

A photograph of a winding asphalt road through a dense forest. The trees are tall and thin, with green foliage. Sunlight filters through the canopy. A car is blurred in motion on the road, leaving a bright orange and white light trail. A yellow rectangular box is overlaid on the upper left portion of the image.

SGV Sustainability Report 2022

Accelerating sustainable growth

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

The SGV logo consists of the letters "SGV" in a bold, white, sans-serif font. Above the letters is a yellow graphic element resembling a stylized arrow or a mountain peak pointing to the right.

SGV

Building a better
working world



About this report

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 2022 (FY22) from 01 July 2021 to 30 June 2022 and has been prepared with reference to the Global Reporting Initiative (GRI) Standards 2021. This sustainability report only covers SGV and does not include other EY member firms operating within the Philippines.

This sustainability report is not externally assured.

For inquiries on the Firm's sustainability efforts:



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Message from Leadership



Wilson P. Tan

Chairman and Managing Partner

Driven by our Purpose of nurturing leaders and enabling businesses for a better Philippines, we at SGV continue to demonstrate our commitment to sustainability in ways that promote the creation of long-term value and sustainable growth for our clients, communities, and people.

2022 was a remarkable year. The world saw progress in combatting COVID-19, renewed commitment to the planet, and discovered extraordinary human resilience in balancing work and life priorities at a time of disruption and instability. As forces reshaped society, business, and the communities where we live and work, we at SGV forged on with courage and took greater action to benefit all stakeholders.

We are proud of the steps we have taken on our environmental, social, and governance (ESG) journey this past year. Spearheaded by the SGV Sustainable Action for Value-Creation and Enablement (SAVE) Council, our continuing initiatives and programs are geared towards promoting sustainable development, accelerating the ability to grow without damaging the planet and helping achieve EY's global decarbonization ambition to become carbon net-zero impact by FY 2025. As part of our ESG agenda, we also support and involve our communities with corporate social responsibility (CSR) efforts coursed through the SGV Foundation (SGVF), the EY Ripples program and other volunteer-based initiatives, all with the aim of promoting the general welfare and development of society.

More than ever, we have become conscious of the impact of our business operations on the environment. We continue to implement practical yet incremental changes into our daily operations.

Our efforts started through simple practices such as decreasing energy consumption, water conservation, waste reduction and by transitioning to paperless transactions. Now, we are leveraging on advanced interconnectivity to lessen our travel emissions by conducting virtual calls and meetings and through our hybrid work setup. We are also working to green our supply chain through the procurement of products with notably lower environmental impact.

The pandemic catalyzed the most rapid pace of people transformation we have seen for some time, supported by digitization, automation, and innovation. Today, the new normal is a variety of work models and work environments. SGV has always recognized the importance of nurturing leaders regardless of gender and background through our long-running policies of meritocracy, diversity, equity and inclusivity. While keeping our people safe as we continue to work during the past years under the pandemic, we also strove to build inclusive teams where our people feel trusted and valued. This people-centric approach is not only aligned with our Purpose of inclusively nurturing leaders, but it is also an integral element of our focus on sustainable development in line with the United Nations (UN) Sustainable Development Goals (SDGs).

Our Purpose inspires in us a deep sense of responsibility to do everything in our power to ensure a better Philippines and a better working world that is thriving, inclusive and sustainable. As we transformed to better serve our clients amid disruption, we realize there is more work to be done. We are building on 76 years steeped in innovation to help create a more sustainable economy for years and generations to come.

An aerial photograph of a vast, dense forest of evergreen trees, likely spruce or fir, covering a hillside. The trees are tightly packed, creating a textured green surface. The lighting suggests a low sun, casting soft shadows and highlighting the tops of the trees.

“

At SGV, we believe
that the future belongs
to those who can drive
growth that is both
sustainable and inclusive.

Year in brief

Covered period: 1 July 2021 to 30 June 2022



Headquarters

Makati

Locations

Bacolod
Baguio
Cagayan de Oro
Cavite
Cebu
Clark
Davao
General Santos City

Service Lines

Assurance, Tax
Consulting, Strategy and Transactions

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,
and Wealth & Asset Management



People

4,795

Total number of people

100%

Global Code of Conduct
response rate

35%

Male

65%

Female

55%

Global People Pulse
Survey response rate

53

Average number
of training hours
per employee

97%

Respondents that are
proud to work for SGV

1,431

EY Badges awarded



Communities

54

Scholars through
SGV Foundation

1,500+

Lives impacted
through EY Ripples

812

Teachers enabled through
Project iTeach



Clients

45%

Market Share¹

50

Companies audited by SGV
out of the top 100 corporations¹

¹Source: 2021 edition of BusinessWorld
Top 1000 Corporations in the Philippines



Recognitions

The Anti-Money Laundering Council (AMLC) celebrated its 20th anniversary in October 2021. SGV Financial Services Organization Leader Vicky L. Salas received a **Plaque of Appreciation** from the AMLC and its Secretariat for SGV's contribution and support of the AMLC in fulfilling its mandate. SGV is the first local professional services firm accredited by the AMLC as an Institutional Training Provider, with its relevant experience in anti-money laundering and counter terrorist and proliferation financing engagements such as policy gap analyses, independent assessments of risk management frameworks, institutional risk assessments, transaction monitoring scenarios tuning, and remediations.

SGV Davao was one of the awardees during the **Pasidungog: Garbo sa Davao 2022 in the Business Development category** from the City Government of Davao. The virtual awarding ceremony and celebration of Davao City's 85th founding anniversary was held in March 2022. This award is given to private individuals, companies and organizations to honor their efforts and contributions to the City's various programs, initiatives, and accomplishments in business development and entrepreneurship.



Environment

SGV's commitment as aligned with EY's
global decarbonization ambition:

EY has achieved the Carbon Negative
ambition in October 2021 and is
further exerting efforts to achieve
the Net Zero ambition by FY25.

8,147

Energy consumption
in GJ in FY22
(5,617 in FY21)

1,713

Total greenhouse gas
emissions in tCO₂e in FY22
(915 in FY21)

27.35

Water consumption
in ML in FY22
(27 in FY21)



01

Accelerating sustainable growth

Accelerating sustainable growth means understanding our role in creating long-term value that will benefit all stakeholders – employees, shareholders and the wider society.

Today, organizations are expected to serve a broad set of stakeholders, from employees and customers to communities, planet, and society. And with stakeholders increasingly holding organizations accountable for their role in sustainable development, it is imperative to move with purpose addressing more than just the bottom line.

At SGV, we understand that this means helping those around us thrive in the long term. Ensuring our purpose of nurturing leaders and enabling business for a better Philippines comes alive in more visible and meaningful ways.

As we've reflected on our work with clients and listened to the voices of our people, we've come to realize the critical role we play in their new growth journey, one that pursues sustainability, inclusion, and economic growth, all at the same time.

SGV is committed to accelerating sustainable growth which will help build a better working world. Helping our clients grow is fundamental. Within the context of unrelenting change, accelerating long-term growth takes intention, using sustainable and inclusive strategies that enable our clients to address today's challenges while moving towards innovation and social change. For SGVeans, accelerating sustainable growth means cultivating a nurturing environment where they can have exceptional experiences to innovate and build capabilities in tune with our clients' needs. For society, accelerating sustainable growth is reflected in the work we do every day focusing on quality and operating responsibly, adhering to the highest ethical standards, protecting the environment and human rights.

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 outstanding leaders who provide insights and quality services to our clients, while creating and protecting values for businesses, people, and the society. We have been active in doing our part 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 envision a prosperous economy where there is a good quality of life for everyone, which 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 a 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 work to actualize 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 on our purpose and ambition by creating next-wave strategic initiatives and be able to activate value creation for our clients, people and society.

As we want to keep a lasting positive impact to all our stakeholders, we provide personal purpose discovery programs, build platforms for purpose dialogue and teaming, and continue 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.

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


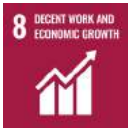




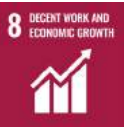










Sustainable Actions for Value-Creation and Enablement Council



In 2021, we established the Sustainable Actions for Value-Creation and Enablement (SAVE) Council to embed sustainability in our culture, both within the Firm and in our people's individual lives. The SAVE Council aids us in creating long-term value for our stakeholders, and pursue our purpose by conceptualizing, implementing and closely monitoring our sustainability policies and initiatives within the Firm.

The SAVE Council is composed of SGVeans from different service lines and functions. Led by SGV's Chief Sustainability Officer who acts as the SAVE Council Chair, everyone works together to meet local and global sustainability targets. To do this, the SAVE Council operates in four distinct pillars to address our material sustainability issues and align with the United Nations (UN) Sustainable Development Goals (SDGs).

The table below shows the UN SDGs that match with our initiatives conducted in FY22.

Pillar	SDGs
 <p>Operations</p>	    
 <p>People</p>	      
 <p>Community</p>	   
 <p>Environment</p>	   

Since its creation, the SAVE Council has advanced long-term value creation for all our stakeholders. And to further accelerate what we started, we continue to look beyond our current capabilities by exploring more alliances to collaboratively contribute to a better Philippines and a better working world.

02

Stakeholders and mechanisms of engagement

Creating long-term value means focusing on a broad set of stakeholders, with a distinct purpose in mind, to sustain value as long as possible. It means listening to our stakeholders, what they value and what is important to them. These inputs allow us to gain valuable insight that enables us to gain a better perspective of the issues that present risks and opportunities to the Firm. Working this way demonstrates how we anchor our strategies to our purpose, ensuring that we are focused on creating and accelerating long-term and sustainable impacts among our stakeholders.

Our key stakeholders include our clients, regulatory bodies and public institutions, our suppliers, our people, our alumni and the communities where we operate. We identified them to have a noteworthy influence on how we operate and make decisions. Because of this, we make every effort to engage with them regularly and consistently to hear their views and perspectives on what is important to them. Building an inclusive and collaborative network with our key stakeholders aids us in achieving our purpose and ambitions.



Our Clients

Our clients are very valuable to us. We aim to meet their expectations in addressing their needs through the services we provide. Some key concerns for our clients include customer satisfaction, compliance with laws and regulations, good governance practices and professional values, activities and actions related to customer privacy and data security, as well as business continuity during the COVID-19 pandemic and other possible external hurdles.

Since our services are focused on giving the best workable solutions to our clients, our engagements are designed with regular meetings and check-ins of key project milestones. We keep our approach anchored in providing exceptional client service and building competencies of our people to build appropriate knowledge and develop expertise in our service offerings. To create a consistent client experience, we implement the Client Experience (CX) program which helps us become more client-centric and achieve sustained growth for our business. From our previous Assessment of Service Quality (ASQ) program, we improved the collection of high-quality feedback using the CX program. The CX program uses a combination of interviews and supplementary surveys that capture moments that matter across our clients' journey, from pursuit stage to engagement, and service delivery and relationship continuity.

We also update our website with global and local contents, giving our clients opportunity to sign up for our newsletters to be updated of relevant news in a timely manner. In addition, we provide an avenue for learning and discourse through our publications and trainings that provide new perspectives, insights and commentary on critical business issues that may be relevant to our clients.

Regulatory bodies and public institutions

Regulatory bodies and other public institutions play a significant role in our operations as we abide by applicable laws and regulations when we conduct our services. This stakeholder group focuses on our compliance with mandatory laws and regulations regarding our services ensuring proper governance practices and professional values in all we do.

We take utmost care to comply with all laws and regulations that affect our business. We engage with regulators and related institutions through meetings, fora, conferences and roundtable discussions. We also support them in public consultations, and if appropriate, provide our services. SGV is accredited with the Philippine Securities and Exchange Commission (SEC) under SEC Memorandum Circular No. 13 Series of 2009 "Revised Guidelines on Accreditation of Auditing Firms and External Auditors." SGV and our audit partners comply with the provisions of said Memorandum Circular, as applicable.

We have also established excellent relationships with the country's regulatory authorities such as the Bangko Sentral ng Pilipinas (BSP), the Bureau of Internal Revenue (BIR), the Department of Finance (DOF), the Securities and Exchange Commission (SEC), the Board of Investments (BOI), and the Department of Information and Communications Technology (DICT).

On 29 January 2022, the Association of Certified Public Accountants in Commerce and Industry (ACPACI) held its induction of new officers virtually where one of our partners, Catherine E. Lopez, was welcomed as the Vice President for Stakeholder Services.

On 16 February 2022, SGV Chairman and Managing Partner Wilson P. Tan was welcomed as the new chairman of the Financial and Sustainability Reporting Standards Council (FSRSC). Moreover, Ms. Cyril Jasmin B. Valencia became the new representative of SGV for Philippine Interpretations Committee (PIC) on 11 March 2022.

On 24 June 2022, ten SGV partners and one manager were inducted into national, regional, and chapter officer leadership roles of the Philippine Institute of Certified Public Accountants (PICPA). One of our partners, Lucy Lim-Chan, is also a member of the Auditing and Assurance Standards Council (AASC) which is a ruling body ensuring the excellence and uniformity of auditing and assurance related services in the country. SGV Vice Chair and Deputy Managing Partner Maria Vivian C. Ruiz is also an officer of the Association of Certified Public Accountants in Public Practice (ACPAPP). On 25 January 2022, she was inducted as the Vice President for Professional Development.

Our deep involvement with these professional regulatory bodies is testament to our reputation and commitment to abide by the laws and regulations of the industry. This also enables our people to effect change in the industry and the profession itself promptly, all while being guided by our Firm's purpose and principles.

In FY22, SGV continued to comply with all laws and regulations that apply to us. Our commitment to do the right thing is aligned with our purpose and is demonstrated in our policies and procedures. We comply with EY global policies, supplemented where appropriate with local policies, guidelines and processes.

Our compliance and risk-mitigation measures help guard against and prevent inappropriate business relationships, regulatory and human rights violations, bribery and corruption, and other circumstances that can result in monetary fines, sanctions or reputational damage. Our actions and advocacies also aim to increase economic gains and efficiencies, attract more clients and talent, and achieve our purpose and ambition.



Our suppliers

Our suppliers are important in our day-to-day operations and engagements. Relevant matters concerning our suppliers include the ability to dialogue and actions related to data privacy, governance, initiatives to enable efficient use of resources, and sustainability practices.

EY's Global Agreement Policy is applicable to all member firms including SGV, and this specifies the requirements for evaluating the impact of our suppliers to us. Moreover, a separate Code of Conduct for our suppliers, including a wide range of topics such as environmental risk management, compliance with human rights and zero tolerance to any types of corruption, extortion, bribery or embezzlement, guides us in choosing the right suppliers for our needs.

Before the COVID-19 pandemic outbreak, our Procurement team did site visits to check our vendors' offices, warehouses and branches. In FY22, considering mobility restrictions, our continuing communication with our suppliers include virtual meetings and written correspondences. This allowed our team to schedule multiple meetings in one day, and we were able to adjust and manage our time more efficiently. Our team, ensuring compliance with safety measures, also conducted an actual visit in December 2021 when the restrictions were lowered.

Our people

Our people enable us to operate our business properly and efficiently. We factor human rights in our workforce, aiming for employee and customer satisfaction, professional development and growth, and ensuring health, safety and wellbeing for our people.

In engaging SGVeans, we have several projects that are designed to build a safe and effective conversations between leaders and subordinates. We also regularly provide feedbacks to manage our people's performance and set development targets and indicators. Some of our continuing projects to keep our people engaged are:

- ▶ **Learning Evaluation and Development (LEAD).** Approach for developing our people through evaluation and guidance from leaders to maximize their SGV experience.
- ▶ **Multi-Source Feedback (MSF).** Annual feedback system which helps SGVeans and their career by providing insights on how their behavior impact others, identifying gaps in perceptions, and highlighting hidden strengths. All employees are eligible to receive and deliver feedback from their peers, direct reports, and supervisors, and the results are shared with them and their counselors.
- ▶ **People Pulse Survey.** A periodic survey that provides us with an interim progress check on employee engagement and the implementation of our NextWave strategy.
- ▶ **Better Begins with You.** An annual global award program that challenges our people to consider all the facets of our purpose and values. People and teams who embody "Building a Better Working World" in everyday actions are nominated.
- ▶ **Market Group Townhalls.** An avenue to share each Market Group's strategy and results to the people in each group, giving opportunities for employees to communicate directly with their executives.
- ▶ **SGV Purpose Cluster Cascade.** A way to disseminate how the SGV purpose impacts our people and align with their goals and objectives while they work within the Firm.
- ▶ **Daily Talent Alerts.** A communication platform that provides information about key initiatives and benefits that SGVeans can avail of.
- ▶ **Staff Anniversary Party.** An annual event to celebrate SGV's anniversary which also serves as an avenue where SGVeans can be recognized and awarded for their significant contributions to the Firm.
- ▶ **Daily verse and reflection.** A daily dose of Bible verses sent to all SGVeans for spiritual reflection.
- ▶ **SGV Bible Club.** A monthly Bible discussion that SGVeans can voluntarily join for spiritual wellbeing.
- ▶ **Catholic masses.** Catholic masses are held virtually every first Friday of the month and during significant SGV events such as Anniversary Thanksgiving Mass, that SGVeans can voluntarily join.



Our alumni

Our alumni are important stakeholders. As such, we provide avenues to reconnect with them through activities such as the Annual Alumni Event that helps us grow our network and build new relationships. This event aims to deepen relationships by encouraging our alumni to connect and foster a sense of belonging to the SGV community. Our alumni are also updated of the recent SGV news through our publications, newsletters and the SGV website.

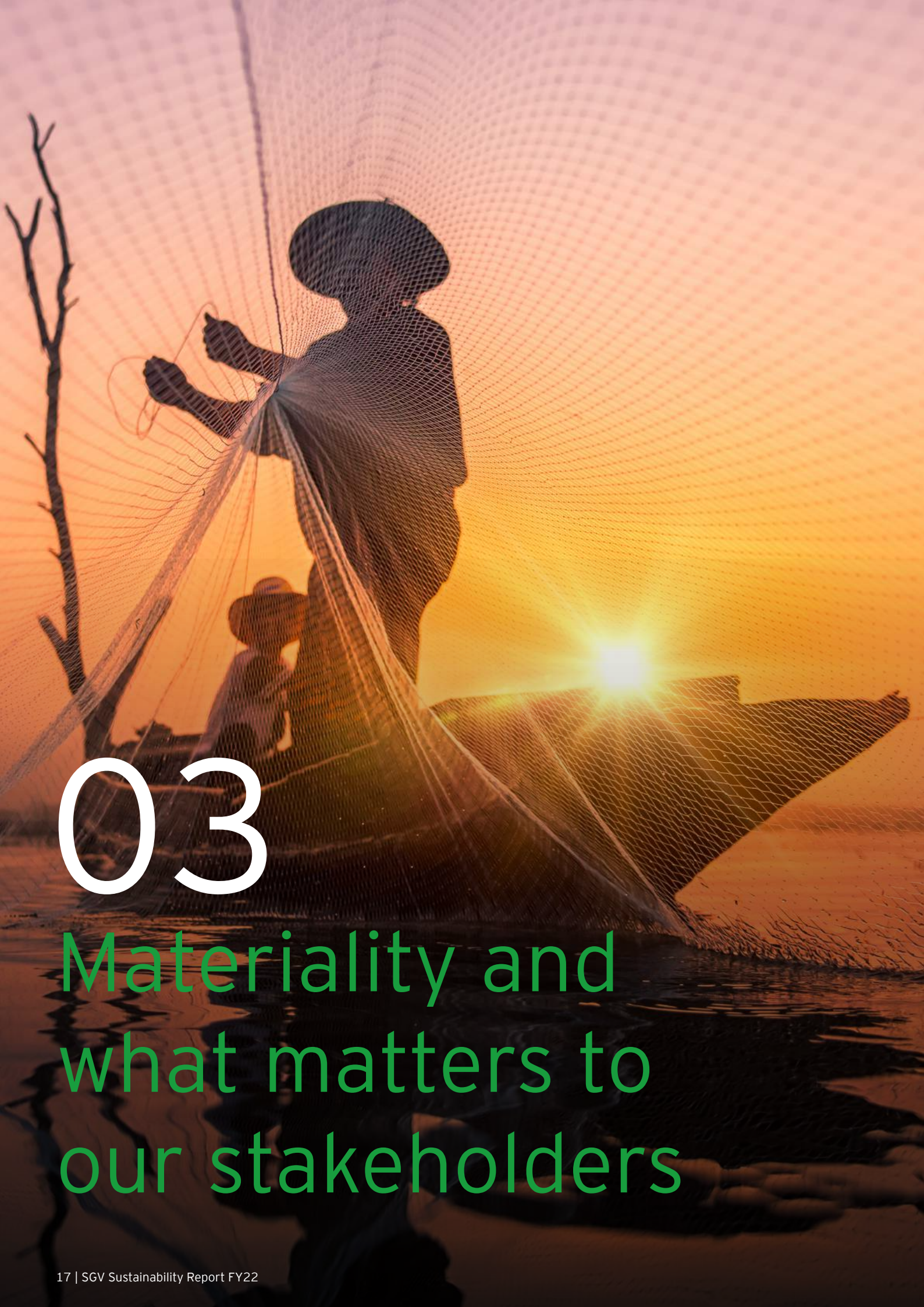
Moreover, we continue to harness our connection with our retired Partners through the online Legacy Night and our annual Partners' Christmas Party. This enables us to obtain valuable insights and wisdom from them on dealing with our existing clients, as well as the current developments in the profession.



Our communities

We put high value to our communities as we recognize their potential contribution in bringing our purpose to life. We also want to also create value in the communities where we operate through partnership with local governments or participating in community initiatives. We arrange dialogues with local universities and partner organizations or foundations to understand their needs and concerns through the SGV Foundation. We build alliances with local and international organizations to support local community activities and participate in the push of sustainable advocacies in the country which are aligned with the SDGs we support.





03

Materiality and what matters to our stakeholders

Materiality assessment process

Material topics were determined following EY's Materiality Assessment Approach which assessed potential impact of the sustainability issues on SGV's business operations. Using EY's Scoring Approach, each sustainability topic initially identified were graded based on the importance of each on our corporate strategies, peers' sustainability reports, and non-governmental organizations (NGOs) and sector-specific publications and media.

The materiality assessment process followed the steps below.



Identification

Review of the latest EY Global Review, EY NextWave Strategy and EY People Pulse Survey to determine relevant sustainability topics to SGV; assessment of material disclosures of peers and relevant NGOs; and review of top global risks, sector-specific publications and media mentions to identify relevant sector-specific sustainability topics.



Prioritization

Scoring approach of sustainability topics; Alignment of risks with Enterprise Risk Management; review of the SAVE Council Chair and other SGV Partners.



Validation

Validation with the Executive Committee members who represented all Service Lines and Operational Functions of the Firm; presentation and confirmation with all SGV partners.



Reporting

FY22 SGV Sustainability Report



Review

Annual review of sustainability topics to ensure applicability and materiality for the year's sustainability reporting.

Material Topics

The material topics were then grouped into four main categories based on the SAVE Council's pillars – operations, people, community, and environment – as presented below:

Topic	Materiality and Description
Operations Pillar	
Regulatory compliance	Compliance to local and national legislations, including both mandatory compliance to laws and adherence to independent industry bodies, standards and/or networks.
Culture, ethics and integrity	Honest and transparent business practices, which are in line with ethical market practices and industry expectations to provide proper and quality services to its clients.
Trust and transparency	Giving importance to trust and transparency, providing open and readily available information on its business model, history, performance, targets and operations to stakeholders.
Governance and risk management	Robust corporate governance and compliance structures, ensuring legislative and regulatory compliance while maintaining and enforcing a clear management strategy to control and minimize risks.
Supply chain responsibility	Robust corporate policies on supplier due diligence, responsibility and their compliance to requirements addressing environmental and human right risks.
Data privacy and security	Robust corporate policies on data handling, retention and privacy and maintaining secure data management systems in compliance to regulation.
Client centricity	Client relationships are at the heart of the organization's strategy, operations and processes—the company's approach to understanding the wider issues clients face then developing solutions, drawing on the organization's expertise, packaged with excellent delivery and the latest technology.
Business transformation	Accounting for the organization's approach to push innovation within the business at greater scale and speed, following a new way to deliver solutions, including harnessing the power of data, technology, innovation and optimal workforce models to drive the transformational change needed and deliver profitable revenue growth.



Topic	Materiality and Description
People Pillar	
Attracting, developing and retaining talent	Attracting, developing and retaining talent by providing opportunities for growth and learning with competitive benefits and work arrangements.
Diversity, equity and inclusion	Advancing gender equality and diversity, recognizing that differences create value, and ensuring equal opportunities are available for everyone.
Health, safety and wellbeing	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.
Community Pillar	
Community impact	Direct and indirect impacts of the business to the communities that it operates in.
Environment Pillar	
Environmental management	Direct environmental impacts resulting from business operations, including compliance to legislative and regulatory requirements.
Decarbonization	Implementation of programs to manage and minimize energy use, increase efficiency measures, and use low-carbon emission energy sources, which also involves new carbon removal solutions to decarbonize business models and the entire value chains that will allow the Firm to not only avoid emissions but also reverse them.



04

Nurturing leaders and accelerating sustainable growth for our people

To nurture leaders, we must enable our people to make positive contributions to the world where they live and work. Giving them the opportunity to help solve society's toughest problems help form a special kind of resilience, compassion, and humility within SGVeans, fostering sustainable growth. This requires support and resources to enable people to identify what is most meaningful to them and empowering them to act with purpose.



Attracting, developing and retaining talent

As we continue to adapt to the new normal considering the impacts of the COVID-19 pandemic, we ensure that SGVeans stay connected and supported by the Firm wherever they are located. We embark on programs that empower SGVeans with the right mindset and invest in tools to enable us to deliver quality services to our clients. We also provide employment opportunities for various ranks and academic backgrounds to expand our capacities and meet the demands of our clients.

In FY22, we welcomed 1,879 individuals (1,380 in FY21) from diverse backgrounds and locations in the Philippines, resulting in a total of 4,795 (5,133 in FY21) active employees of SGV as of 30 June 2022. Our new hires come from a broad range of academic backgrounds and experiences such as accounting, law, business, engineering (e.g., software, civil, chemical), environmental science, social science and more.

New hires by gender, age group and region²

Gender	FY22		FY21	
	Number	New hire rate	Number	New hire rate
Male	611	12.19%	469	9.14%
Female	1,268	26.44%	911	17.75%

Age group	FY22		FY21	
	Number	New hire rate	Number	New hire rate
Under 30 years old	1,724	35.95%	1,298	25.29%
30 to 50 years old	150	3.13%	79	1.54%
More than 50 years old	5	0.10%	3	0.06%

Age group	FY22		FY21	
	Number	New hire rate	Number	New hire rate
NCR (National Capital Region)	586	12.22%	463	9.02%
Luzon	855	17.83%	528	10.29%
Visayas	183	3.82%	75	1.46%
Mindanao	252	5.26%	87	1.69%
Not specified ³	3	0.06%	277	4.42%

² New hire rate is calculated by getting the percentage of new hire from the total active employees during the reporting period.

³ Employees who have not indicated their permanent home addresses in the Human Resources information system were tagged as not specified.



+499

New hires
from FY21

On the other hand, we also recorded turnover and turnover rates in FY22 and FY21 as shown in the tables below.

Turnovers by gender, age group and region⁴

Gender	FY22		FY21	
	Number	Turnover rate	Number	Turnover rate
Male	894	18.64%	928	18.08%
Female	1,371	28.59%	1,399	27.26%

Age group	FY22		FY21	
	Number	Turnover rate	Number	Turnover rate
Under 30 years old	2,065	43.07%	2,191	42.68%
30 to 50 years old	195	4.07%	132	2.57%
More than 50 years old	5	0.10%	4	0.08%

Age group	FY22		FY21	
	Number	Turnover rate	Number	Turnover rate
NCR	1,051	21.92%	1,069	20.83%
Luzon	767	16.00%	595	11.59%
Visayas	159	3.32%	146	2.84%
Mindanao	160	3.34%	126	2.45%
Not specified ³	128	2.67%	391	7.62%

⁴ Turnover rate is calculated by getting the percentage of turnover from the total active employees during the reporting period.

To keep our people and provide them with exceptional SGV experience, we regularly revisit and enhance our benefits.



Remuneration for employees

Total rewards are not only about financial benefits, but also about rewarding, appreciating and recognizing employees throughout their entire SGV journey. We give the resources they need and the recognition they deserve.

Our goal is to deliver pay that is market competitive and reflects the appropriate external market benchmark and is fair and equitable for our diverse talent. At SGV, we strive to set pay that values and recognizes an individual's level of proficiency within a given role and differentially rewards for an individual's performance and contribution to the Firm. The LEAD category reflects an individual's level of performance which serves as an input to differentiate pay.

There are multiple factors that are considered when informing pay decisions:

- ▶ Market alignment
- ▶ Performance differentiation
- ▶ Affordability

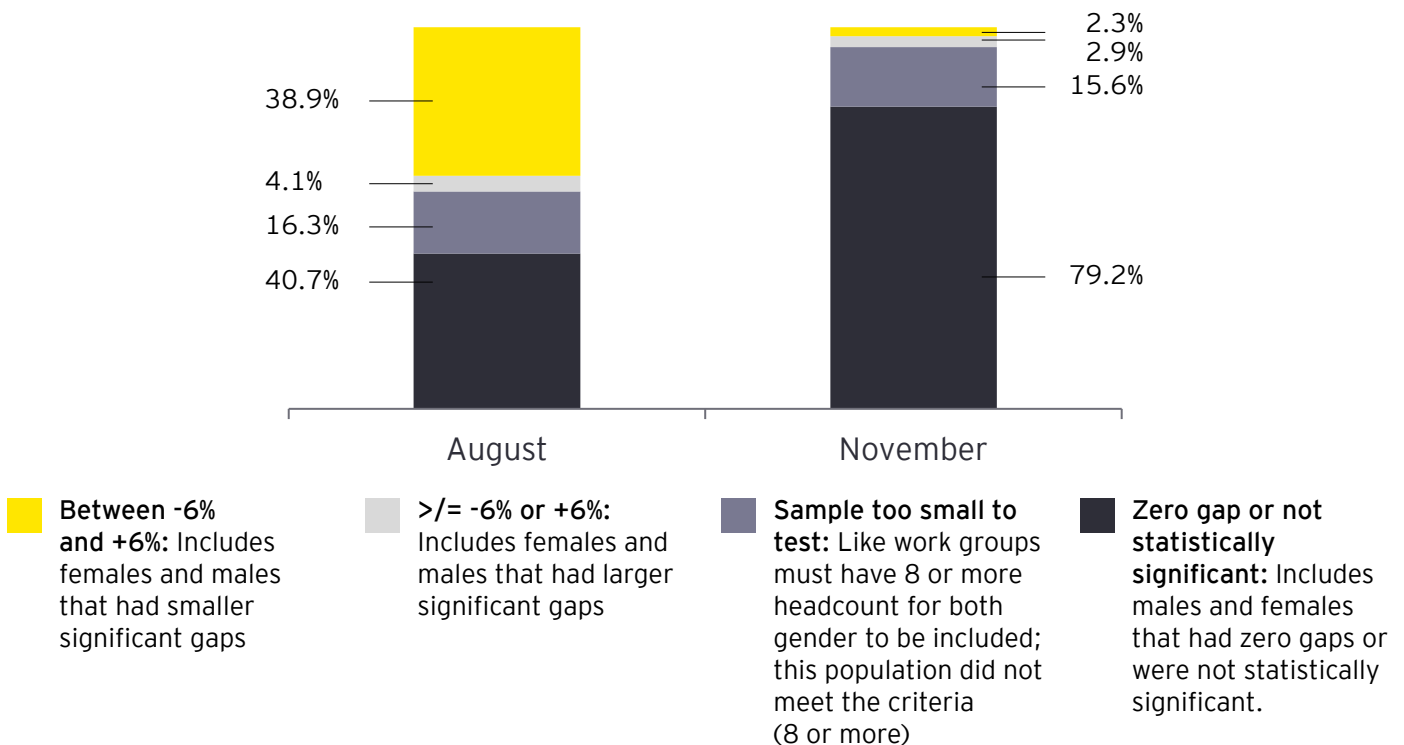
Leaders making the pay decision will consider these factors for each individual:

- ▶ Positioning within pay range to ensure fair outcomes relative to peers
- ▶ LEAD category and proficiency in role relative to similar situated peers
- ▶ Available pay increase budget

The ratio of basic salary and remuneration of women to men in SGV for all ranks and offices is 1:1.

We also had a pay gap analysis in 2022. Pay gaps compare the median pay of males to the median pay of females within each like-work group. The median pay is calculated using base salary. The existence of a pay gap does not necessarily mean an inequity exists. A deeper analysis would consider country environments and pay practices, as well as the wider lens of an employee's profile, such as job market location, job grade, tenure, experience level and performance rating.

% Headcount distribution of results



* excluded from this analysis are employees on a leave of absence, employees in the rank of partner, interns and non-employees and temporary employees

** includes Financial Services Organization (FSO)

Provision and improvement of leading benefits

We value our people's wellbeing, and we attract other professionals to join the Firm with the competitive benefits we offer. We aim to keep our retention rates high, so we provide fair and just compensation, leading benefits and other learning and experience opportunities to SGVeans for their career and personal growth in the company, to build a better working world while delivering high quality services to our clients. We also comply with all mandatory requirements of the national government to provide appropriate benefits to our people.

Leave entitlement and time-off days

To achieve a healthy work-life balance, we believe our people must be able to take time off work as needed. To enable this, we provide them with leave entitlements that they earn over time. SGVeans are entitled to vacation, bereavement, sick leave, prolonged sick leaves, and study leaves. We also provide expanded maternity leave of 105 days, paternity leave and solo parent leave for qualified individuals, in accordance with the law. In addition, female employees may avail of the special leave for women.⁵ We also provided additional time-off days for SGVeans during the holidays (i.e., Christmas and New Year) when there are no urgent client deadlines. For those who cannot take the additional time-off days, we provided an option to swap the time-off period to another date.



30
employees went
on maternity leave
in FY22

6
employees went
on paternity leave
in FY22



Insurance and health benefits

SGVeans are provided with accident and life insurance coverage, medical allowances and advances. The Group Life Insurance provides coverage on hospital, medical and surgical expenses our people and their dependents may incur. We have partnerships with the country's leading healthcare providers for our people's medical insurance coverage. SGVeans are entitled to regular dental checkups, a bi-annual executive checkup, and other medical consultations, both digitally and in person. Some of our people are also qualified to have dependents based on their ranks. As we value our people



and their family's health and wellbeing, we are planning to extend the dependents coverage of our insurance benefit gradually to other ranks.

To supplement our medical insurance, we provide medical allowances and advances that can be used for medical procedures not covered by the insurance such as optical expenses and prescribed medicines. Moreover, we partnered with MindYou to promote SGVeans's mental wellbeing while working in the Firm. Overall, our health benefits include medical, dental and mental care.

⁵ Based on Republic Act No. 9710 known as "The Magna Carta of Women"



Retirement plan

On behalf of the individual, the Firm contributes to an employee's Staff Provident Fund. Qualified employees can receive a minimum guaranteed retirement pay based on their total year of service in the Firm.



Bonuses, financial assistance, loan facilities, subsidies and other benefits

We provide the following benefits to SGVeans:

- ▶ Work-related advances and reimbursements
- ▶ Mid-year bonus, Health bonus, Discretionary bonus for qualified individuals
- ▶ Financial assistance through our voluntary death contribution and fire and calamity contribution plans based on voluntary membership of the staff
- ▶ Voluntary membership for savings and loans through membership with Certified Savings and Loan Associations, Inc. (CSLA)
- ▶ Personal loans through the staff provident fund (SPF) for SGVeans who have rendered 10 years of continuous tenure
- ▶ Assistance to Senior Directors in availing car lease from a recognized financial services provider
- ▶ Subsidies for team building activities and Christmas activities
- ▶ Reimbursement for fees in relation to various professional certifications and accreditations
- ▶ Scholarship grants to Certified Public Accountant Licensure Examination and Bar Exam takers
- ▶ Continuing education and professional support
- ▶ Additional benefits such as internet allowance, wedding gifts, Christmas gift certificates, one-time clothing allowance and work from home subsidy for new campus hires, and loyalty awards

Recognizing our people's achievements and talents

SGV recognizes outstanding individuals and teams who embody the Firm's core values of integrity, excellence, and hard work through the SyCip and Special Awards during the annual Staff Anniversary Party.



Learning and Development Excellence Awards

SGV continues to hold its L&D (Learning and Development) Excellence Awards. Year two of the L&D Excellence Award was held on 20 May 2022 via MS Teams live. This event is organized to show appreciation and support to our outstanding facilitators and learning contributors. There are four award categories: The Facilitator Impact, Rising Star, Thought Leadership and Innovation. In FY22, ten individuals and five teams were announced winners and were given plaques and cash prizes as a token of appreciation. An Overall Facilitator Excellence awardee was also selected among the winners from all categories.



SGV Special Awards

Special Awards were given to several teams and individuals to show recognition and appreciation for their outstanding contributions, excellence and leadership. The special awards were given to 14 individuals and 14 teams.

SyCip Award

One individual - Raphael Erickson de Leon

Special Award for a Better Working World - Client Leadership

Seven individuals and four teams

Special Award for a Better Working World - Business Leadership

Three teams

Special Award for Better Me

- Personal Leadership

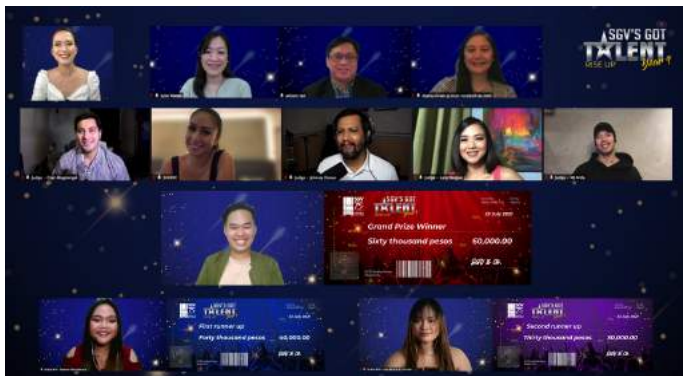
Five individuals

Special Award for a Better Working World - Team Leadership

One individual and six teams

Special Award for a Better Working World - Impact on Society

One team



SGV's Got Talent

On its 9th year, the SGV's Got Talent held its first virtual competition on 23 July 2021. The firmwide event celebrated the performing skills of our people. The competition's panel of judges consisted of various professional singers and artists from different specialties, who also prepared musical numbers for the audience. Seven finalists representing different Market Groups and other functional business units were selected from firmwide auditions and presented showstopping performances to the entire Firm.

Grand winner

Cole Mercado

Second place

Rodonna Borasca

Third place

Julia Bettina De Guia

Other top 7 finalists (in no particular order)

Noreen Grace Vitug, Jeemo Tabuzo, Kimberly Gonzales, Madelene Dones and Diana Araracap



eSportsfest

From August to October 2021, the first SGV eSportsFest was held as part of SGV's 75th anniversary celebrations, to inspire team camaraderie and to foster a healthy lifestyle among employees. Eleven teams, consisting of eight Market Groups, Consulting, Tax, and Business Enablement Services competed in the event. The eSportsFest conducted various online sporting events including zumba, trivia night, mystery experience, customized SGV escape room, Mobile Legends tournament, banner making and cheering competition.

Overall champion

Market Group 4

Second place

Market Group 7

Third place

Market Group 3

Empowering the exceptional SGV experience

EY People Pulse Survey

As part of our global initiatives, SGV disseminated the EY People Pulse Survey in July 2021, November 2021 and March 2022 with an average of 49% response rate. The survey results revealed how SGVeans perceive their overall experience working in the Firm.

91%

affirmed their
Exceptional EY
Experience

97%

said they are
proud to work
for EY

85%

confirmed that
EY provides a work
environment where
they feel free to be
themselves

87%

agreed that they
feel their
contributions are
recognized and
appreciated at EY

The survey is a platform for us to hear the thoughts and concerns of our people while they are with the Firm.

SGV's strongest areas

Based on the survey results, our strongest areas in FY22 were:

- ▶ Our leaders making our people feel valued
- ▶ Our people demonstrating integrity, respect, teaming and inclusiveness
- ▶ Our people demonstrating building relationships based on doing the right thing
- ▶ Our people demonstrating energy, enthusiasm and the courage to lead
- ▶ Our people making their colleagues feel like they belong to a team
- ▶ Our people adhering to EY's Code of Conduct, even when it is challenging to do so
- ▶ In the case of a breach in the Code of Conduct, our people would raise it
- ▶ The Firm preparing our people to work effectively with clients and colleagues from different countries and cultures
- ▶ The Firm providing learning opportunities that build the skills needed by our people to be successful

Areas for improvement

Based on the survey results, the Firm's areas for improvement in FY22 were:

- ▶ Time dedicated to practice healthy habits, as well as time to support mental and emotional health needs
- ▶ Flexibility needed to manage both work and personal commitments
- ▶ Good understanding of the role our people play in making NextWave a success and the changes needed for it
- ▶ Satisfaction of our people on their involvement in NextWave to date
- ▶ Benefits and compensation to meet our people's needs
- ▶ Personal and professional demands for our people's time
- ▶ Performance' contribution to compensation

Our Talent team and the SGV partnership continues to work together to assess our current practices and policies to identify areas that need revisions and identify new initiatives to address these areas for improvement.

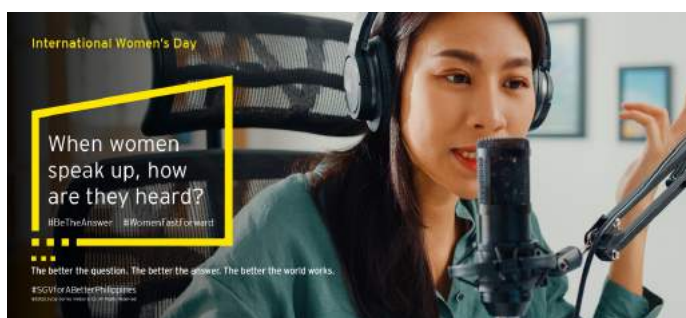
Diversity, equity and inclusion

SGV is committed to diversity, equity, and inclusion (DE&I) by providing equal opportunities to all SGVeans, regardless of gender, orientation, religion, age, or background. We believe it is important to value individuals with different viewpoints and goals and that when we solicit input from a wide range of people, we can better serve our clients. We take initiatives to ensure that everyone in our Firm feels safe, trusted, and valued. These commitments and values are embedded in our long-running DE&I policy.

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The Firm is one of the founding members of the Philippines Business Coalition for Women Empowerment (PBCWE) and we regularly participate in its events and roundtable discussions. SGV demonstrated its commitment to DE&I through its Economic Dividends for Gender Equality (EDGE).



In celebration of International Women's Day 2022, SGV held the "Claiming Our Seat at the Table" forum where women leaders shared their experiences as female professional and valuable lessons they have learned to empower and inspire women in the workplace. SGV also conducted a forum titled "She's Taking the Lead" which discussed how women balance work and family duties, especially during the pandemic, to motivate and encourage participants to develop solutions to better support women in the workplace. In addition to that, a photo contest called "She's My Hero" was also held as celebration of International Women's Day, to recognize women who have influenced and have positive

impacts on the lives of our people. Another part of the celebration was the special Women's Month edition of the "She Inspires" series focused on Unboxing Gender Bias, which was an open discussion on unconscious assumptions created by gender bias and ways to unlearn harmful stereotypes. The webinar provided insights to the participants on fostering healthy personal and professional relationship free from gender bias, which is in line with the inclusivity values of the Firm.

Weaving sustainability into DE&I

SGV SAVE Council presents a special Women's month episode of Sustainabits. [#WomenFastForward](#)

SAVE Council @SAVECouncil

We will have a fireside chat with Ms. Faw Maridul. She is the founder of Malingkat Weaves, a cause-driven home and lifestyle brand committed to promoting local weaving traditions and handwoven textiles, with special focus on Muslim Mindanao.

On the same month, the SGV SAVE Council hosted a special Women's Month episode focusing on integrating sustainability into DE&I initiatives. This episode featured the Founder of Malingkat Enterprise, Faw Maridul, a cause-driven entrepreneur and cultural advocate who promotes weaving traditions of the country's indigenous people. It provided insights on the heritage and inspirations upon establishing Malingkat, the local weaving traditions of Mindanao tribes such as the Yakan and Maranao, and how they create handwoven textiles - in a sustainable way - with these indigenous weavers.



SGV Vice Chair and Deputy Managing Partner **Maria Vivian C. Ruiz** was one of the inspiring female finance leaders featured in the March 2022 Women's Month issue of FINEX Focus, the official newsletter of the Financial Executives Institute of the Philippines (FINEX). She played an integral role in the region as EY ASEAN Assurance leader. She drove Assurance initiatives on sustainable audit quality and efficiency, digital tools adoption and innovation, and service delivery model transformation.

Our People

The tables show the breakdown of our people by employee type, gender, region, age group and rank. In FY22 and FY21, we recorded a total of 4,795 employees and 5,133 employees, respectively. The numbers are reported in head count at the end of the reporting period. Temporary employees refer to employees in contractual terms and Project Consultants.



SGV people breakdown by employee type, gender and region

Category	Total employees	Percentage share	Permanent/full-time employees	Temporary employees
Gender (total)	4,795	100%	4,766	29
Male	1,693	35%	1,677	16
Female	3,102	65%	3,089	13
Region (total)	4,795	100%	4,766	29
NCR	2,119	44%	2,092	27
Luzon	1,812	38%	1,810	2
Visayas	316	7%	316	-
Mindanao	431	9%	431	-
Not specified	117	2%	117	-

SGV people breakdown by gender, age group and rank⁶

Practice	Gender by Rank		Age by Rank		
	Male	Female	Under 30 years old	30 to 50 years old	More than 50 years old
Executive Committee/ Partner/ Principal	1.58%	1.48%	-	2.42%	0.64%
Executive Director	0.05%	0.05%	-	0.05%	0.05%
Senior Manager	1.35%	2.06%	0.05%	3.22%	0.14%
Manager	4.23%	4.71%	5.28%	3.64%	0.02%
Senior	11.27%	15.96%	23.41%	3.81%	0.00%
Associate	17.88%	39.39%	56.15%	1.12%	0.00%
Total	36.36%	63.64%	84.89%	14.26%	0.85%

Core Business Services (CBS)	Gender by Rank		Age by Rank		
	Male	Female	Under 30 years old	30 to 50 years old	More than 50 years old
Executive Committee/ Partner/ Principal	0.26%	1.02%	-	-	1.28%
Director	1.02%	0.77%	-	1.28%	0.51%
Associate Director	1.02%	4.08%	-	2.80%	2.30%
Assistant Director	4.59%	9.69%	0.51%	8.93%	4.84%
Supervising Associate	3.57%	20.66%	3.06%	16.07%	5.10%
Senior Associate	3.06%	13.27%	9.18%	6.38%	0.77%
Associate	8.67%	28.32%	32.65%	3.57%	0.77%
Total	22.19%	77.81%	45.40%	39.04%	15.57%

⁶ Breakdown includes the permanent/full-time employees only.

Investment in learning and development

We provide sufficient learning opportunities to all SGVeans. A set of required learning courses are given to every new hire, while follow-up and annual update courses are assigned to all employees based on their rank and service lines. These courses cover topics including EY methodologies, workplace behaviors, sector-specific topics and so on. We also offer sponsorship and guidance to those employees who wish to expand their knowledge and credentials through external training, licensure and certifications.

Education and training

Our compliance framework is underpinned and consolidated by continuous and systematic training and development to promote and increase the awareness of SGV employees on relevant topics. We have various global and local courses and training programs, new-hire trainings, milestone trainings, rank-specific trainings, and core service line curricula to sensitize relevant employee groups to policies, tools and procedures. The Global Code of Conduct and the Independence Update trainings must be reaffirmed each year or quarterly for some employees, depending on the rank and service they provide. Furthermore, some trainings are dependent on rank and client/sector exposure.

In FY22, we recorded a total of

249,716 training hours

covering credits earned from e-learning, physical classroom, virtual classroom and other virtual setups.

Average training hours per employee by gender and rank⁷

Gender	Average training hours
Male	51
Female	55

Practice rank	Average training hours
Executive Committee/ Partner/ Principal	41
Executive Director / Associate Principal	39
Senior Manager	42
Manager	44
Senior	46
Associate	66
Not identified	42

CBS rank	Average training hours
Executive Committee/ Partner/ Principal	52
Director	16
Associate Director	16
Assistant Director	15
Supervising Associate	8
Senior Associate	7
Associate	5
Project Consultant	13
Not identified	14

⁷ Those marked as not identified mean that positions have not been specified based on the staff list.



EY Badges

Following the EY Badges program's introduction to our people in 2018, we encourage them to earn digital credentials that would help them improve their skills and competencies to perform better in the workplace. The EY Badges are short, web-based learning courses provided to SGVeans with the aim to let them gain appropriate and sufficient knowledge to adapt to the rapidly changing business landscape, which may also contribute to their long-term professional growth.

A wide range of topics is accessible in the EY Badges program which can be taken by our people in their own time and capacity. The courses are also regularly monitored and updated to ensure that our people will receive a timely and excellent quality learning experience and that the courses offered remain to be relevant. The domains of the EY Badge program in FY22 are:

Business Badges		Technology Badges		Leadership Badges
▶ Business	▶ Analytics	▶ IBM	▶ My Purpose	
▶ Finance	▶ Artificial Intelligence	▶ IT Architecture	▶ Better Me	
▶ Marketing	▶ Blockchain	▶ Microsoft	▶ Better Us	
▶ Sector	▶ Cloud	▶ Quantum Computing	▶ Client Centricity	
▶ Strategy	▶ Cybersecurity	▶ Robotic Process Automation	▶ Innovation	
▶ Supply Chain and Operations Management	▶ Data Strategy	▶ SAP	▶ Sustainability	
	▶ Digital	▶ ServiceNow	▶ Transformation	

In FY22, 2,029 EY Badges were initiated.

Out of which, 1,431 EY Badges were awarded to the learners, as shown in the table on the right.

EY Badges Awarded	FY22	FY21	FY20
	1,431	441	179

EY Degrees

EY Degrees are programs offered to all SGVeans who seek to develop greater skillset in technology, business, and sustainability for free. This provides opportunity for our people to earn a master's degree awarded by the Hult International Business School which can be added in their credentials. Currently, the degrees available are:



focused on emerging and adaptive technologies, innovative solutions, and strategic perspective



focused on data processing and Artificial Intelligence to transform businesses



focused on creating long-term value through environmental, social and governance principles



Sustainabits and WebCCaSS

In FY22, we also introduced two new learning programs led by the SAVE Council, namely: Sustainabits, a 30-minute high-level presentation of concepts relating to sustainability, and WebCCaSS, a one-hour extensive discussion on sustainability and climate change concepts.

These learning sessions are open to all SGV people and are focused on sustainability topics that allow them to become more conscious of the Firm's sustainability initiatives and be involved and encouraged to apply sustainable practices in and outside the Firm. These regular sessions make learning accessible and provide opportunities to utilize SGV's wealth of talent and intention to embed sustainability in the Firm and its people's daily lives to create long-term value and achieve our purpose of building a better working world.



Number of conducted sessions in FY22:

6

Sustainabits

2

WebCCaSS

Sustainabits and WebCCaSS topics and number of attendees per session

Month	Topic	Number of attendees
Sustainabits		
September 2021	Introduction to Sustainability: Sustain Our Future!	692
October 2021	It's Getting Hot in Here: Climate Change and Global Warming	678
December 2021	A Sustainable Christmas: The Best Gift You Can Give to Mother Earth	298
February 2022	The Hows of Practicing Love for the Environment: P.S. With Feelings	474
March 2022	Weaving Sustainability into Diversity, Equity and Inclusiveness (DE&I)	442
June 2022	Take Action for Our Only One Earth: Celebrating the Philippine Environment Month	553
WebCCaSS		
November 2021	Mobilizing Ethical Action through Sustainability Reporting	783
April 2022	Urgent Call to a Low Carbon Future: Greenhouse Gas (GHG) Emissions and Decarbonization	467

With the introduction of the Sustainabits and WebCCaSS sessions, we accelerate what we have started in terms of providing SGVeans more opportunities, not only for individual professional development through trainings but also engaging them to be one with the Firm's commitment to become a more socially responsible and environmentally conscious business. To have greater impact, Sustainabits and WebCCaSS are continuing programs of the SAVE Council, with the plan of conducting one session per month for years to come and diversifying topics on both environmental protection and social inclusion.

Green Corner

We also introduced the SAVE Council's **Green Corner**, a dedicated section in the SGV e-Newsletter, which serves as a regular communication channel for SGVeans to learn more about sustainability at a glance. This is where we feature tidbits about sustainability and our people's valuable contributions to building a better Philippines and a better working world. A total of **13** Green Corner entries were submitted in FY22, including the call for entries posted on 26 October 2021.

What if our feedback inspired you to transform your aspirations into action?

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

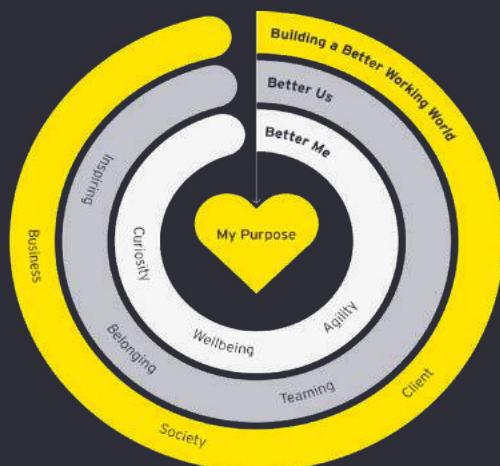
Career and performance monitoring and strengthening

To monitor and strengthen the performance of our people, we maintained our approach called Learning Evaluation and Development (LEAD), which focuses on advancing career, development, and performance in SGV. We assign each employee to a counselor who would guide them in their journey within the Firm. We encourage open conversations and effective feedback that would inspire SGVeans to maximize their SGV experience and achieve their career aspirations. The LEAD has three cycles divided into expectations conversation, career conversation and feedback conversation between counselors and their counselees.

While LEAD gives our people feedback from their leaders to mold career expectations into aspirations, we also have the Leadership Feedback and Development (LF&D) that encourages leaders to seek anonymous upward feedback from their subordinates, focused on development to further grow and become transformative leaders. The Transformative Leadership Journey loops in three stages of identifying, exploring, and practicing new transformative behaviors in the moments that matter.



To advance the SGV experience, we promote Counseling Excellence, an initiative that supports our people by building their competence, motivation, and confidence. As we value our people's individual journey in SGV, we want to help them develop their skills by connecting them with counselees, counselors and counselor connect leaders who could guide them in their career and personal growth. LEAD and LF&D are also rooted in this connection.



Transformative Leadership

We want to bring out the best from our people. With our shared purpose and values, we follow the Transformative Leadership model to develop the qualities of transformative leaders the world needs. Evaluations for LEAD and LF&D are anchored with the set of behaviors in this model, from the individual level (Better Me) to the organization level (Better Us), as well as the impacts an individual can have to the world (Building a Better Working World):

- ▶ Business: Commercial, innovative, and progressive
- ▶ Society: Environmentally responsible, socially responsible and impactful
- ▶ Client: Insightful, proactive, and connected



Inclusive Leadership

We want our people to be inclusive leaders who value everyone's similarities and differences. Diversity, equity, and inclusiveness are core to who we are and how we work. We commit to fostering a working environment where our stakeholders are valued, our practices are equitable, and everyone experiences a sense of belonging. To actualize this vision, we provide a required e-learning program "Inclusive Leadership for All" that would help our people team and lead inclusively. We keep our six foundational inclusive leadership behaviors to equip our people in their daily actions and decisions.



Elevate

Recognizing that the need for transformative leadership is growing, Elevate is EY's global partner pipeline program that seeks to help our leaders be guided by our Transformative Leadership model to embody our purpose and values. Through an accelerated skills development experience, we are making a differential investment in preparing our people to be partner-ready for a smooth transition.

Service Line	Number
Assurance	3
Tax	6
SaT	1
Consulting	1

11 Managers were able to complete the Elevate program in FY22

One of the program's key objectives is to enable partner readiness through developing leadership strengths by sharing insights on how to be truly client-centric and building their personal brand and developing their network. This program is targeted for those expected to enter the partner admission process within 12-24 months who may access leadership, targeted learning, individual and team experiences, and 360-degree assessment and coaching.

Global Mobility

Global Mobility provides our people with global mobility opportunities for international assignments. SGV, as part of EYG, aims to support EY's ambition to create a long-term value as the world's most trusted, distinctive professional services organization. To realize this, Global Mobility enhances our people's experiences by building connections around the world to have the much-needed global mindset skills to be applied in our local operations.

In FY22, we deployed four assignees – three under the Return Transfer Program and one with short-term assignment. Global Mobility is key for our global integration and rollout of service offerings, particularly in the growth areas set out under our internal strategy.

Assignment	Return Transfer Program		Short-term assignment		Grand total
	F	M	F	M	
Americas	1	-	-	-	1
APAC - ASEAN (EY Singapore)	2	-	-	1	3
Grand Total	3	0	0	1	4

Safeguarding our people's health, safety, and wellbeing

The outcomes of the COVID-19 pandemic continued to impact several aspects of our society in FY22, including loss of human lives and public health emergency. While we weather the aftermath of the peak of the pandemic and its related impact, we ensured to put SGVeans and their safety first.

SGV Crisis Management Team

Our Business Continuity Management program has a Crisis Management Team (CMT) to ensure effective and immediate response to crises and disruptions. CMT was activated in early March 2020, even before the government's official announcements related to managing the COVID-19 pandemic. CMT is composed of members from critical groups within SGV, including Risk Management, IT, Finance, Legal, Support Services, Communications and Talent. CMT acts as the command center during crisis, projecting potential issues and addressing unforeseen problems, with the goal of protecting the safety, health and security of SGVeans and their families, our clients, and our other stakeholders.



Implementing COVID-19 policies

The COVID-19 pandemic remains a serious health risk to our people, so we continuously implement programs initiated during the lockdown in 2020.

We ensure health and safety protocols are in place, as it is everyone's responsibility to keep our workspaces safe. Despite the advice of the Inter-Agency Task Force, issued through Executive Order (EO) No. 07, allowing the optional wearing of facemasks in both outdoor and indoor spaces, we issued reminders to our people encouraging the exercising of sound judgment and prudence in assessing the risks of not wearing facemasks. We advised the use of facemasks in situations such as gatherings, meetings in client offices, and taking public transportation. While the COVID-19 situation in the country continues to look promising and we welcome the more relaxed health protocols from the government, we remain vigilant and responsible for our people's health and well-being.



Embracing the new normal

Continuing from last year, we are still implementing FlexTime and FlexPlace, focusing on results rather than hours worked to remove stigmas and biases associated with working flexibly. SGV has built a work culture founded on flexibility and staying connected and committed through technology, taking the time to improve communications with clients, teams, and other stakeholders.



Ensuring connection among our people

Despite remote working arrangements, we keep our people stay connected via social media groups and online engagement activities. Launched in March 2020, the SGV@Home Facebook group is still actively being used by SGVeans to engage with each other outside of work in FY22. Daily Bible verses and reflections are sent out to our people, while we hold Bible Club sessions and First Friday masses regularly.

Protecting our people's health and wellbeing

Our people are our greatest asset, and as such, we find ways to safeguard and prioritize their safety and wellbeing. We understand that the workplace is evolving into a more dynamic setup and have established alternative work arrangements that suit our people's comfort without compromising productivity and quality

Continuing our programs from last year, we provide hospitalization assistance and help SGVeans avail themselves of medical services and treatments offered by SGV partner clinics and hospitals. Philcare's mobile app, HeyPhil, is also available for online consultations with Philcare's doctors. Aside from physical health, we

also provided programs to help safeguard and support the mental and emotional health of our people. Free mental health programs and wellness consultations are provided through the MindYou platform, and music and dance videos, and talks on mental health are also shared with SGVeans.

357

individuals received
Digi-Consult services in FY22

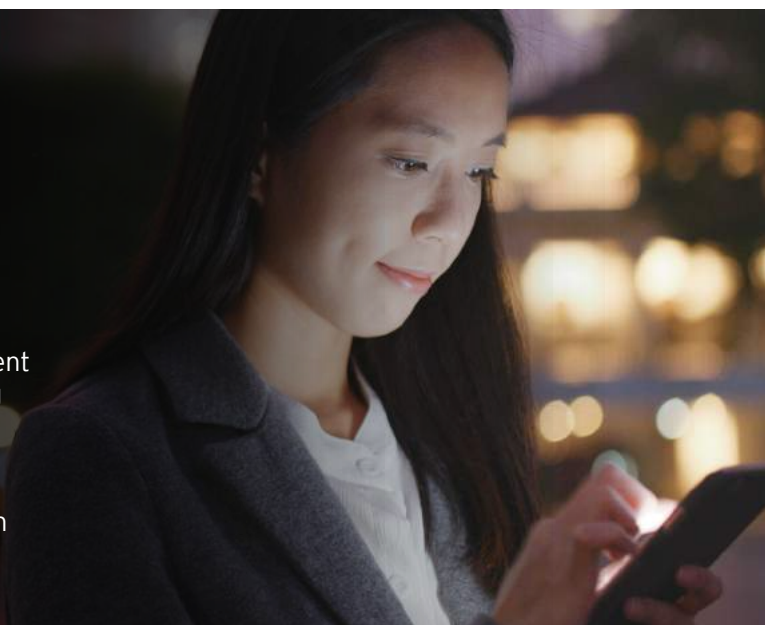
1,865

MindYou users
in FY22

We continue to implement Meet-less Fridays to help employees focus on the completion of tasks before the work week ends. This Firm practice discourages the scheduling of meetings at 12:00 p.m. onwards on Fridays.

Preparing our people in case of emergency

To make sure our people are ready for any types of emergencies, EY provided materials related to emergency preparedness including the EY Preparedness Checklist and EY Emergency Procedures. On top of this, the CMT introduced the Everbridge Mobile App, EY's emergency mass notification system used globally to distribute urgent communications to keep SGVeans informed during and after disruptive events, such as calamities, earthquakes, and typhoons, to ensure their safety and wellbeing. The platform had undergone a test run on June 2022 for all three delivery methods in Everbridge: SMS, business email and through the Everbridge Mobile App.



Prioritizing the safety of our people

As a member firm of EY, SGV meets the EY standards of risk management, security, and cybersecurity. We employ a topnotch security team at our offices to ensure the safety and security of our employees. Our security team undergoes mandatory trainings on Security, General Orders, Code of Ethics, Code of Conduct; and their compliance is directly managed by the Security Agency. We ensure that our security team has security license under the Civil Security Group of the Philippine National Police.

We also have several trainings and initiatives for disaster and risk management, as well as regular fire and earthquake drills across all SGV buildings. We enable SGVeans to understand and comply with the EY policies on cybersecurity, through methods such as web-based learnings, among others.

40

hours of conducted
health and safety training

2

Safety drills
conducted in FY22

0

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

0

incidents of
non-compliance
with voluntary codes

0

Cases of
work-related injuries

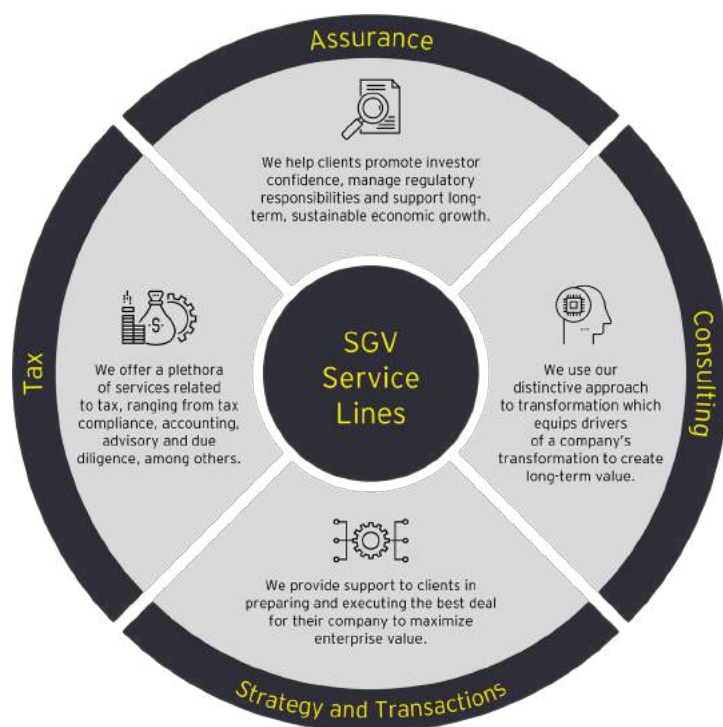
A man in a blue jacket is standing in a greenhouse, looking up at a tomato plant. He is holding a tablet in his left hand and reaching up with his right hand to touch a branch of the plant. The greenhouse is filled with many tomato plants, and the background shows the structure of the greenhouse.

05

Enabling businesses and accelerating sustainable growth for our clients

Our vision of enabling businesses for a better Philippines is at the heart of everything we do. We envision to deliver value-added and integrated services to our clients, becoming a trusted partner in their sustainable growth journey. We work continuously to improve the quality in all our services. Across the service lines, there is investment in recruiting, training, and retaining highly qualified people in their respective disciplines. Operating responsibly, we adhere to the highest ethical standards, allowing us to do our part in promoting investor confidence in financial reporting and the world's capital markets.

SGV services to help our clients adapt to an ever-changing business landscape



Our Services

We help our clients execute their company strategies and value creation through our services that let them achieve transformative performance. Our operations are categorized into four service lines – each with its own focus areas, but collectively work together to fulfill our purpose.

Our Market Share⁸

SGV Audits:

446

of the top 1,000 corporations

50

of the top 100 corporations

18

of the top 36 banks

47

of the top 61 holding companies

4

of the top 7 department stores

3

of the top 4 wired (landline) services

1

of the top 2 mobile telecommunications services

30

of the top 45 real estate companies

15

of the top 40 manufacturers of semiconductors and other electronic components

44

of the top 56 electric power generation, transmission, and distribution companies

11

of the top 23 life and non-life insurance companies

5

of the top 6 fast-food chains

The top 2

financing company operations

The top 1

hotel

⁸ Source: 2021 edition of BusinessWorld Top 1,000 Corporations in the Philippines

Exceptional client service

Client centricity

Our services lines offer various solutions based on our Fields of Play that reflect the functional groupings of our clients, and the relationships we foster in our engagements with them. We have diverse competencies that we utilize to provide the best services for our clients.



We consider client centricity as a critical factor in our NextWave strategy with our commitment of putting client relationships at the heart of our operations. We aim to create and accelerate long-term value for our clients by considering a holistic view of their sectors and broader business contexts to help them capitalize on opportunities and minimize risks. We work with this in mind following our 13 buyer-based Fields of Play that translates the needs of our clients and aligns them with our solutions, services, and capabilities. Our client-centric approach gives high importance to understanding our clients' needs, priorities and ambitions to provide the most fitting services to them.

SGV adheres to the EY Engagement Agreements Global Policy knowing that an engagement agreement is crucial in the overall client engagement process. Our engagement agreement documents our respective obligations and responsibilities, ensuring that our teams and our clients would have a clear understanding of our services' limitations, procedures, restrictions, and other legal and professional matters. In drafting engagement agreements, we highly consider our clients' needs and current capacities so we can tailor our solutions to their needs. With our client-centric mindset, we can increase our clients' satisfaction. By understanding client behaviors and interests, we can also use this as opportunity to create innovative solutions and promotions for accelerated customer value and growth.

Proprietary research and thought leadership publications

We publish a monthly digest of the latest issuance from the tax authorities, other regulatory bodies and significant court cases in our [Tax Bulletin](#). Connected to this is our [Tax Calendar](#), a digital annual calendar that lists tax requirements and deadlines for each month to help users in managing their submissions in a timely manner.

We also have a weekly publication of articles, [Suits the C-Suite](#), a BusinessWorld column that covers diverse topics on pressing issues faced by chief executives in today's economic landscape, such as taxes, trade, finance, diversity and inclusivity, automation and robotics, sustainability and climate change. These articles are written by SGV partners and managers who have significant insights to share about their in their respective fields.

We published the [Beyond the Bottom Line 2nd Edition: Sustainability Landscape in the Philippines](#), a review of the 2020 sustainability reports submitted by publicly-listed companies in the Philippines, following the Securities and Exchange Commission (SEC) Philippines' Memorandum Circular No. 4, Series of 2019: Sustainability Reporting Guidelines for publicly-listed companies. This publication extends the discussion to global and local developments around environment, social and governance (ESG) and the changing priorities of regulators, investors, and companies.

Technology and innovation

In this time of fast-paced technological advancement, we believe that investing in technology and innovation is important for us to accelerate sustainable growth for our stakeholders. EY has been continuously exploring data, technologies and innovation that can improve our client pursuits and engagements, to effectively adapt to the changing business landscape. Being part of EYG, we adopt technologies and innovation introduced by EY in our operations. Through Tech@EY, our global technology ecosystem within EY, we are connected to over 60,000 people driving technology and data enabled business transformation for us and for our clients. We are investing in technology, including data analytics and artificial intelligence, to help our clients find appropriate solutions to meet their needs. We also reconfigured our technology landscape to align it with our NextWave strategy and to drive greater market impacts and efficiencies. This approach allows us to provide more integrated service offerings to our clients.



Client Technology

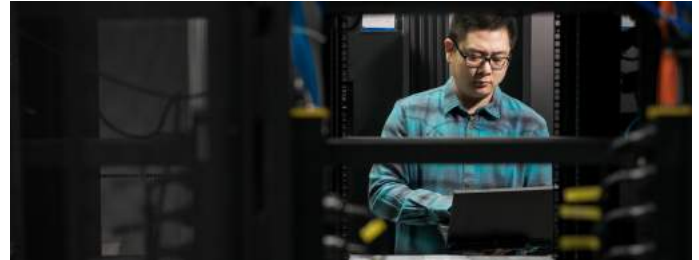
Client Technology (CT) is a diverse team of over 5,000 technologists partnering across EY to provide our clients with distinctive, technology-enabled platforms, products, and solutions. At CT, we put technology at the heart of our solutions and make it our business to understand our clients' business. We help our clients optimize the use of technology in their business operations.



Enterprise Technology

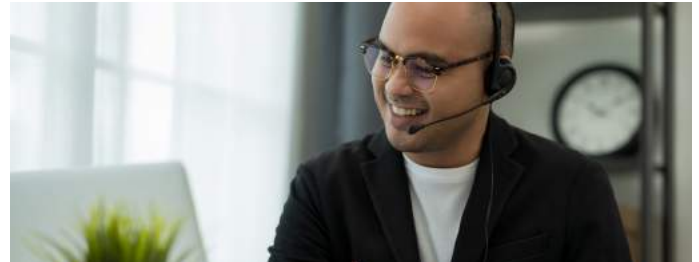
Enterprise Technology (ET) provides our clients reliable, secure, and resilient technology services related to global enterprise, centered on operational excellence for satisfaction and cost optimization. ET functions are divided into:

- **Business Office.** Carries out activities to support talent, risk management, IT compliance, product/service portfolio management, financial management, budgeting, organizational operations, portfolio governance and IT performance management
- **Business Relationship Management.** Manages customer relationships and serves as connector between ET and its stakeholders.
- **Core Business Services Solution Delivery.** Provides leading application development and support for all our core back-office functions.



Information Technology

Information Security protects our clients' information, and our EY technology, services, and brand by providing security guidance, support and tools for all our functions and service lines.



Global Delivery Services

Global Delivery Services (GDS) enables us to deliver leading solutions at an industrial scale. GDS is a network of service delivery centers providing support services, from quality scale and insights to profit optimization, to our client serving and enablement teams.



Modern workspace

The modern workspace is now heavily reliant on technology, so we provide solutions, applications, and news for our people to work efficiently and effectively in this new setup. Especially during the height of the COVID-19 pandemic, all business operations were forced to adopt remote setups. We provide SGVeans with access to useful tools and references to ensure productivity and continuous collaboration to adapt to the new work setup without compromising the quality of our services.



Business transformation

Our Firm has been growing for the last few years, and we anticipate continued growth in the future as we build up our scope of service offerings considering the demands of a fast-changing business landscape. Through significant investments in talent and alliances with leading technology vendors, our capabilities have also expanded.

Our differentiators include our global connectivity and system implementation experience and culture of collaboration with our clients, with expert consultants – not just in the technology field but also integrating risk, finance, people and organizational change.

Even during the COVID-19 pandemic outbreak, we were able to adapt quickly and continue to provide services to our clients. Our productivity increased through advanced technologies, while talent and client retention were tied to our performance with respect to sustainability and other purpose-centric initiatives. We continuously explore ways to strengthen stakeholder privacy, freedom of expression and political participation, and to eradicate any forms of discrimination within the Firm and among our stakeholders.

We believe that transformation starts with people. By putting high value on our people, we also build a better working world. We invest in our people's development to build the transformative mindset and technology skillset needed to be more flexible in future possibilities. We encourage SGVeans to be innovative and contribute to developing tools and enablers that would allow us to work beyond our stakeholders' demands.

Quality and integrity in everything we do

In everything we do, we put our utmost efforts to ensure integrity and bring out the best quality we can for our stakeholders. As a member firm of EYG, we continue to follow EY's shared approaches, policies and practices within the Firm. We also have our SGV-specific policies and guidance aligned with the local laws and regulations that we still use this year. We actively promote proper ethics, culture, integrity, trust and transparency to accelerate sustainable growth for us and our stakeholders.

Commitment to highest professional standards

Guided by our purpose and values, SGV commits to highest professional standards and internal policies to deliver high-quality performances of our people and teams. We follow a structured hiring and onboarding process to ensure that SGVeans would have the knowledge, capacities and experiences needed for their roles and responsibilities. We also highlight good ethical behaviors within the Firm as stated in the SGV Workplace Behavior Guideline, Inclusion and Non-discrimination Policy and Anti-Sexual Harassment Policy and Relationship Policy.

We protect our people through EY Ethics hotline, our platform to report unethical conducts within and outside the Firm. Those proven to have exhibited unethical behaviors such as fraud, illegal acts and non-compliance with laws will be subject to appropriate disciplinary actions based on the SGV Disciplinary Procedures.

Code of Conduct

SGV adheres to EY Global Code of Conduct (Code) and SGV Code of Conduct. These set the ethical and behavioral frameworks that we use for our everyday actions and decisions. These also outline guiding principles in relation with our values to build a culture that responsible and accountable. As part of our commitment:

- ▶ We aspire to deliver quality in everything we do to help build trust and confidence in economies the world over.
- ▶ We promote and support the Code in our day-to-day business activities, through both personal leadership and business practice.
- ▶ We behave according to the principles contained in the Code.
- ▶ We encourage consultation and the seeking of advice, as appropriate, from the resources available to assist in the application of the Code.
- ▶ We understand that deviations from, or violations of, the Code are unacceptable and that we must speak up whenever we are aware of such behavior.
- ▶ We do not permit retaliation of any kind for good faith reports of perceived illegal or unethical behavior.
- ▶ We acknowledge that breaches of the Code may result in disciplinary action, up to and including termination of employment.
- ▶ We affirm our understanding of the principles contained in the Code and our commitment to abide by them.

In FY22, our people are 100% compliant with the EY Global Code of Conduct. Affirmation in our Global Monitoring System and compliance with the Code are required for all SGV people upon joining the Firm.

By following the Code in our every action and decision, we protect and enhance the reputation of SGV. This could also potentially improve our competitiveness, credibility, and relationships with our stakeholders; and avoid penalty costs from prevented violations. Moreover, we may attract new talents or increase retention of our people because of equal opportunities for all. We require SGVeans to understand the Code during the onboarding process to avoid reputational damages, credibility loss, declined general morale and productive and other related risks. When we abide by the Code, we promote organizational accountability, build trust, improve performance and productivity, strengthen our corporate culture and morale, and boost compliance.

Aside from embodying proper ethics, culture, and integrity, we also actively showcase trust and transparency to keep our stakeholders' confidence, and in support of the Code.

- ▶ **EY Anti-bribery Global Policy.** Defines our obligation to comply with anti-bribery laws and report bribery among SGVeans and clients, if any.
- ▶ **EY Hospitality and Gifts Global Policy.** Covers guidelines related to hospitality and gifts when acting on behalf of the Firm.
- ▶ **EY Competition and Anti-Trust Law Compliance Global Policy.** Provides additional provisions about unethical or illegal business practices; compliance with laws, regulation and standards; and honesty in competitive landscape.
- ▶ **EY Conflict of Interest Global Policy.** Sets principles for identifying and managing potential conflicts of interest.
- ▶ **EY Insider Trading Global Policy.** Emphasizes the prohibited acts related to trade in securities with insider information.
- ▶ **EY Client and Engagement Acceptance Global Policy.** Outlines requirements for client and engagement acceptance and continuance processes.
- ▶ **EY Records and Information Retention and Disposition Global Policy.** Establishes management requirements for paper and electronic records and data, including secured retention and disposal provided in the supplemental Global Retention Schedule.

Risk management

Risk management supports our people in managing potential risks that may arise in their day-to-day work. It is important for us to manage and monitor risks in all aspects of our operations to minimize potential negative impacts by closely working with functions that manage our independence, conflicts, compliances, regulations, policies security, ethics and so on. To enhance our risk management capabilities, SGV has a dedicated team led by our Risk Management Leader to support the implementation of related policies within the Firm.

- ▶ **EY Policy Framework.** Includes a set of risk management protocols including requirements for policy issuers, policy consultation and approval matrix, exception request process and tools and enablers.
- ▶ **EYG Independence Policy.** Sets the independence requirements for all member firms of EYG supplemented by certain independence requirements applicable in the Philippines.
- ▶ **EY Secondments - Universal Global Policy.** Specifies procedures related with the exchange of people among such EYG member firms.
- ▶ **EY Anti-Money Laundering Global Guidance.** Establishes guidelines to comply with applicable anti-money laundering and counter-terrorism financing laws and regulations.

Risk management tools and resources are also provided to our people for better management and monitoring of risks in their engagements with stakeholders especially our clients. Here are some of our tools and enablers, among others.

- ▶ **Process for Acceptance of Clients and Engagements.** Global risk-management enabler that empowers us to better identify, evaluate and mitigate risks.
- ▶ **Service Offering Reference Tool.** Database that lists all approved EY services we can offer to our clients including independence guidance, considerations and restrictions.
- ▶ **Global Independence System.** Database that identifies entities for which independence restrictions apply.
- ▶ **Global Monitoring System.** Tool that allows us to confirm personal independence.
- ▶ **Global Business Relationship Evaluation and Tracking.** Tool that processes independence of entities before formalizing business relationships with them.
- ▶ **Global Watch List.** Tool that identifies business relationships that could impact our independence assessments.
- ▶ **Independence Consultation Database.** Database that facilitates the compliance and reporting of our independence

Through risk management, we anticipate economic gain and efficiency through advanced innovation, boosted business performance, secured human rights abidance, increased trust and efficiency, and reduced unexpected negative outcomes that may affect our stakeholders.

Compliance with applicable legal requirements

In FY22, SGV complied with applicable laws and regulations. Our commitment to do the right thing is aligned with our purpose and is demonstrated in our policies and procedures. We comply with EY global policies, supplemented where appropriate with local policies, guidelines and processes.

Our compliance and risk-mitigation measures help guard against and prevent inappropriate business relationships, regulatory and human rights violations, bribery and corruption, and other circumstances that can result in monetary fines, sanctions or reputational damage. Our actions and advocacies also aim to increase economic gains and efficiencies, attract more clients and talents, and achieve our purpose and ambition.

Confidentiality and data protection

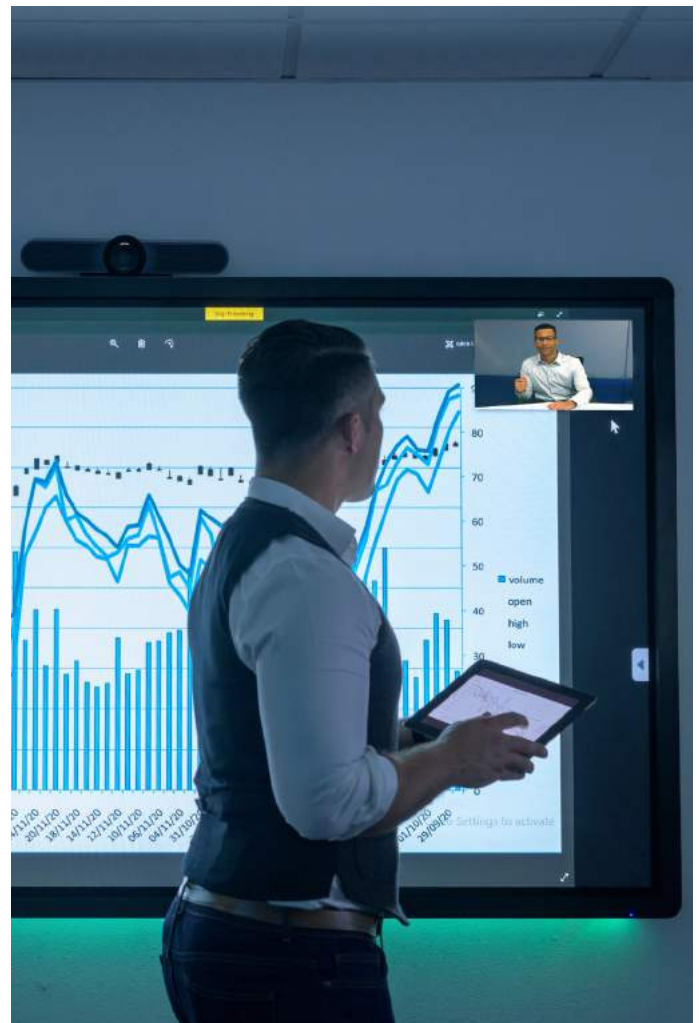
As we value our stakeholders' data protection and confidentiality, SGV adheres to related local and global policies on data privacy and security. Data privacy and security breaches may occur due to laptop or mobile device theft, errant emails containing confidential information, or loss of hard copy of papers. Information on hardcopy papers pose additional vulnerability since data cannot be encrypted. To avoid this, we implement several initiatives focused on enhancing our process to protecting data and confidential information of our stakeholders.

- ▶ **Information security SharePoint.** Lists accessible policies, standards, guidelines, frameworks and plans related to information security for our people.
- ▶ **EY Data Protection Framework.** Sets our approach to data protection and information security.
- ▶ **SGV Contracts and Service Protocols.** Keeps specific protocols for each of our service line.
- ▶ **SGV Policies and Standards on the Acceptable Use of Technology.** Applies to all activities involving the use of information systems, SGV's equipment, information media, workstations, communication infrastructure, among others, as aligned with the EY Global Acceptable Use of Technology and other EY Information Security Policies and Guidelines.
- ▶ **EY Prohibited and Non-Standard Software Policy.** Applies to installation of software on computers and other assets provided by the Firm.
- ▶ **Communicating securely with our clients.** Serves as a quick reference guide for our people on how to secure data transfers.
- ▶ **EY Data Protection Binding Rules Program.** Provides rules that apply to activities where we process personal data manually or by automatic means.
- ▶ **EY Confidentiality Global Policy.** Sets our people's responsibility for maintain confidentiality of clients' information.
- ▶ **EY Digital Information Classification Policy.** Defines classifications of digital information we have and the security controls to protect them.
- ▶ **SGV Data Privacy Manual.** Outlines responsibilities and procedures for data privacy.
- ▶ **EY Personal Data Protection Global Policy.** Relates to processing of personal data of current, past and prospective EY people.
- ▶ **EY Reporting Loss, Theft, or Inappropriate Disclosure of Confidential Information Global Guidance.** Supplements requirements to protect our and our stakeholders' information, and the procedures we should take in response to loss, theft and inappropriate disclosures.

In FY22, there were no substantiated complaints on data privacy and protection received from external parties such as our clients, suppliers and regulatory bodies, and internally within the Firm. We also recorded no instances of leaks, thefts or losses of customer data.

Being able to maintain confidentiality in our work entails increased confidence of our clients, decreased reliance on hard copy documents, improved trust of other stakeholders on data security measures, and better traceability, and increased accountability to keep human rights intact.

We do all these things to maintain our good reputation and to accelerate sustainable growth for our stakeholders, and we plan to keep our leading practices while exploring more opportunities to ensure that our services and business operations will be of high quality and with integrity.



06

Accelerating sustainable growth for society and the environment for a better Philippines

The drive to accelerate sustainable growth for society and the environment stems from our Purpose to build a better working world. We remain true to our commitment to achieve a future that is sustainably growing and inclusive by influencing our business partners to function in the best interests of the people and the planet, considering their impact on society and the environment, and developing initiatives that provide deeper and holistic support to our communities.



Working hand-in-hand with our partners

We recognize that our work in SGV should also support and engage our communities to fulfill our purpose and vision in addressing social and environmental issues in the country. Because of this, SGV, through the SGV Foundation (SGVF), EY Ripples and other voluntary initiatives, continuously explores and implements projects and partnerships that could bring about positive impacts to our communities to promote the general welfare and development of the society and the environment.

In FY22, we had several initiatives we introduced and continued to accelerate long-term growth for the society and the environment.

SGV Foundation



SGV established the SGVF to be the channel of its social responsibility undertakings, adhering to its purpose of providing financial assistance and other support to our communities including families, entrepreneurs, students, educators, and more.

Anchored to its mission "To spearhead social, moral and economic programs that will inculcate the values of education, discipline, integrity and excellence in Filipinos," SGVF focuses on these major aspects: Education, Entrepreneurship, and Social and Community Development.

For FY22, SGVF granted scholarships to 42 Certified Public Accountant (CPA) review students and 12 undergraduate students. In August 2021, SGVF also closed an agreement with University of Santo Tomas (UST) - AMV College of Accountancy to donate Php1 million for a period of five years (total of Php5 million) to grant scholarships for qualified 3rd and 4th year students who may receive 100% subsidy for their tuition and other school fees. Another agreement with the same college was signed to give financial support of 100% subsidy to four 3rd year students for Academic Year 2021-2022 and 2022-2023. Moreover, SGVF signed an agreement with the University of the East (UE) in March 2022 to grant scholarships to qualified students at the College of Business Administration from Academic Year 2021-2022 to 2025-2026. We believe that investing in the education of these students would not only help them achieve their dreams, but also contribute to the greater benefit of society.

Aside from scholarships, SGV also conducted four learning sessions for university faculty under the iTeach Program held from 13 November to 3 December 2021. The program engaged a total of 812 faculty from various schools who received training on the topics: (1) beyond the Basics of Taxation; (2) Innovation and the Impact of Technology; (3) Audit transformation A digital approach; and (4) Valuation and Sustainability Reporting.



As a celebration of the centennial birthday of Washington SyCip, SGVF and Philippine Business for Social Progress (PBSP) partnered to conduct a reforestation project called 100 Hectares, 100 Farmers Project. The partnership was conceptualized during the 75th year of SGV and 50th founding year of PBSP. This project aims to contribute to environmental sustainability by planting trees in six years starting in 2023 to reforest 60 hectares of agroforestry lands in Marikina Watershed and 40 hectares in the Buhisan Watershed and Forest Reserve. For maintenance of the plants, the project will engage farmers in sites that would preserve them and provide income for them.

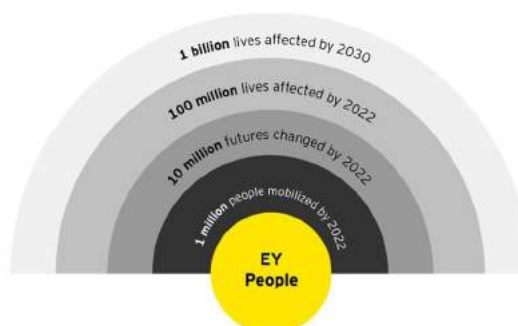


In terms of supporting relief operations, SGVF aided in the relief efforts for the victims of typhoon Odette by donating Php500,000 to the Vivant Foundation in Cebu. Funds were used to purchase goods like food, water, generator sets and fuels for the affected residents in Cebu and Palawan. Additionally, some volunteers from SGV Cebu helped repack goods for distribution. SGVF also provided financial assistance to the affected people of the Firm and further donated funds to other organizations conducting relief operations such as the PBSP, the Aboitiz Foundation, Caritas Manila, the Ateneo de Manila University, the Rotary Club of Makati, and the PASAR Foundation.

From December 2021 to May 2022, SGVF, through the GIVE2SAVE project, received Php465,075 donations from 449 SGV people to conduct projects that would address our communities' needs. Several projects are planned to be implemented in FY23 onwards.

EY Ripples

EY Ripples is the global corporate responsibility program of EY which gives SGVeans opportunities to use their knowledge, skills and experiences to contribute to building a better working world with a bold goal of positively affecting a billion lives by 2030. This goal will be achieved by mobilizing our people from all offices across the whole EY organization to volunteer in addressing some of society's problems. EY Ripples focuses on three areas: (1) Supporting the next generation workforce; (2) Working with impact entrepreneurs; and (3) Accelerating environmental sustainability. In FY22, SGV touched the lives of more than 1,500 people through various projects targeting entrepreneurs, environmental research, students and so on.



Continuing the mentoring sessions conducted in FY21, SGV held three more mentoring sessions in FY22 under the JA Business Skills Pass program. This initiative was co-organized with Junior Achievement Philippines Incorporated (JAPI). The program provided our people volunteer opportunities to be mentors who provide advice and insights on high school students' business plans so that they can create registered mini companies. Around 300 high school students joined the program, and they competed for the title of "Best Company." The 11th Junior Achievement Company of the Year competition was held in November 2021, where SGV Vice Chair and Deputy Managing Partner, Ms. Maria Vivian C. Ruiz, served as one of the judges.

As one of the annual initiatives of EY Ripples, SGV held its third EY Ripples Business Clinic in December 2021, co-organized by Endeavor Philippines. The initiative engaged impact entrepreneurs in practical training on tax and financial planning to help drive growth in their respective organizations.





Membership of associations and alliances

EY, and SGV as its member firm, are part of the following local and global organizations:

Local:

- ▶ 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



Global:

- ▶ Partnership for Global LGBTIQ+ Equality (PGLE) - 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

External initiatives

As a global organization, EY engages with several groups and initiatives at global, regional and local levels, including:

- ▶ EY supports the International Integrated Reporting Council (IIRC) by participating on the Board, the Council, and working groups.
- ▶ EY participates in Transparency International initiatives and contributes tens of thousands of dollars to Transparency International's Global Corporations for Transparency International Initiatives.
- ▶ EY at the World Economic Forum signing the Business Round Table statement on the purpose of a corporation and working with the World Economic Forum International Business Council on common metrics that represent a steppingstone toward a universal ESG reporting standard, offering clear visibility into why prioritizing the creation of long-term value matters, leading to the Embankment project for Inclusive Capitalism (EPIC) Long Term Value Framework
- ▶ EY's commitment to United Nations Global Compact (UNGC), adhering to the highest ethical standards, including in relation to protecting human rights, upholding international labor standards, protecting the environment, and opposing bribery and corruption in all its forms. We are committed to integrating the UNGC Ten Principles and the UN Sustainable Development Goals (SDGs) into EY strategy, culture and operations.
- ▶ EY unites with a Global Disability Inclusion Campaign, proudly recognizing the International Day of Persons with Disabilities (IDPWD) to signify our solidarity and commitment to disability inclusion. Amplified by EY leaders around the world, the campaign also generated discussion on how organizations can advance disability inclusion.
- ▶ Financial Stability Board, the International Forum of Independent Audit Regulators, and the Basel Committee on Banking Supervision. We engage with these stakeholders and others to promote transparency and trust around the world.

Supply chain responsibility

External initiatives

Supply chain is a critical part of SGV's operations, as it is essential to our delivery of excellent and quality client service. In our pursuit to accelerate sustainable growth, it is essential to build good business relationships with suppliers aligned with our sustainability goals and targets. SGV promotes the application of legal, ethical, environmental, and employee-related standards, not only within our business, but also throughout our supply chain. As such, we use several policies to guide us in making decisions related to sourcing and procurement.



- ▶ **EY Global Agreement Policy.** Provides guidance in observing the independence rules and rules of responsible business, including the EY Global Supplier Code of Conduct, which covers requirements on environmental risk management, compliance with human rights, equal opportunities policy, occupational health and safety and ethics.
- ▶ **EY Global Information Security - Supplier Risk Assurance (SRA) Policy.** Designed to provide global, uniform and coherent frameworks for the management of information security risk posed by EY's use of supplier-provided products and services, as aligned with the ISO/IEC 27001:2013, the EY Global Information Security Policy (Code of Connection), various regulatory and legal requirements, and the needs of our clients.
- ▶ **SGV Procurement Group Operations Manual.** Covers the procurement function of the Firm, our canvassing process, policies and procedures, and provides guidance for the evaluation of supplier performance and reporting of incidents of suppliers' non-compliance.

Greening our supply chain

With sustainability being a key facet in our operations, we have integrated sustainability into our supply chain practices by revisiting our procurement policies and procedures. In FY22, we have established the Sustainable Procurement Core Team under the Operations Pillar of the SAVE Council to spearhead initiatives related to integrating sustainability into our supply chain. We have also developed procedures for the selection of product category and the sustainable criteria. To date, we have completed the sustainable criteria for toner and ink cartridges, tissue papers (i.e., bathroom tissue and paper towels), printing bond papers and LED/light bulbs – these are the most frequently used and purchased products supporting SGV's operations. To equip SGVeans with the necessary competencies to realize this commitment, the Climate Change and Sustainability Services Team conducted trainings for the Procurement Core Team on Greening the Supply Chain and Sustainable Procurement.

In our planning, we identified several risks and opportunities related to the implementation of a sustainable procurement practice in the Firm:

Risks	Opportunities
<ul style="list-style-type: none">▶ Procurement of products and services alternative vendors and has poor environmental and social impacts▶ Improper disposal of products with specific end-of-life treatment processes, such as electronic waste▶ Non-compliance or lack of documentation of suppliers and service providers on the sustainable criteria set	<ul style="list-style-type: none">▶ Influence suppliers and service providers to set sustainability targets through our sustainable criteria▶ Reduction on energy consumption by utilizing energy efficient technologies▶ Commitment of suppliers and service providers to support the Firm's sustainable procurement initiative

We also mapped the potential positive and negative impact of the initiative to different sustainability areas:

Sustainability Area	Potential positive impacts	Potential negative impacts
Economic	Cost reduction from purchasing of high-quality products and services	High upfront cost of sustainable products and services
Environment	Carbon emission reduction from procurement of sustainable products and services	Requires monitoring because failure to do so may result to neglect on carbon emission targets
People	Diversity of suppliers that may benefit companies employing locals	Demand for low-carbon products and services may not be met by limited local suppliers
Human Rights	Ethical sourcing of products and services	Suppliers' non-disclosure of fair labor practices and equitable wages



Managing our environmental footprint

Continuing our journey towards embedding sustainability in our operations, SGV has taken steps towards implementing emission reduction strategies to manage our environmental footprint in support of EY's Net Zero ambition by FY25. Our sustainability commitment focuses on the incorporation of sustainable business practices in our everyday operations. This includes the effective utilization of existing digital platforms in our communication and documentation processes to reduce paper usage, and the reduction of emissions from land and air travels with the preference to use electronic platforms to conduct meetings, trainings, and knowledge transfer sessions. We have also started our journey towards reducing and diverting our current waste to achieve our zero-waste target by 2024. We are now crafting our plans on better waste management procedures in all offices to improve our recycling and waste reduction. We are also improving our building facilities by incorporating energy and water efficient fixtures as each floor in our building offices are renovated.

Summary of relevant data in monitoring our environmental footprint⁹

Energy consumption in gigajoules (GJ) from non-renewable sources		
FY22	FY21	FY20
8,147	5,617	8,410

Total GHG emissions in tCO ₂ e		
FY22	FY21	FY20
1,713	915	3,700

Water consumption in megaliters (ML)		
FY22	FY21	FY20
27.35	27.00	40.98

⁹ In FY22, the scope of measuring our energy consumption, total GHG emissions and water consumption expanded to include all SGV offices (i.e., Bacolod, Baguio, Cavite, CDO, Cebu, Clark, Davao, General Santos, Bankmer, SGV I, SGV II and STI) compared to the scope in FY20 and FY21 that only covered SGV Makati (Bankmer, SGV I, SGV II and STI).

SGV commits to EY's global decarbonization ambition of Net Zero by 2025, with the reduction of emissions by 40% across Scope 1, 2 and 3 by FY25. As of FY22, we have started incorporating the following initiatives within our office operations to further improve our sustainability performance:

Energy and GHG emissions

In 2021, EY and Wolters Kluwer's Enablon announced the Enablon ESG management and reporting solution, a tool which leverages the Enablon digital platform and EY's extensive knowledge of ESG. The solution covers three key areas:

- ▶ **Enhanced disclosure content:** The solution contains updated indicators aligned with the latest frameworks, such as Sustainability Accounting Standards Board (SASB), Task Force on Climate-Related Financial Disclosures (TCFD) recommendations and UN SDGs.
- ▶ **Climate risk:** The solution is configured with a climate risk management module that allows users to assess, manage and report their climate-related risks in alignment with the TCFD recommendations.
- ▶ **Integrated leading ESG practices:** The solution is equipped with ESG management tools, such as materiality assessment, issues tracking and stakeholder engagement. It also includes ESG management from a continuous improvement perspective, which allows users to identify themes, understand interdependencies, track progress and manage the company's corporate ESG strategy.

As a member firm of EY, the utility data of all SGV offices goes through Enablon, which then calculates the corresponding monthly and annual carbon footprint from Scope 1 and Scope 2 emissions. There is a plan to include Scope 3 emissions in the tool, specifically business travel and employee commuting, in FY23. The calculated GHG emissions will help us determine the appropriate parameter-based emission reduction target and offsetting opportunities. These steps are in line towards achieving EY's global decarbonization ambition to be carbon negative by FY21, and net zero in FY25.

For FY22, EY has been officially declared as carbon negative. This means that EY's carbon emissions are in line with the 1.5 degrees Celsius Science Based Target (SBT), and that EY has invested in nature and technology-based projects and solutions to remove and offset carbon emissions. EY was able to offset an estimated 723,000 tCO₂e–121% of EY's FY22 emissions.

In FY22, SGV's energy intensity is **1.70 GJ/active employee**, calculated by headcount. The calculation considered the fuel and electricity usage within the SGV offices.

Managing the Firm's carbon emissions is a crucial step towards executing our decarbonization plan. SGV makes use of the principles of ISO 14064-1: 2018 Greenhouse gases – Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals, which includes requirements for the design, development, management, reporting and verification of an organization's GHG inventory. We used the Operational Control Approach in defining our operational boundaries for quantifying our GHG emissions.

The Firm has decided to use the Intergovernmental Panel on Climate Change (IPCC) 5th Assessment Report (AR5) for the source of the global warming potential (GWP) rates used in this sustainability report.

Reporting boundaries	FY22	FY21	FY20
Scope 1: Direct emissions (LPG use)	1	-	22
Scope 2: Indirect emissions (electricity consumption)	1527	761	1,263
Scope 3: Other indirect emissions (Business air travel)	185	154	2,415
Total GHG emissions (in tCO ₂ e)	1,713	915	3,700

In FY22, SGV's GHG emissions intensity is **0.36 tCO₂e/active employee**, calculated by headcount. The calculation considered the fuel and electricity usage within the SGV offices.

GHG calculations references:

- ▶ The Scope 1 Direct emissions included the total procured LPG which is yet to be consumed and actual LPG usage within the reporting period.
- ▶ Energy emission factor was based on 2022 IEA emission factors.
- ▶ The Scope 3 emissions (Business air travel) was provided by EY Global with the use of a PowerBI Dashboard.

To further contribute to the achievement of our decarbonization ambition, we are currently in discussion with a Green Energy Option Program (GEOP) renewable energy supplier for our planned transition to renewable energy in FY23. GEOP is an initiative of the Department of Energy (DOE) that allows consumers to exclusively source from renewable energy, replacing the usual supply of energy in the country as provided in R.A. 9513, also known as the "Renewable Energy Act of 2008." GEOP requires monthly average peak demand of 100kWh and above for the past 12 months to be an eligible end-user.

Restatements of energy and GHG emissions

Our commitment to accelerating sustainable growth drives us to ensure that we provide accurate and consistent disclosures. We continue to increase our scope and improve our data collection process. Accordingly, we present below summary of the restatements of disclosures related to energy and GHG emissions as disclosed in the previous publications of our sustainability reports.

GRI Disclosures	Data disclosed in FY21 SR		Restatement in FY22 SR	
	FY21	FY20	FY21	FY20
302-1: Energy consumption within the organizations (GJ)	4,025	7,171	5,617	8,410
305: Emissions 2016 (tCO ₂ e)	806	2,645	915	3,700
305-1 Direct (Scope 1) Emissions	-	11	-	22
305-2 Energy indirect (Scope 2) GHG emissions	796	1,419	761	1,263
305-3 Other indirect (Scope 3) GHG emissions	10	1,215	154	2,415

The changes above are attributable to our alignment with EY Global's Carbon Footprint Methodology and improvement in the data collection and validation.

Water

We also expanded our scope in measuring our water consumption for our office operations and facilities. We generally purchase our water from third-party water providers to supply our needs per branch. Compared to the previous years that only covered SGV Makati offices, we included all branch offices in computing our FY22 water consumption. We consumed 27 Megaliters (ML) for our 11 offices.



¹⁰ No data because SGV Cavite uses water pump.

Water Consumption

Office	FY22	FY21	FY20
Bacolod	0.03	-	-
Baguio	0.20	-	-
Cavite	-	-	-
CDO	0.12	-	-
Cebu	0.03	-	-
Clark	0.11	-	-
Davao	0.04	-	-
General Santos	0.13	-	-
Bankmer, Makati	0.83	0.82	4.37
SGV I, Makati	13.87	15.25	20.62
SGV II, Makati	10.99	10.32	12.99
STI, Makati	0.98	0.61	3.00
Subtotal	27.35	27.00	40.98

Waste

In May 2022, we started our shift to a more resource efficient operations by signing a Memorandum of Understanding with Green Business Certification Inc. (GBCI). GBCI administers a program called Total Resource Use and Efficiency (TRUE). TRUE is a zero-waste certification program which aims to transform the way businesses manage resources and drive the transition towards a circular economy. As part of the pre-certification process with GBCI, we began our strategic planning for achieving TRUE minimum program requirements and aligning TRUE recommendations on sustainable procurement implementation plan. Moving forward, we target to:

- ▶ Complete the TRUE Advisor certification
- ▶ Set SGV's zero-waste goal
- ▶ Check and maintain compliance of the Firm with waste-related local and national laws
- ▶ Disseminate the zero-waste goals within the Firm
- ▶ Conduct bin and waste audits for waste data baselining and process tracing
- ▶ Manage hazardous wastes generated within the Firm and
- ▶ Submit requirements to GBCI for pre-certification in FY23

Through this initiative, we foresee much positive impact to reduce our costs, decrease and divert waste, create business opportunities, and protect the environment. Initially, we will cover waste generated by our people and service providers during working hours in SGV I and SGV II buildings in Makati, with plans of expansion to other buildings and branches.

We target to record the quantity of waste outputs generated, types of waste stream, as well as waste generation points within the Firm. These data will be accompanied by creation of process flow for each waste stream type. For upstream interventions, we aim to integrate waste-related targets with sustainable procurement to improve the quality of inputs procured that will impact waste outputs. While for downstream interventions, we will explore diversion opportunities based on the results of waste data audits and baselining.





07

Governance

Corporate governance remains one of the pivotal elements of sustainability in business, enabling organizations to build a foundation of trust with the management, the investment communities, the regulatory agencies as well as the public.





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's leadership

The responsibilities relating to the management of SGV are exercised by the Chairman and Managing Partner (CMP). In the performance of his duties and exercise of his powers, the CMP 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 Organization (FSO) Leader, the Chief Risk Officer, the Chief Financial Officer, the Professional Practice Director and Risk Management Leader, the Talent Leader, General Counsel Office and Chief Sustainability Officer. 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.

SGV's governance structure and composition



Wilson P. Tan
Chairman, Country
Managing Partner



Maria Vivian C. Ruiz
Vice Chair, Deputy
Managing Partner



Martin C. Guantes
Assurance Leader



Fabian K. delos Santos
Tax Leader



Noel P. Rabaja
Strategy and Transactions
Leader, Market Group 6 Leader



Rossana A. Fajardo
Consulting Leader



Christian G. Lauron
Financial Services Organization
Leader, Market Group 5 Leader



Carolina A. Racelis
General Counsel,
ASEAN Tax Quality Leader



Lucy L. Chan
Chief Risk Officer, Professional
Practice Director, Risk
Management Leader



Catherine E. Lopez
Chief Financial Officer,
IT Services Group Leader



Clairma T. Mangangey
Chief Sustainability Officer,
Learning and Development
Leader, Climate Change and
Sustainability Services Leader



Michael C. Sabado
Market Group 1 Leader



Marydith C. Miguel
Market Group 2 Leader



Henry M. Tan
Market Group 3 Leader



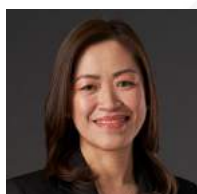
Veronica R. Pore
Market Group 4 Leader



Jose Pepito E. Zabat, III
Market Group 7 Leader



Narciso T. Torres
Market Group 8 Leader



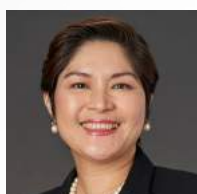
Julie Christine O. Mateo
Talent Leader, SGV Purpose
Council Co-Chair



Alvin M. Pinpin
Business Services Group Leader



Vicky L. Salas
Markets Leader



Cyril Jasmin B. Valencia
Sector Representative

Significant organizational changes

SGV did not experience any significant organizational changes in structure in FY22, apart from the routine retirement and admission of new partners.

Aligning with EY Global's strategy

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

- ▶ Client & Markets Committee led by Vice Chair and Deputy Managing Partner Vivian C. Ruiz
- ▶ People & Talent Committee led by Talent Leader Julie O. Mateo
- ▶ Risk Management & Regulatory Committee led by Chief Risk Officer Lucy C. Chan
- ▶ Finance & Operations Committee led by Chief Financial Officer Catherine E. Lopez
- ▶ Innovation and Technology Committee led by Armand N. Cajayon

Remuneration

The same remuneration system applies to all the partners of the Firm, including the Executive Committee. We follow the Asean/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 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.

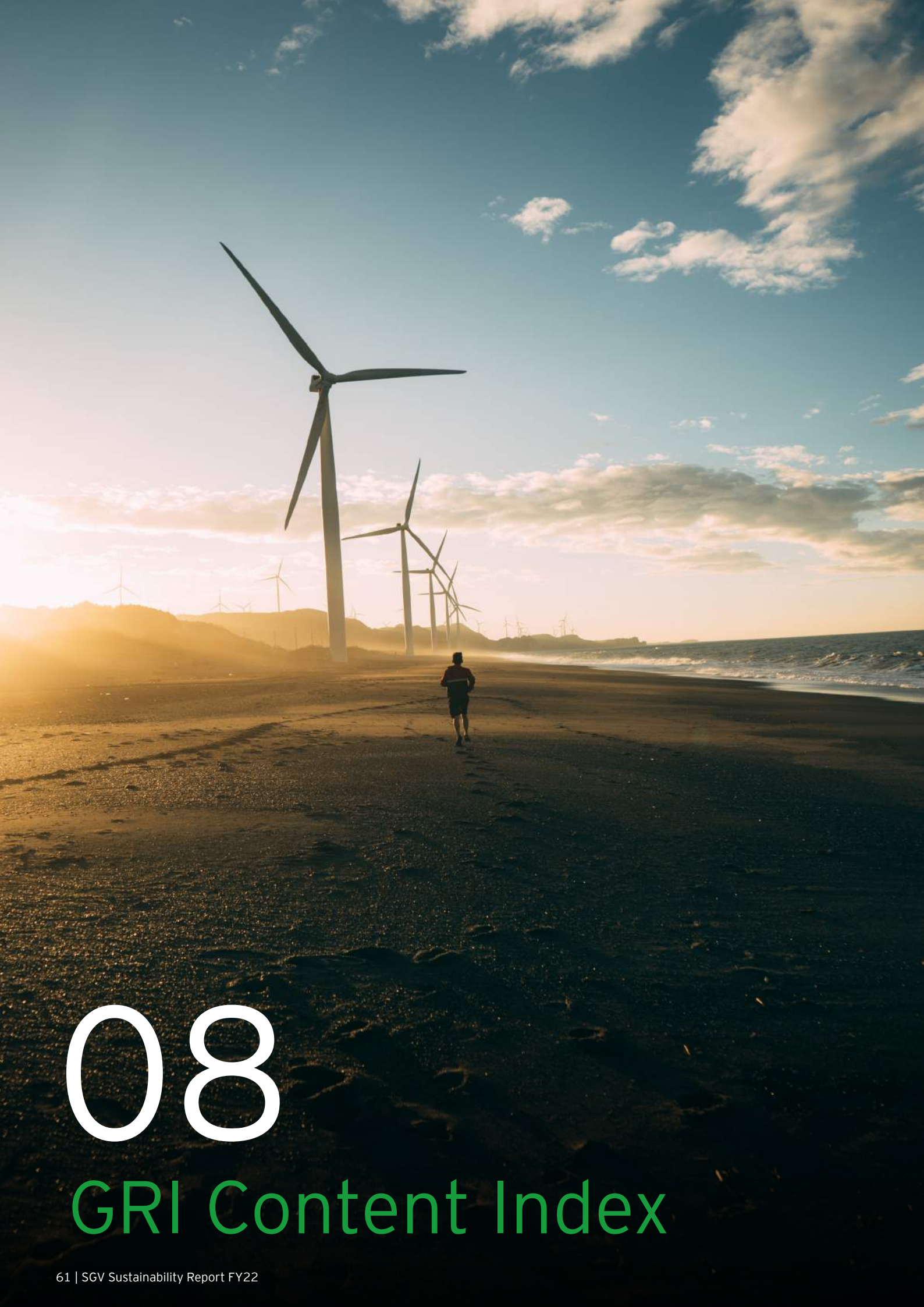
Driving sustainability at EY

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.

Aligning our sustainability practices with EY Global

Aligned with our global sustainability targets, the Executive Committee defines the sustainability strategy and targets of SGV. We maintain a robust framework to monitor and report our defined targets and we communicate our sustainability performance through our sustainability report. Our Chief Sustainability Officer, who is a member of the Executive Committee, has oversight and responsibility for the sustainability strategy execution as well as the sustainability report.





08

GRI Content Index

Statement of use	SGV has reported the information cited in this GRI content index for the period of 01 July 2021 to 30 June 2022 with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021

GRI Standard	Disclosure		Location
General Disclosures			
GRI 2 General Disclosures 2021	The organization and its reporting practices		
	2-1	Organization details	About this report
	2-2	Entities included in the organization's sustainability reporting	About this report
	2-3	Reporting period, frequency and contact point	About this report
	2-4	Restatements of information	Managing our environmental footprint
	2-5	External assurance	Not applicable - This sustainability report is not externally assured.
	Activities and workers		
	2-6	Activities, value chain and other business relationships	Year in brief; Stakeholders and mechanisms of engagement; SGV services to help our clients adapt to an ever-changing business landscape; Exceptional client service; Supply chain responsibility
	2-7	Employees	Our people
	2-8	Workers who are not employees	Our people
	Governance		
	2-9	Governance structure and composition	Governance
	2-10	Nomination and selection of the highest governance body	
	2-11	Chair of the highest governance body	
	2-12	Roles of the highest governance body in overseeing the management of impacts	
	2-13	Delegation of responsibility for managing impacts	
	2-14	Role of the highest governance body in sustainability reporting	
	2-10	Nomination and selection of the highest governance body	
	2-11	Chair of the highest governance body	
	2-12	Roles of the highest governance body in overseeing the management of impacts	
	2-13	Delegation of responsibility for managing impacts	
	2-14	Role of the highest governance body in sustainability reporting	
	2-15	Conflict of interest	No disclosure
	2-16	Communication of critical concerns	Stakeholders and mechanisms of engagement
	2-17	Collective knowledge of the highest governance body	Education and training
	2-18	Evaluation of the performance of the highest governance body	Governance
2-19	Remuneration policies	Remuneration for employees; Governance	
2-20	Process to determine remuneration	Remuneration for employees; Governance	
2-21	Annual total compensation ratio	Not applicable - The ratio is not available for sharing.	

GRI Standard	Disclosure		Location
General Disclosures			
GRI 2 General Disclosures 2021	Strategy, policies and practices		
	2-22	Statement on sustainable development strategy	Message from leadership; Accelerating sustainable growth
	2-23	Policy commitments	Message from leadership; Sustainable Actions for Value-Creation and Enablement Council
	2-24	Embedding policy commitments	Accelerating sustainable growth; Quality and integrity in everything we do
	2-25	Processes to remediate negative impacts	No disclosure
	2-26	Mechanisms for seeking advice and raising concerns	No disclosure
	2-27	Compliance with laws and regulations	Compliance with applicable legal requirements
	2-28	Membership associations	Membership of associations and alliances; Working hand-in-hand with our partners
	Stakeholder engagement		
	2-29	Approach to stakeholder engagement	Stakeholders and mechanisms of engagement
	2-30	Collective bargaining agreements	Not applicable - SGV does not have a union and does not practice collective bargaining.
	Material Topics		
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Materiality and what matters to our stakeholders
	3-2	List of material topics	
	3-3	Management of material topics	
Topic-specific disclosures			
GRI 302: Energy 2016	Energy		
	302-1	Energy consumption within the organization	Managing our environmental footprint
	302-2	Energy consumption outside of the organization	Not applicable - SGV does not have a significant energy consumption outside the organization, so it is assessed as immaterial for SGV.
		302-3	Energy intensity
	302-4	Reduction of energy consumption	Not applicable - SGV does not have reduction targets and metrics as of FY22.
	302-5	Reductions in energy requirements of products and services	
GRI 303: Water and Effluents 2018	Water and effluents		
	303-1	Interactions with water as a shared resource	Managing our environmental footprint
	303-2	Management of water discharge-related impacts	Not applicable - SGV does not manage water discharge-related impacts as it is assessed as immaterial for SGV.
		303-3	Water withdrawal
	303-4	Water discharge	Not applicable - SGV does not record water discharge as it is assessed as immaterial for SGV's operations.
	303-5	Water consumption	Managing our environmental footprint
SGV does not operate in areas with water stress and there is no change in water storage recorded in FY22.			

GRI Standard	Disclosure		Location
Topic-specific Disclosures			
GRI 305: Emissions 2016	Emissions		
	305-1	Direct (Scope 1) GHG emissions	Managing our environmental footprint
	305-2	Energy indirect (Scope 2) GHG emissions	
	305-3	Other indirect (Scope 3) GHG emissions	
	305-4	GHG emissions intensity	
	305-5	Reduction of GHG emissions	Not applicable - SGV does not have reduction targets and metrics as of FY22.
	305-6	Emissions of ozone-depleting substances (ODS)	Not applicable - SGV has not identified emission sources of ODS directly related to SGV operations.
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not applicable - SGV has not identified emission sources of NOx and SOx directly related to SGV operations.
GRI 306: Waste 2020	Waste		
	306-1	Waste generation and significant waste-related impacts	Managing our environmental footprint; Supply chain responsibility
	306-2	Management of significant waste-related impacts	
	306-3	Waste generated	Not applicable - SGV has no data yet.
	306-4	Waste diverted from disposal	
	306-5	Waste directed to disposal	
GRI 401: Employment 2016	Employment		
	401-1	New employee hires and employee turnover	Attracting, developing, and retaining talent
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Provision and improvement of leading benefits
	401-3	Parental leave	
GRI 404: Training and Education 2016	Training and education		
	404-1	Average hours of training per year per employee	Investment in learning and development
	404-2	Programs for upgrading employee skills and transition assistance programs	
	404-3	Percentage of employees receiving regular performance and career development reviews	
GRI 405: Diversity and Equal Opportunity 2016	Diversity and equal opportunity		
	405-1	Diversity of governance bodies and employees	Our people
	405-2	Ratio of basic salary and remuneration of women to men	Remuneration for employees

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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 insights and quality services help empower businesses and the economy, while simultaneously nurturing our people and strengthening our communities. Working across assurance, tax, strategy and transactions, and consulting services, SGV teams ask better questions to find new answers for the complex issues facing our world today.

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