it encompasses the cultivation of an AI ecosystem that connects experts across business, technology and academia. This holistic approach positions EY as a leader in AI innovation, helping clients understand AI’s impact on their operations and future growth. By continuously investing in AI learning, training and new technologies, we empower EY people, including SGVeans, to harness the full potential of AI, driving transformation and long-term success.

## Data privacy and security

3-3, 2-27, 4-18, SV-PS-230a.2, SV-PS-230a.3

Data privacy and security are at the core of SGV’s commitment to responsible business practices. We prioritize robust corporate policies for data handling, retention and privacy, ensuring secure data management in compliance with applicable regulations. Our approach safeguards our people, clients and the organization, while supporting long-term value creation.

In FY24, we did not receive any substantiated complaints regarding breaches of customer privacy from outside parties and regulatory bodies. Furthermore, we did not identify any leaks, thefts or losses of customer data.

There were also no personal data breaches reported to the National Privacy Commission. This reflects our ongoing commitment to data privacy and security.

Our data privacy and security measures help reduce the risk of data breaches and protect personal information. These builds trust with clients, employees and other stakeholders. By responsibly managing data, we reduce potential risk for legal liabilities.

However, despite strong data protections, there remains a risk of data breaches that could lead to penalties and legal costs. Non-compliance with data privacy standards may affect global relationships and failure to handle data securely can also damage trust, affecting morale and stakeholder engagement.



## Data Loss Protection Committee

SV-PS-230a.1, SV-PS-230a.2

To address data privacy and security concerns, a Data Loss Protection (DLP) Committee has been established, comprising representatives from Talent, Risk, General Counsel Office and Information Technology. The DLP Committee oversees data loss incidents, maintains a case database, and ensures consistent investigation procedures.

- The committee meets bi-monthly to review updates and conclusions on reported cases.
- In line with NPC guidelines, data breaches must be reported within 72 hours. SGV has been compliant with annual March security incident reporting for two consecutive years.
- The DLP Committee is responsible for investigating security incidents, reporting to stakeholders and concluding cases according to regulatory requirements.

Community Pillar

# Enabling stronger Communities with purposeful actions

3-3

We recognize our responsibility to contribute to the well-being of the communities we serve. Our approach to building stronger communities revolves around active volunteerism and initiatives that create positive and sustainable social impact. By leveraging our collective efforts as SGVeans, we are committed to shaping a sustainable legacy today, helping to build a better future for all through purposeful and impactful actions.



# Making a difference through volunteerism

3-3, 203-1

Community programs such as tree planting, scholarships, workshops and lectures, and donations form a core part of our commitment to creating sustainable social impact. Through these initiatives, we help support local jobs, foster a skilled workforce and help improve environmental conditions. For example, tree planting efforts create local employment while also enhancing green cover, promoting carbon sequestration, and improving air quality. Scholarships and lectures support community members in accessing education, improving literacy and future employment prospects, and advancing human rights by empowering individuals with knowledge and opportunity.

However, we also acknowledge the need for responsible management to mitigate potential negative impacts. Without careful planning, community initiatives such as tree planting can unintentionally cause economic displacement or disrupt local ecosystems if non-native species are introduced. Similarly, without equitable distribution, programs like scholarships or donations may inadvertently create social divides.

Our approach to these programs emphasizes responsible management, recognizing that effective planning and regular evaluation are essential to achieving positive impacts. For example, tree planting initiatives are monitored by the Philippine Business for Social Progress (PBSP) to ensure that only native species are introduced, preventing potential ecological imbalances. Scholarships and institutional grants are overseen by the SGV Foundation to support equitable access and prevent social divides.

These actions are measured quantitatively – through the number of trees planted, scholarships awarded, and institutions supported – and qualitatively, with feedback from local communities guiding improvements. We always integrate sustainable practices into the community programs we hold or participate in. For example, volunteers are encouraged to avoid single-use plastics, reinforcing our commitment to environmental stewardship. We hold workshops to help SGVeans and community members understand the role of trees in local ecosystems and the importance of forest conservation in the Philippines.

Our commitment to volunteerism is integral to our culture, with SGVeans actively participating in various programs that address social and environmental needs. Through our SAVE Council, we drive meaningful social and environmental programs that align with the global sustainability development goals. Our various initiatives, aim to address pressing community needs and contribute to sustainable development.



## Pass the Glass

We participated in the Pass the Glass Project as an extension of our SAVE4Water Project that works to provide clean and safe water to underserved communities by distributing portable water filtration systems.

Through our partnership with Waves for Water Philippines, Inc. this initiative aligns with UN SDG 6 by ensuring the availability and sustainable management of water and sanitation for all.

This collaboration is set to extend clean water access to underserved communities across 17 provinces, with a goal of reaching all 82 provinces in the Philippines by the end of 2023.<sup>8</sup>



## Boat of Hope

Through our Boat of Hope initiative, we support sustainable economic growth by providing fishing boats to beneficiaries, ensuring they have a stable source of livelihood. Working with the Yellow Boat of Hope Foundation, we contribute to UN SDG 8, promoting full and productive employment.

In FY24, 15 bright yellow paddle boats have been provided to fishermen at the Sitio Teheman Yellow Boat Community in Maluso, Basilan and 7 additional boats will be donated to Simariki, Zamboanga.

These boats represent both a pathway to economic empowerment and a safer journey to school for local children, embodying our commitment to building a more sustainable and inclusive world.<sup>9</sup>



## SGV Bacolod Tree Planting and Hiking

In celebration of the International Day for Preservation of the Ozone Layer, SGVeans volunteered to reforest the Gawahon Eco Park. Using a method known as earthing, they planted 100 bamboo seedlings with their bare hands. After the tree planting, they hiked through the park and participated in a learning workshop about environmental preservation. This initiative involved 27 volunteers who contributed to increasing green spaces in the community.



## FSO Tree Planting

As part of our green initiative, SGVeans took part in a whole-day reforestation activity at the Laguna-Quezon Land Grant.

The volunteers planted 30,000 trees and participated in a seminar on the importance of protecting and conserving Philippine forests.

This activity helped raise awareness among 55 SGVeans, reinforcing our commitment to sustainable forest management

**We continue to empower SGVeans to take meaningful actions, driving sustainability efforts that support the preservation of our natural environment and promote a sustainable future.**

<sup>8</sup> Learn more about SAVE4Water and its initiatives at [WAVES FOR WATER | Pass The Glass](#)

<sup>9</sup> Learn more about Boat of Hope and its initiatives at [No Filipino Kid Left Behind | Yellow Boat of Hope Foundation](#)

# SGV 100 Hectares, 100 Farmers project progress

Since 2022, **The SGV 100 Hectares, 100 Farmers project** has made significant progress in reforesting key areas, and supporting local farmers, our efforts focus on planting native and fruit-bearing seedlings, fostering sustainable agriculture and crating lasting benefits for the community.



## Marikina Watershed

We have planted a total of **31,250 trees** in Marikina. In Year 1 (2022), **13,125** trees were planted, followed by **11,875** in Year 2 (2023) and **6,250** trees in Year 3 (2024).



## Buhisan Watershed and Forest Reserve (BWFR)

Reforestation efforts continued in Cebu, where we planted a total of **66,680 trees**. Year 1 (2022) and Year 2 (2023) each saw the planting of **21,671** trees, while in Year 3 (2024), we planted **23,338** trees.

A total of **97,930** have been planted across these areas.

Through this project, we remain committed to sustainable reforestation practices, empowering local communities and enhancing environmental resilience.



In FY24, our initiatives through EY Ripples impacted

**21,243**

demonstrating our commitment to driving positive change.

Cumulative lives impacted since FY20 is **440,455**.

# Enhancing efforts for community enrichment

3-3

Our efforts to generate positive impacts go beyond volunteer work, extending to targeted programs and initiatives that benefit communities.



## SGV Foundation initiatives

The SGV Foundation supports diverse programs that promote education, entrepreneurship and environmental protection, aligning with our commitment to corporate social responsibility and sustainable development

The SGV Foundation also supported other foundations and institutions aligned with our primary objectives.

We provided institutional grants to 32 organizations, totaling PhP7,407,151 in donations. Additionally, the SGV Foundation awarded scholarship grants to 164 undergraduate scholars in Accountancy programs and CPA reviewees, amounting to PhP8,445,140 in FY24.



## SGV Sustainability Summit 2023

The first-ever SGV Sustainability Summit, hosted by the SAVE Council on 7-11 August 2023, marked a significant milestone in our journey towards sustainability. With the theme "Build Today, Save Tomorrow: Invest in long-term value creation towards sustainable growth," the summit highlighted our commitment to fostering a sustainable working world. The weeklong event, led by the SAVE Council's four pillars – Operations, People, Environment and Community – aimed to inspire SGVeans to integrate sustainable practices into everyday life.



The Operations Pillar kicked off **"MeaningfulMonday"** with a focus on sustainable procurement, events and operations. SGVeans attended talks and took part in simulation exercises that empowered them to adopt decisive actions for sustainable procurement.

**"TagTeamTuesday"** emphasized the role of people as key drivers of sustainability. Mental health, sustainable tourism and maximizing employee benefits were central themes, with insights shared by guest speakers and SGV leaders.

**"WellWorthWednesday"** highlighted transforming waste into valuable resources. Sessions on upcycling, sustainable living and waste reduction initiatives encouraged SGVeans to find opportunities in waste, complemented by a marketplace of ethically sourced products.

**"TreasuredThursday"** showcased our commitment to community engagement, featuring volunteer stories, reforestation efforts and a fundraiser for fisherfolk in Mindanao. A water filter demonstration underscored the importance of clean water access.

We concluded with **"Forward-LookingFriday"**, where our leaders and partners reflected on the state of sustainability in SGV. This event highlighted activities from the SAVE Council Pillars throughout the week, culminating in the unveiling of the new SAVE Council logo. The program also included a presentation of sustainability initiatives by our esteemed clients, Mr. Rondell Torres, Sustainability Lead at Unilever Philippines, Inc., and Ms. Stephanie Frogoso, Sustainability Manager at Holcim Philippines, who shared their organizations' efforts in advancing sustainability. In the session, our Partners also shared personal stories of sustainable choices they make highlighting that sustainability should be integrated in our everyday lives. The event closed with a call to action, urging SGVeans to apply the week's learnings in building a better working world.

The summit was a culmination of our progress and a platform for future growth as we continue advancing towards our sustainability goals.



Environment Pillar

Charting a path of

# Environmental Sustainability

We outline our environmental strategy and the steps we are taking to minimize our ecological footprint. This section showcases our commitment to sustainable practices, renewable energy, and resource conservation. By striving to lead by example in the fight against climate change and environmental degradation, we are dedicated to shaping a sustainable legacy today and ensuring that our progress is both purposeful and impactful.



# Strengthening our environmental impact management

2-23, 2-24



The **Green Corner** is a communication channel for SGVeans to learn about sustainability. In FY24, 17 Green Corner entries were published, reflecting a refined approach to sustainability updates.

We are committed to minimizing our environmental footprint and driving meaningful change through responsible energy management and GHG emissions reduction. Guided by our Policy Statement on Environmental Sustainability<sup>10</sup> (referred to also as “Environmental Policy”) and the efforts of the SAVE Council Environment Pillar, we align our initiatives with the United Nations Sustainable Development Goals, particularly Goal 7: Affordable and Clean Energy, and Goal 13: Climate Action.

## Energy consumption and GHG emissions

3-3, 302-1, 302-3, 305-1, 305-2, 305-3, 305-4

We utilize the digital Enablon ESG management and reporting tool to monitor and calculate the utility data and GHG emissions of SGV offices. The SAVE Council’s Environment Pillar is responsible for gathering, authenticating and supervising the data from all SGV locations in accordance with the EY Global Carbon Footprint Methodology before entering it into the Enablon system. This data, once inputted into the Enablon portal, allows EY Global to track our GHG emissions continuously, supporting our pledge to remain carbon negative and achieve the EY net-zero ambition.

SGV has transitioned to renewable energy through the Department of Energy’s Green Energy Option Program (GEOP), which began in July 2023 for SGV Buildings 1 and 2. This initiative, made possible by Republic Act No. 9513, allows consumers with a monthly average peak demand of 100 kilowatts to select renewable energy sources from licensed suppliers, thereby reducing our reliance on fossil fuels.

This transition aligns with SGV’s sustainability goals and supports the United Nations’ Sustainable Development Goals, particularly Goal 7: Affordable and Clean Energy, and Goal 13: Climate Action. By adopting renewable energy, we are actively combating climate change and preserving the planet for future generations. This initiative has not only contributed to a significant reduction in GHG emissions but has also resulted in cost savings amounting to PhP0.4 million.

Aside from the transition to renewable energy for SGV Buildings 1 and 2, there are also significant investments in energy efficiency measures, lighting upgrades, and employee engagement initiatives to optimize energy consumption across SGV buildings. These actions resulted to a total savings of PhP1.6 million in energy consumption and has fostered a culture of sustainability and responsible energy use among our workforces.

Energy consumption in gigajoules (GJ) from non-renewable sources	FY24	FY23	FY22
	3,349	10,293	8,147

Energy consumption in gigajoules (GJ) from renewable sources	FY24	FY23	FY22
	7,867	-	-

GHG reporting boundaries	FY24	FY23	FY22
Scope 1: Direct emissions (LPG use)	16.78	3.00	1.00
Scope 2: Indirect emissions (electricity consumption)	784.96	2,187.00	1,527.00
Scope 3: Other indirect emissions (business air travel)	1,100.17	1,009.00	185.00
<b>Total GHG emissions in TCO<sub>2</sub>e</b>	<b>1901.91</b>	<b>3,199.00</b>	<b>1,713.00</b>

## Energy and GHG emissions intensity

Intensity	FY24	FY23	FY22
Energy intensity in GJ per square meter of office area (all offices covered)	0.47	0.55	0.44
GHG intensity in tCO <sub>2</sub> e per square meter of office area	0.08	0.17	0.09
GHG emissions intensity in tCO <sub>2</sub> e per GHG Scope			
Scope 1: 0.00 (FY23 0.00)			
Scope 2: 0.03 (FY23 0.11)			
Scope 3: 0.05 (FY 23 0.05)			

SGV’s transition to renewable energy aligns with the United Nations’ Sustainable Development Goals (UN SDGs), particularly Goal 7: Affordable and Clean Energy and Goal 13: Climate Action. This transition supports economic growth by lowering energy costs and fostering innovation in sustainable practices. Environmentally, it reduces GHG emissions and mitigates climate change, while promoting healthier communities and supporting human rights by ensuring access to clean energy. As a professional services firm, SGV’s energy consumption is primarily for buildings and powering workstations, which, if sourced from non-renewable energy, contributes to carbon emissions.

SGV’s Environmental Policy mandates low-emission travel, sustainable product purchases, and a switch to renewable energy in large offices. This policy is communicated internally and externally and will be fully embedded in operational procedures. Energy conservation measures, such as shutting off lights during lunch hours and air-conditioning after office hours, have been implemented. Processes to formally track the effectiveness of these actions or specific goals and targets to evaluate progress to date will still be implemented. The SGV SAVE Council Environment Pillar communicates energy use reductions to SGVeans, highlighting the importance of ongoing stakeholder engagement in energy management efforts.

<sup>10</sup> Refer to Page 45 of the [SGV Sustainability Report 2023](#) to view the full policy.

# Water consumption

3-3, 303-1, 303-5

As an office-based organization, SGV primarily consumes water through municipal water utilities across its various office locations. We monitor our water consumption through water utility bills, with each building equipped with a water meter to track usage.

SGV's water consumption is relatively minimal hence there are no significant initiatives or programs specifically targeting water stewardship. However, recognizing the importance of water as a shared resource, SGV will explore strategies and engage with stakeholders to manage water use more effectively in the future.

SGV has not established specific water-related goals or targets in FY24.

Office	FY24 (megaliters)	FY23 (megaliters)	FY22 (megaliters)
Bacolod	0.09	0.06	0.03
Baguio	0.11	0.08	0.20
CDO	0.05	0.12	0.12
Cebu	0.02	0.01	0.03
Clark	0.10	0.08	0.11
Davao	0.19	0.12	0.04
General Santos	0.15	0.11	0.13
Bankmer, Makati	1.88	1.40	0.83
SGV I, Makati	21.45	18.30	13.87
SGV II, Makati	6.2	10.53	10.99
STI, Makati	1.23	1.29	0.98
<b>Subtotal</b>	<b>31.48</b>	<b>32.09</b>	<b>27.35</b>

For FY24, most of the offices have increased water consumption compared to the previous year due to increase in the number of employees and those returning to offices for work. SGV acknowledges the significance of water management and its potential impacts on the economy, environment, and human rights. Consequently, its Environmental Policy includes specific commitments related to water. SGV is not currently involved in any activities that negatively impact water resources through its operations or business relationships and remains committed to addressing any potential issues proactively.

# Waste Management

3-3, 306-3, 306-4, 306-5

Our commitment to environmental sustainability is reflected through a series of waste management measures, each designed to reduce our carbon footprint, support public health and promote operational efficiency.

Central to our approach is SGV's Environmental Policy, which mandates the minimization of natural resource consumption and wastage. Our zero-waste policy targets to divert 90% of all waste materials, significantly reducing landfill contributions, lowering greenhouse gas emissions and minimizing environmental pollution.

## Total Resource Use and Efficiency (TRUE) Program

Our Makati Offices (SGV Buildings 1 & 2) have embraced the TRUE zero-waste certification program, administered by Green Business Certification Inc.™ This program guides us in defining, pursuing and achieving our zero-waste goals. By adhering to TRUE Standards, we have implemented effective waste management strategies that align with industry best practices, significantly reducing waste and enhancing our operational sustainability.



### GBCI awards SGV 1 and 2 building the first TRUE Precertification in the Philippines

On 8 November 2023, SGV 1 and 2 buildings were officially awarded TRUE Precertification by Green Business Certification Inc. (GBCI), making them the first TRUE Precertified facilities in the Philippines. This certification recognizes SGV's commitment to zero-waste and resource efficiency, reflecting the fundamental actions and policies implemented to pursue sustainable operations. The awarding ceremony was attended by SGV Chairman and Country Managing Partner, along with members of the SGV SAVE Council.

The TRUE Program for the SGV 1 and 2 buildings exemplifies the Firm's dedication to charting a path of environmental sustainability within the built environment. This achievement not only showcases SGV's efforts in responsible waste management but also provides a platform for GBCI to discuss opportunities and best practices for achieving full TRUE Certification with SGV's Procurement and Facilities Group (PFG) and CCaSS team, who are integral to the SGV TRUE initiative.

Check the full story [here](#).

# Food Dehydrator Initiative

In November 2023, we took a significant step towards enhancing our sustainability efforts by introducing food dehydrator technology aimed at reducing food waste disposal. This innovative initiative successfully processed 3,298.84 kg of food waste, resulting in an impressive output of 1,065.36 kg of valuable compost for FY24.

The first batch of this transformative process was completed on 3 November 2023, and for FY24, we have completed a total of 199 batches. By diverting food waste from landfills, we are not only minimizing our environmental impact but also creating a resource that benefits SGVeans. This initiative exemplifies our commitment to closing the loop in our waste management system, turning potential waste into a valuable asset for our community.

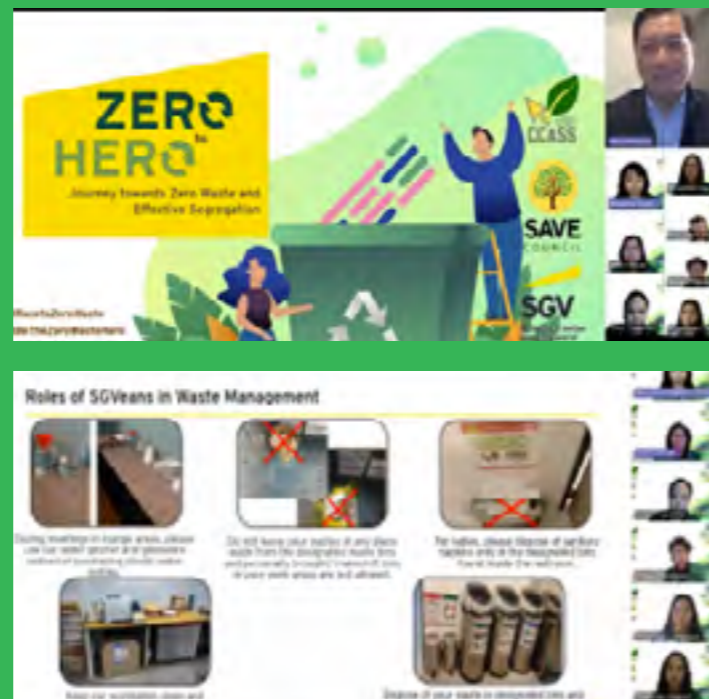
# Zero Waste Challenge

To engage SGVeans in our sustainability efforts, we launched the Zero Waste Challenge in our Makati offices. This competition aimed to foster responsible waste management and resource efficiency. The challenge resulted in heightened awareness and positive behavioral changes among SGVeans, leading to an increased diversion rate of waste from landfills.

To further educate and inspire our workforce, we hosted the **"Zero to Hero: A Journey Towards Zero Waste"** webinar. This online event was designed to raise awareness and provide practical tips on waste management practices, reinforcing our commitment to sustainability.

The session included discussions on landfill waste percentages, waste types, and contamination prevention during waste segregation. SGVeans were encouraged to adopt sustainable daily habits, such as using personal containers, disposing mindfully, and keeping workspaces clean. The "Zero Waste Challenge: Closing the Resource Loop" is a six-month competition designed to promote sustainable waste practices and foster a circular economy.

This initiative culminated in Market Group 3 (MG3) emerging as the competition's winner. MG3 was awarded a financial prize in recognition of their efforts, which was announced during the SGV Anniversary celebration.



Through quarterly WebCCaSS sessions, we continue to provide SGVeans with insights on sustainability, covering industry practices, trends, and regulations related to waste management and climate resilience.

# Monitoring of waste generation

306-1, 306-2

In our office operations, we encounter a variety of waste, including shredded paper from daily tasks, and food waste from our eCafe, ranging from peelings to leftovers. Hazardous waste such as empty printer toners and broken lights are also produced. To manage this, we have partnered with Orodio Junkshop for paper waste and MACEA for general waste disposal, while food waste is handled in-house with a dehydrator, converting it into compost for employee use. This multifaceted approach to waste management underscores our commitment to environmental sustainability and responsible resource use.



## Waste generated in metric tons

Composition	FY24	FY23
<b>Non-hazardous waste</b>		
Biodegradable paper	29.61	19.66
Biodegradable wood	0.01	0.08
Biodegradable food	4.75	3.50
Recyclable metal	0.06	0.17
Recyclable paper	15.04	5.18
Recyclable plastic in metric tons	0.48	0.59
Non-recyclable plastic	1.62	4.21
Non-recyclable paper	18.10	6.30
Non-recyclable textile	0.02	0.01
Non-recyclable glass	0.15	0.08
<b>Hazardous waste</b>		
Non-recyclable metals	1.54	0.47
Chemicals	1.49	0.75
<b>Subtotal</b>	<b>72.88</b>	<b>40.99</b>

## Waste diverted from disposal in metric tons

Composition	FY24	FY23
<b>Non-hazardous waste</b>		
Biodegradable food	4.75	-
Recyclable metal	0.06	0.17
Recyclable paper	15.04	5.18
Recyclable plastic in metric tons	0.48	0.59
<b>Subtotal</b>	<b>20.33</b>	<b>5.93</b>

## Waste disposed in metric tons

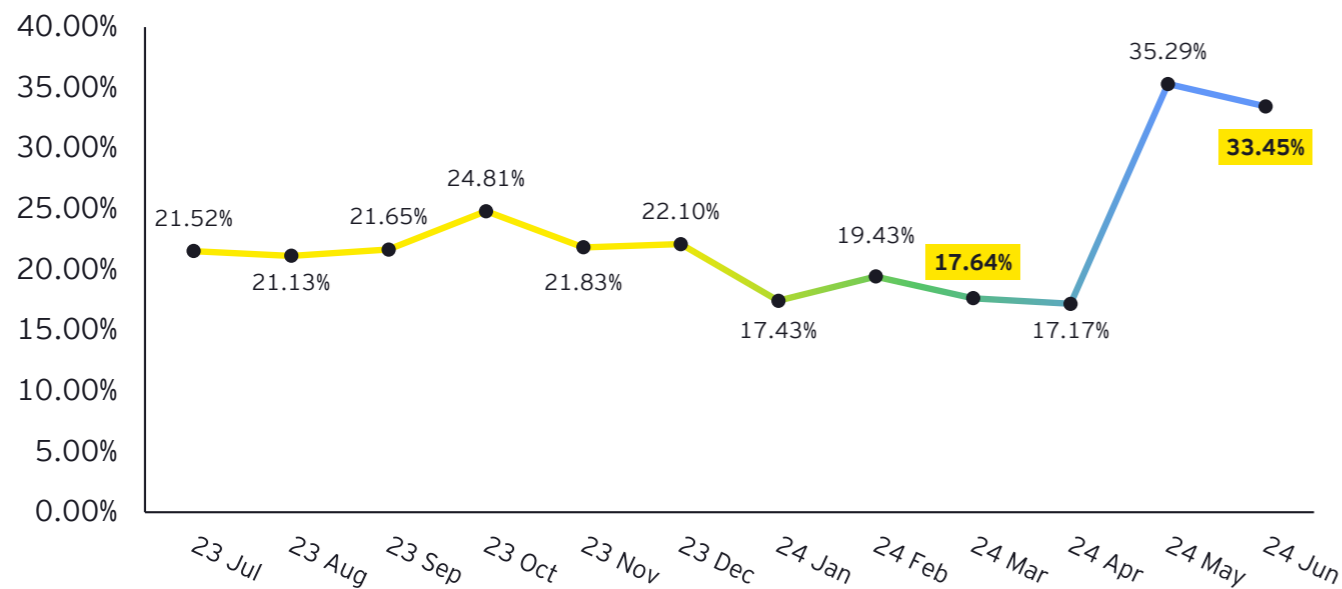
Composition	FY24	FY23
<b>Non-hazardous waste</b>		
Biodegradable paper	29.61	19.66
Biodegradable wood	0.01	0.08
Biodegradable food	0.00	3.50
Non-recyclable plastic	1.62	4.21
Non-recyclable paper	18.10	6.30
Non-recyclable textile	0.02	0.01
Non-recyclable glass	0.15	0.08
<b>Subtotal</b>	<b>49.51</b>	<b>33.84</b>

Waste, if not managed properly, can have far-reaching negative impacts on the economy, environment, and people, including their human rights. Economically, inefficient waste management can lead to increased costs due to the high upfront investment in diversion and upcycling services. Environmentally, mismanaged waste can cause contamination, pest infestations and contribute to pollution. For people, exposure to mixed wastes can lead to health concerns, and the lack of long-term waste management strategies can undermine sustainable practices. Conversely, effective waste management has the potential to generate positive impacts. Economically, it can result in savings for the Firm by adding value to discarded resources through reuse or upcycling. Environmentally, it can lead to carbon emission reduction and a decrease in waste generation through the procurement of durable and reusable products. For people, it can provide resources to recyclers and upcyclers, raise environmental stewardship awareness, and ensure ethical sourcing of services from waste handlers.

SGV is actively managing waste through its activities and business relationships. SGV’s policies and commitments regarding waste are outlined in the Environmental Policy Statement, which emphasizes minimizing resource consumption and wastage, working towards a zero-waste target. This policy has been approved by the Executive Committee of the Firm.

To prevent or mitigate potential negative impact of excessive waste, SGV designed diversion activities, monitors cleanliness of the office premises, and provided Personal Protective Equipment and training to cleaners. To sustain positive impacts, the Firm coordinates with upcycling vendors, implemented sustainable procurement policies, and included waste management in its education campaigns. The effectiveness of these actions is tracked through monitoring of waste diversion rates, evaluating education campaign effectiveness, and gathering feedback from employees. The goals and targets are set within the framework of the TRUE Program, aiming to divert 90% of waste from landfills.

### FY24 diversion rate



Progress toward these goals has been significant, with the diversion rate increasing from 18% in March to 33% in June since the launch of the zero-waste competition at the Makati offices, specifically in SGV 1 & 2, Bankmer, and the STI building. We anticipate that our diversion rate will continue to rise until the end of the competition in August 2024. Lessons learned from this initiative have been incorporated into SGV’s operational policies and procedures, enhancing waste management practices and fostering a culture of sustainability.

Engagement with stakeholders has been crucial in informing the actions taken and evaluating their effectiveness. The competition updates and results were communicated regularly to participating groups and the overall results were shared with all employees during the SGV Anniversary celebration, ensuring transparency and fostering a collective sense of responsibility towards waste management. Through these comprehensive actions and stakeholder engagement, SGV continues to refine its approach to waste management, striving to mitigate negative impacts while maximizing positive outcomes for the economy, environment, and people.

## Practicing responsible procurement

3-3, 2-23, 2-24

SGV is dedicated to greening its supply chain to minimize environmental impacts. The Firm adheres to the EY ESG Sourcing Standards Framework, EY Global Agreement Policy, and EY Global Information Security Supplier Risk Assurance Policy in its sourcing decisions. Locally, SGV follows its own Procurement Group Operations Manual, which outlines the procurement function, canvassing process, and procurement policies and procedures. This approach aligns with the SGV Environmental Policy, ensuring that the procurement process prioritizes environmentally sustainable products and services and considers the environmental credentials of third-party contractors.

In alignment with our commitment to sustainability, we have dedicated 100% of our procurement budget to local suppliers within the Philippines. This encompasses both capital expenditures and operating expenditures, ensuring that our significant locations of operation, including all SGV branches nationwide, benefit from locally sourced products and services. Our definition of ‘local’ includes all suppliers operating within the Philippines, regardless of whether they import products or services from outside the country.

## Greening the Supply Chain - Sustainable Procurement

SGV has been steadfast in its commitment to greening the supply chain to mitigate our environmental impact. We have implemented sustainable criteria for eight product categories, including cleaning materials and office supplies. This initiative aims to reduce our energy consumption and waste generation by leveraging efficient technologies and securing commitments from our suppliers and service providers to support our sustainable procurement efforts.

Key actions taken include:

- Developing sustainable criteria for service providers.
- Conducting information sessions for engaged service providers.
- Revising the SGV Supplier Code of Conduct.
- Reviewing the SGV Sustainable Procurement Policy and Procurement Operations Manual to align with our Environmental Policy, incorporating environmental and social targets, sustainability practices, and selected TRUE recommendations.
- Including sustainable criteria in supplier-related forms.

# Content indices



# GRI Content Index

<b>Statement of use</b>	SGV has reported the information cited in this GRI content index for the period from 01 July 2023 to 30 June 2024 with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location
<b>General disclosures</b>		
<b>GRI 2: General Disclosures 2021</b>	<b>The organization and its reporting practices</b>	
2-1	Organizational details	
2-2	Entities included in the organization's sustainability reporting	<a href="#">About this report</a>
2-3	Reporting period, frequency and contact point	
2-4	Restatements of information	No restatements are noted.
2-5	External assurance	<a href="#">About this report</a>
<b>Activities and workers</b>		
2-6	Activities, value chain and other business relationships	<a href="#">Building partnerships for purposeful progress, Advancing SGV service offerings</a>
2-7	Employees	<a href="#">SGV People breakdown by gender and rank</a>
2-8	Workers who are not employees	
<b>Governance</b>		
2-9	Governance structure and composition	<a href="#">Keeping good governance with high-performing leaders</a>
2-10	Nomination and selection of the highest governance body	<a href="#">Nomination and selection of key roles and positions</a>
2-11	Chair of the highest governance body	<a href="#">SGV as part of a global network, SGV's Leadership</a>
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">SGV's Leadership</a>
2-13	Delegation of responsibility for managing impacts	<a href="#">SGV Committees</a>
2-14	Roles of the highest governance body in sustainability reporting	<a href="#">SGV Committees, Sustainable Actions for Value-creation and Enablement (SAVE) Council</a>
2-15	Conflicts of interest	<a href="#">Quality and integrity</a>
2-16	Communication of critical concerns	
2-17	Collective knowledge of the highest governance body	<a href="#">SGV as part of a global network</a>
2-18	Evaluation of the performance of the highest governance body	
2-19	Remuneration policies	<a href="#">Remuneration</a>
2-20	Process to determine remuneration	

GRI Standard	Disclosure	Location
<b>General disclosures</b>		
<b>GRI 2: General Disclosures 2021</b>	<b>Strategy, policies and practices</b>	
2-22	Statement on sustainable development strategy	<a href="#">Message from Leadership</a>
2-23	Policy commitments	<a href="#">Quality and integrity, Attracting, developing and retaining talent, Embracing a culture anchored on diversity, equity and inclusiveness, Strengthening our environmental impact management, Practicing responsible procurement</a>
2-24	Embedding policy commitments	
2-25	Processes to remediate negative impacts	<a href="#">Quality and integrity, Attracting, developing and retaining talent, Embracing a culture anchored on diversity, equity and inclusiveness</a>
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Quality and integrity</a>
2-27	Compliance with laws and regulations	<a href="#">Quality and integrity, Trust and transparency, Data privacy and security</a>
2-28	Membership associations	<a href="#">Membership of associates and alliances</a>
<b>Stakeholder engagement</b>		
2-29	Approach to stakeholder engagement	<a href="#">Keeping our stakeholders engaged, Building partnerships for purposeful progress, Advancing SGV service offerings</a>
2-30	Collective bargaining agreements	The employees are not members of any union.
<b>Materiality</b>		
<b>GRI 3: Material Topics 2021</b>	3-1	Process to determine material topics <a href="#">Enhancing value through materiality assessment</a>
	3-2	List of material topics
<b>People</b>		
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics <a href="#">Understanding SGVeans' experiences, Attracting, developing and retaining talent, Elevating employee experience through improvements of leading benefits, Embracing a culture anchored on diversity, equity and inclusiveness</a>
<b>GRI 401: Employment 2016</b>	401-1	New employee hires and employee turnover <a href="#">Attracting, developing and retaining talent</a>
	401-2	Benefits provided to full-time employees that are temporary or part-time employees <a href="#">Elevating employee experience through improvements of leading benefits</a>
	401-3	Parental leave
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics
<b>GRI 403: Occupational Health and Safety 2018</b>	403-3	Occupational health services <a href="#">Prioritizing health, safety and wellbeing</a>
	403-5	Worker training on occupational health and safety
	403-6	Promotion of worker health <a href="#">Elevating employee experience through improvements of leading benefits</a>
	403-9	Work-related injuries <a href="#">Prioritizing health, safety and wellbeing</a>
	403-10	Work-related ill health
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics <a href="#">Investing in learning and development</a>
<b>GRI 404: Training and education 2016</b>	404-1	Average hours of training per year per employee
	404-2	Programs for upgrading employee skills and transition assistance programs <a href="#">Pursuing progress through career development and performance</a>
	404-3	Percentage of employees receiving regular performance and career development reviews

GRI Standard	Disclosure	Location
<b>People</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">Embracing a culture anchored on diversity, equity and inclusiveness</a>
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	<a href="#">Nomination and selection of key roles and positions, Embracing a culture anchored on diversity, equity and inclusiveness</a>
	405-2 Ratio of basic salary and remuneration of women to men	<a href="#">Remuneration, Remuneration</a>
<b>Clients</b>		
Client centricity		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">Building partnerships for purposeful progress, Advancing SGV service offerings</a>
Data privacy and security		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">Harnessing technology and innovation for sustainable progress, Data privacy and security</a>
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">Building partnerships for purposeful progress, Harnessing technology and innovation for sustainable progress</a>
<b>Community</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">Enabling stronger communities through purposeful actions, Making a difference through volunteerism, Enhancing efforts for community enrichment</a>
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	<a href="#">Making a difference through volunteerism</a>
<b>Environment</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">Energy consumption and GHG emissions, Waste Management, Practicing responsible procurement</a>
GRI 302: Energy 2016	302-1 Energy consumption within the organization	<a href="#">Energy consumption and GHG emissions</a>
	302-3 Energy intensity	
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	<a href="#">Water consumption</a>
	303-5 Water consumption	
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	
	305-2 Energy indirect (Scope 2) GHG emissions	<a href="#">Energy consumption and GHG emissions</a>
	305-3 Other indirect (Scope 3) GHG emissions	
	305-4 GHG emissions intensity	
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">Waste Management</a>
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	<a href="#">Monitoring of waste generation</a>
	306-2 Management of significant waste-related impacts	
	306-3 Waste generated	
	306-4 Waste diverted from disposal	<a href="#">Waste Management</a>
	306-5 Waste directed to disposal	

# SASB Content Index

Topic	Code	Accounting Metric	Location
Data Security	SV-PS-230a.1	Description of approach to identifying and addressing data security risks	<a href="#">Data Loss Protection Committee</a>
	SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	<a href="#">Data Loss Protection Committee, Data privacy and security</a>
	SV-PS-230a.3	(1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected	<a href="#">Data privacy and security</a>
Workforce Diversity & Engagement	SV-PS-330a.1	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	<a href="#">SGV People breakdown by gender and rank</a>
	SV-PS-330a.2	(1) Voluntary and (2) involuntary turnover rate for employees	<a href="#">Turnovers by gender, age group and region</a>
	SV-PS-330a.3	Employee engagement as a percentage	<a href="#">Understanding SGVeans' experiences</a>
Professional Integrity	SV-PS-510a.1	Description of approach to ensuring professional integrity	<a href="#">Quality and integrity</a>

## **SGV | Building a better working world**

SGV is the largest professional services firm in the Philippines. In everything we do, we nurture leaders and enable businesses for a better Philippines. This Purpose is our aspirational reason for being that ignites positive change and inclusive growth.

Our multidisciplinary teams work across a full spectrum of services in assurance, tax, strategy and transactions, and consulting. Enabled by data, AI and advanced technology, we help clients shape the future with confidence and develop answers for the most pressing issues of today and tomorrow.

### **All in to shape the future with confidence.**

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