March 2026

2025 SUSTAINABILITY REPORT

Prepared by in accordance with SEC Memorandum Circular No. 4, Series of 2019 [Sustainability Reporting Guidelines For Publicly Listed Companies] and attached to the 2025 Annual Report.

Background Information

Name of Organization	Italpinas Development Corporation ("IDC")
Location of Headquarters	Makati City
Location of Operations	Makati City, Cagayan de Oro City & Sto. Tomas, Batangas
Report Boundary	IDC only
Business Model	Real estate development, including design, engagement of contractors for construction, marketing, sales, and after-sales services, within the "Primavera" and "Miramonti" brands.
Reporting Period	2025
Highest Ranking Person Responsible for This Report	Jose D. Leviste III President

Materiality Process Applied by Management

To determine the material topics covered in this report, IDC evaluated the significance of various business dimensions, encompassing commercial, ecological, and social considerations. Executive decision-making frameworks were also examined, with attention given to both financial and non-financial objectives. IDC further carried out a comprehensive review of stakeholder input to incorporate a broad range of perspectives into the materiality determination process. In the interest of long-term sustainability, the enduring consequences of the company's activities were assessed alongside the potential benefits of adopting alternative approaches. This holistic methodology enables IDC to align its strategic direction with both immediate priorities and longer-term growth opportunities.

Contents of this Report

The report is organized into sections addressing economic performance, environmental stewardship, social responsibility, and alignment with the United Nations Sustainable Development Goals. The content reflects IDC's foundational commitment to environmental sustainability and responsibility, values that are woven into the architectural design of every IDC project and stand as pillars of the company's corporate identity. Emphasis is placed on potential risk areas and opportunities for improvement, with the aim of strengthening IDC's adherence to these core principles.

Definitions

"Impact" refers to the company's effect on the relevant sphere, commercial, ecological, or socio-cultural.

"Stakeholder" includes, but is not limited to: employees, clients, end-users, residents of communities, cities, and provinces where IDC operates, and also members of broader units at national and supra-national levels, particularly where environmental impact is concerned.

"Management Approach" shall include existing measures undertaken (which may include company policies, objectives, and procedures) as well as intent for prospective additional measures considered by the company to be relevant to the given issue.

"EDGE" refers *Excellence in Design For Greater Efficiencies*, which is the real estate development sustainability accreditation arm of the International Finance Corporation (IFC), a World Bank Group.

ECONOMIC

Economic Performance

- Direct Economic Value Generated and Distributed

Disclosure	**Approximate Amount in Philippine Pesos**
Direct economic value generated (revenue)	784,684,656
Direct economic value distributed	See below
a. Operating costs	174,611,692
b. Employee wages and benefits	72,049,659
c. Payments to suppliers, other operating costs	79,274,781
d. Dividends to stockholders and interest payments to loan providers	0
e. Taxes given to government	22,297,089
f. Investments to community (donations & CSR)	990,163

Impact	Affected Stakeholders	Management Approach
Fair and consistent remuneration	Employees	IDC follows industry standards for wages and benefits provided to employees. The company aims to ensure fair and consistent remuneration and to provide a healthy work environment that supports personal and professional growth.
Extension of economic benefit to all locations	Suppliers	IDC collaborates with various suppliers, including construction contractors, in real estate development. By focusing on emerging Philippine cities outside Metro Manila, IDC's partnerships with contractors contribute positively to these areas' economies.
Sound investment	Stockholders	As a publicly listed company, IDC aims to provide value to its stockholders. IDC stock also allows investors to support the company's corporate values, including environmental responsibility, through environmentally responsible and energy-efficient architectural design, as well as equitable economic development in the Philippines, including the development of second and third tier Philippine cities. IDC has established itself as a leader in sustainable development. The company has implemented numerous green building practices in its projects, reducing carbon footprints and promoting renewable energy sources. IDC's commitment to social equity is reflected in its efforts to create job opportunities and improve living standards in less developed regions of the Philippines. By investing in IDC, shareholders contribute to the enhancement of urban infrastructure and the betterment of communities, aligning financial growth with positive social impact. Additionally, IDC actively engages in partnerships with local governments and organizations to drive progress and foster innovation in urban planning and development.
Improvements to the real estate market	Host Communities	IDC focuses on delivering high-quality, affordable real estate to emerging cities in the Philippine provinces. This strategy creates investment opportunities and enhances lifestyle choices. By supporting sustainable development and improving infrastructure, IDC attracts businesses and creates jobs. Affordable housing options address population needs, providing safe and comfortable homes. Improved living standards foster community and social cohesion.
Good corporate citizenship	National Government	IDC, as a for-profit corporation and regular taxpayer, indirectly supports national development and economic growth while also impacting stakeholders non-financially.

Risks Identified	Affected Stakeholders	Management Approach
Risk of broad economic downturn as a result of developments in the global economy, other events wide-reaching impact, or black-swan events such as the Covid-19 epidemic, may compromise IDC's ability to represent its core values of environmental responsibility and energy efficiency	Employees, Stockholders, Host Communities, and others	Management follows standard practices in governance and risk mitigation to manage business risks. For IDC, the resilience of the real estate sector also helps mitigate these risks.
Risk of downturn in real estate industry may compromise IDC's ability to represent its core values of environmental responsibility and energy efficiency	Employees, Stockholders, Host Communities, and others	Management reduces risk in the real estate market by anticipating medium and long-term trends in the Philippines. IDC targets emerging cities where demand is expected to remain strong, even if established markets face corrections. This strategy diversifies IDC's interests geographically, offering improved risk management for investors and stakeholders.

Opportunities Identified	Affected Stakeholders	Management Approach
Organic growth in the Philippine's macro-economy creates opportunity for IDC to influence the broader discussion about architecture and design, to the benefit of the environment	Employees, Stockholders, Host Communities, and others	IDC's emphasis on emerging cities in the Philippines has allowed the company to take advantage of opportunities as the country develops a multi-polar economy, with economic hubs appearing outside of Metro Manila. As IDC expands, it has more chances to demonstrate its core principles of environmental responsibility and energy efficiency in discussions about design and development in the Philippines.

Climate Related Risks and Opportunities

Governance:

IDC's core values encompass environmental sustainability and responsibility, which are reflected in the architectural designs and development practices of all IDC projects. The Board of Directors is thoroughly informed about these and other fundamental values of the company, enabling them to oversee company activities and ensure consistent adherence to these principles.

Under the broader guidance of the Board of Directors, IDC's management is equally committed to the company's core values of environmental responsibility, including the identification of climate-related opportunities and the mitigation of climate-related risks. For instance, decisions between various development practices present opportunities for management to consistently align development methods (such as construction practices and material selection) with architectural design philosophy, ensuring that climate sensitivity is integrated into all facets of the company's operations.

Strategy:

The company identifies climate-related risks and opportunities in the short, medium, and long term. Short-term risks and opportunities involve daily operations, emphasizing efficient energy and material use.

Medium-term risks relate to construction and development, presenting opportunities to optimize climate impact by choosing efficient practices and accredited contractors to minimize waste.

As a design-driven real estate developer, IDC faces long-term climate risks and opportunities through architectural design. Efficient buildings reduce long-term wastage, while inefficient designs pose lasting risks. IDC aims for positive, lasting impacts with energy-efficient projects.

IDC's strategies are resilient to various climate scenarios due to careful site selection considering climate and sea level changes, especially relevant in the Philippines' coastal areas prone to storms and flooding. IDC prioritizes locations safe from natural disasters, benefiting clients and end-users, and mitigates unavoidable risks with design solutions.

Risk Management:

The company's processes for identifying and assessing climate-related risk involve multiple perspectives through the participation of all directors and management. Due to the urgency of climate change and the company's commitment to environmental responsibility, all viewpoints and skills across the board and management are directed towards identifying such risks.

The company's methods for managing climate-related risks include active discussion, clear communication of objectives, and utilizing both internal and external expertise to reduce risk.

These procedures for identifying and managing climate-related risks are integrated into the organization's overall risk management by regularly considering the risks as they evolve and fostering a culture of consistency in their application.

Metrics and Targets:

The organization uses metrics like savings in Pesos and energy saved in KiloWatt-hours to assess climate-related risks and opportunities. Measurable savings estimate the efficiency of real estate products by reducing household expenditure.

IDC implements energy-efficient architectural designs that use passive energy-saving principles like optimized shading and airflow to lower internal building temperatures, decreasing electricity costs for air-conditioning. Energy savings are measured in actual KiloWatt hours saved through these features.

IDC aims to deliver energy savings across all developments, with performance measured by assessing the implemented architectural designs at each site.

Relevant Sustainability and Climate-Related Accreditation:

IDC's flagship project, Primavera Residences in Cagayan de Oro City, has been certified by Excellence in Design For Greater Efficiencies (EDGE), which is the accreditation arm of the International Finance Corporation (IFC), a World Bank Group. EDGE provides a rigorous, objective platform for assessing sustainability and climate sensitivity in building practices, considering various metrics such as energy savings, water savings, embodied energy in material savings, and CO2 savings. Following a thorough evaluation of IDC's development practices, EDGE awarded its certification to the Primavera Residences project. IDC's subsequent projects, Primavera City in Cagayan de Oro City and Miramonti Green Residences in Sto. Tomas, Batangas, are currently undergoing EDGE assessment.

Procurement Practices

An estimated 97% of procurement budget (for goods and services required for the company's business) is directed toward local suppliers (defined as suppliers or service providers based within the Philippines)

Impact	**Affected Stakeholders**	**Management Approach**
Reinforcement of the local economy by creating value through real estate development.	Local suppliers, service providers, and contractors	When faced with a choice between local and non-local suppliers, IDC opts to patronize local suppliers whenever practicable

Risks Identified	**Affected Stakeholders**	**Management Approach**
The building practices of property developers represent significant climate risk when insufficient	Local Economy, and also Global scope, to the extent that climate change has a broad ecological effect	IDC is dedicated to energy-efficient and climate-sensitive development practices. This commitment

consideration is given to the climate impact.		has been acknowledged through the EDGE accreditation of IDC's inaugural project, and by IDC's decision to subject its subsequent projects to EDGE assessment. This approach encompasses efficiency in the sourcing of goods and services and a preference for local suppliers whenever practical.

Opportunities Identified	**Affected Stakeholders**	**Management Approach**
Careful choices in development practices represent the prospect of significant savings in energy, water, and CO2 emissions when adopted as a standard among developers, particularly in emerging economies such as the Philippines, which represent a large proportion of ongoing and future construction work in the world.	Global	By implementing energy-efficient and climate-sensitive development practices, and aiming for growth in both size and scope, IDC seeks to positively impact the broader industry through its exemplary actions.

Anti-Corruption

- Anti-Corruption Training, Policies, and Procedures:

IDC communicates its anti-corruption policies to employees, partners, directors, and managers via dedicated professional development modules. The company maintains an unwavering stance against corruption in all its forms, prohibiting any such conduct and embedding this commitment into its organizational culture. IDC continues to seek ways to strengthen the documentation and communication of its anti-corruption principles, both internally and in its dealings with external partners and stakeholders.

- Incidence of Corruption:

As of the reporting period, no directors, employees, or other personnel have been subject to removal or disciplinary action on grounds of corruption. Likewise, no contracts with business partners, suppliers, or counterparts have been discontinued as a result of corruption-related incidents.

Impact	Affected Stakeholders	Management Approach
IDC's adherence to anti-corruption principles can reinforce broader movements toward a culture of transparency	Employees, Stockholders, Broader community and broader conversation about anti-corruption at a national level.	IDC remains committed to anti-corruption principles and continually reinforces its culture of transparency in the course of its business.

Risks Identified	Affected Stakeholders	Management Approach
IDC maintains engagements with other entities such as suppliers and contractors.	Management, Suppliers	IDC adheres strictly to a high standard of transparency with its suppliers and contractors.

Opportunities Identified	Affected Stakeholders	Management Approach
IDC's growth presents an opportunity to better reinforce a broader movement against corription	Employees, Stockholders, Broader community and broader conversation about anti-corruption at a national level.	IDC takes each opportunity for growth as an opportunity to better represent its corporate values, including its uncompromising stance against corruption.

ENVIRONMENTAL

Resource Management

- Energy Consumption Within the Organization:

The Company has not measured its energy consumption or broken it down into renewable, gasoline, LPG, diesel, and electricity parts. The energy consumed from the grid depends on third-party suppliers. The Company does not engage in activities that consume high levels of energy and estimates no excessive energy use beyond industry standards.

IDC's construction sites use energy required for building through contractors. To promote environmental responsibility, IDC voluntarily subjects projects to EDGE certification for optimal energy efficiency.

Impact	Affected Stakeholders	Management Approach
Improvement of the environmental impact of economic development (and particularly growth in real estate to meet social demand for housing)	Industry peers, Real Estate Market, Clients, End-Users	Management will continue optimizing energy consumption in regular operations, and continue to pursue EDGE principles to objectify and assess its performance in energy efficiency.

Risks Identified	Affected Stakeholders	Management Approach
Failure to apply sufficient attention to energy consumption may compromise IDC's positive impact on the environment and on the broader real estate industry.	Industry peers, Real Estate Market, Clients, End-Users	Management will strive to prevent lapses in consistency of attention given to energy consumption and related matters by continually reviewing standard procedures

Opportunities Identified	Affected Stakeholders	Management Approach
Potential contribution to a positive trend toward overall improvement in efficiencies throughout the industry	Industry peers, Real Estate Market, Clients, End-Users	IDC reinforces its corporate values of environmental responsibility by maintaining consistency in the energy-efficient architectural design features of its projects.

- Water Consumption Within the Organization:

To date, the company has not yet precisely recorded water consumption by volume or provided an accurate breakdown of that sum into withdrawn, consumed, and recycled components. The company does not engage in activities commonly known to be highly water-intensive, such as agriculture or heavy industrial processing. Based on our best estimation, there is no material incidence of excessive water use beyond what is reasonable according to industry standards. Nonetheless, by attaining and pursuing EDGE accreditation for its projects, IDC actively and voluntarily subjects itself to assessments for optimal water savings and efficiency in its building practices. The company will also explore other opportunities for more formal methods of collecting and recording this data.

Impact	Affected Stakeholders	Management Approach
Positive impact to the broader efficiencies throughout the watersheds where IDC projects are located.	Host Communities of IDC project locations (at local, provincial, and regional levels, as bounded by the physical limits of shared water resources).	Management will continue to optimize water consumption and savings. Water efficiency is part of the scope of EDGE certification, to which IDC voluntarily subjects is projects in the interest of optimizing sustainability and efficiency.

Risks Identified	Affected Stakeholders	Management Approach
Failure to consider water consumption may result in a lost opportunity to impact overall trend in water efficiency	Host Communities of IDC project locations (at local, provincial, and regional levels, as bounded by the physical limits of shared water resources).	Management will guard against inconsistencies in the company's overall culture of efficiency, including water efficiency.

Opportunities Identified	Affected Stakeholders	Management Approach
Potential contribution to overall culture of consumption efficiencies throughout the industry	Industry peers, Real Estate Market, Clients, End-Users	IDC will continue to optimize efficiencies in regular operations.
Potential contribution to a shift in market attitudes toward water efficiency at the household level	Clients, End-Users, Residents of IDC real estate products	IDC may consider incorporating water efficient architectural design features in subsequent projects

- Materials Consumed by the Organization:

The company has not accurately recorded the inventory of materials consumed or detailed their breakdown into renewable, non-renewable, recycled, and other components. While the company does not engage in material-intensive activities and follows an architecture that demands economy in material usage, we strive for optimal efficiency as part of the EDGE assessment. We are considering more formal methods for collecting and recording this data.

Impact	Affected Stakeholders	Management Approach
Positive impact to the broader real estate industry.	Industry Peers, Clients, End Users.	Management will continue to optimize material consumption and efficiency. Material consumption efficiency is part of the scope of EDGE certification, to which IDC voluntarily subjects is projects in the interest of optimizing sustainability and efficiency.

Risks Identified	Affected Stakeholders	Management Approach
Failure to consider material consumption efficiencies may result in a lost opportunity to impact overall trend in building practices	Industry Peers, Clients, End Users.	Management will work to prevent lapses in attention given to materials consumption and related matters by continually reviewing standard protocols.
Materials used in construction may contain embedded energy consumption, which can be overlooked when assessing overall levels of consumption and efficiency	Industry, Environmental Compliance Bodies	Management recognizes that proper overall energy efficiency assessment must include energy consumption embedded in the production of materials consumed by the company, and submits its projects to EDGE assessment, which incorporates embedded energy consumption in its scope.

Opportunities Identified	Affected Stakeholders	Management Approach
Potential contribution to overall culture of consumption efficiencies throughout the industry.	Industry peers, Real Estate Market, Clients, End-Users.	IDC will continue to optimize efficiencies in regular operations.
Potential contribution to a shift in market attitudes toward water efficiency at the household level.	Clients, End-Users, Residents of IDC real estate products.	IDC may consider incorporating water efficient architectural design features in subsequent projects.

- Ecosystems and Biodiversity:

To the company's knowledge, none of its operational sites are located in, or adjacent to protected areas, or areas of high biodiversity value outside of protected areas. There are no endangered or IUCN red-listed species that, known to us that make their main habitat within the company's operating sites.

Impact	Affected Stakeholders	Management Approach
No material impact	N/A	N/A

Risks Identified	Affected Stakeholders	Management Approach
No material impact	N/A	N/A

Opportunities Identified	Affected Stakeholders	Management Approach
No material impact	N/A	N/A

Environmental Impact Management

- Air Emissions

To date, the company has not precisely quantified the emissions of greenhouse gases (GHGs) or ozone-depleting substances (ODSs) resulting from its operations. The company does not engage in heavy industrial activities or large-scale manufacturing but currently operates active construction sites. Based on our best estimation, there is no significant occurrence of GHG or ODS emissions beyond what is considered reasonable by industry standards. All contractors working on IDC's construction sites are required to comply strictly with all applicable health, safety, and environmental regulations set forth by relevant authorities at both national and local levels.

Impact	Affected Stakeholders	Management Approach
When best practices are applied, improvement of the environmental impact of economic development (and particularly growth in real estate to meet social demand for housing)	Potentially global reach, to the extent that air emissions, particularly greenhouse gases, have a broad ecological impact.	Management's will continue optimizing levels of air emissions in regular operations, and continue adhering to EDGE principles to objectify and assess its performance.

Risks Identified	Affected Stakeholders	Management Approach
Failure to apply sufficient attention to air emissions may compromise IDC's positive impact on the environment and on the broader real estate industry.	Industry peers, Real Estate Market,	Management will strive to prevent lapses in consistency of attention given to air emissions and related matters.

Opportunities Identified	Affected Stakeholders	Management Approach
Potential contribution to a positive trend toward overall amelioration of the ecological impact of the the industry	Industry peers, Real Estate Market, and also global reach, to the extent that air emissions, particularly greenhouse gases, have a broad ecological impact.	IDC reinforces its corporate values of environmental responsibility by maintaining consistency in its development practices, and the energy-efficient architectural design features of its projects. Particularly in the Philippine setting, where the energy mix contains high proportions of fossil fuels, energy saved at the household level (as facilitated by IDC's efficient

		architectural design elements) translates directly into lower emissions at by the grid's power producers.
Positive representation of the potential of renewable energy (such as solar power) in real estate products	Industry peers, Real Estate Market, and also global reach.	IDC has incorporated renewable energy (by way of solar panels) in its real estate projects. Management may continue to incorporate this and similar elements in order to represent the potential of renewable energy at the level of individual building developments.

- Air Pollutants

To date, the company has not measured the amount of NOx, SOx, Persistent Organic Pollutants, Volatile Organic Compounds, Hazardous Air Pollutants, or Particulate Matter emitted during its operations. The company does not engage in heavy industrial activity or heavy manufacturing, although it currently maintains active construction sites. Based on our estimation, there is no significant emission of NOx, SOx, Persistent Organic Pollutants, Volatile Organic Compounds, Hazardous Air Pollutants, or Particulate Matter exceeding industry standards. All contractors working on IDC's construction sites are required to adhere to all applicable health, safety, and environmental regulations prescribed by relevant authorities from national to local levels.

Impact	**Affected Stakeholders**	**Management Approach**
When best practices are applied, improvement of the environmental impact of real estate development, particularly in the local community.	Host communities of IDC project sites	Management's will continue adhering to EDGE principles to objectify and assess its performance, and cultivating a strong culture of compliance to all environmental regulations, including air pollution regulations, from local to national level.

Risks Identified	**Affected Stakeholders**	**Management Approach**
Failure to apply sufficient attention to air emissions may compromise IDC's	Industry peers, Real Estate Market,	Management will strive to prevent lapses in consistency of attention

positive impact on the environment and on the broader real estate industry.		given to air emissions and related matters.

Opportunities Identified	Affected Stakeholders	Management Approach
Potential contribution to a positive trend toward overall amelioration of the ecological impact of the the industry	Industry peers, Real Estate Market, and also global reach, to the extent that air emissions, particularly greenhouse gases, have a broad ecological impact.	IDC reinforces its corporate values of environmental responsibility by maintaining consistency in its development practices, and the energy-efficient architectural design features of its projects. Particularly in the Philippine setting, where the energy mix contains high proportions of fossil fuels, energy saved at the household level (as facilitated by IDC's efficient architectural design elements) translates directly into lower emissions at by the grid's power producers.

Solid and Hazardous Wastes

- Solid Wastes:

To date, the Company has not accurately measured the quantity of solid waste generated, or determined the breakdown of that sum into reusable, recyclable, composted, incinerated, and landfilled component parts. The company is not engaged in any activity commonly known to produce high levels of solid waste. All contractors engaged to do work on IDC's construction sites are required to adhere strictly to all applicable health, safety, and environmental rules and regulations prescribed by relevant authorities from national to local levels. Nonetheless, the company will consider possibilities for more formal methods for collecting and recording this data.

Impact	Affected Stakeholders	Management Approach
When best practices are applied, improvement of the environmental impact of economic development (and particularly growth in real estate to meet social demand for housing)	Host Communities	Management will continue managing levels of solid waste in regular operations, and continue adhering to EDGE principles to objectify and assess its performance.

Risks Identified	Affected Stakeholders	Management Approach
Failure to apply sufficient attention to solid waste production may compromise IDC's positive impact on the environment and on the broader real estate industry.	Industry peers, Real Estate Market,	Management will strive to prevent lapses in consistency of attention given to solid waste production and related matters.

Opportunities Identified	Affected Stakeholders	Management Approach
Potential contribution to a positive trend toward overall amelioration of the ecological impact of the the industry	Industry peers, Real Estate Market,	IDC reinforces its corporate values of environmental responsibility by maintaining consistency in its development practices, including the reduction of solid waste where possible.

- Hazardous Waste:

To the company's knowledge, there is no material incidence of hazardous waste generation, either by the company, or indirectly by construction contractors. The company is not engaged in any activity commonly known to produce material levels of hazardous waste, such as health care, heavy industrial processing, chemical manufacturing. All contractors engaged to do work on IDC's construction sites are required to adhere strictly to all applicable health, safety, and environmental rules and regulations prescribed by relevant authorities from national to local levels, including the compliant disposal of waste, whether classified as hazardous or not.

Impact	Affected Stakeholders	Management Approach
No material impact	N/A	N/A

Risks Identified	Affected Stakeholders	Management Approach
No material impact	N/A	N/A

Opportunities Identified	Affected Stakeholders	Management Approach
No material impact	N/A	N/A

- Effluents:

To date, the Company has not accurately measured the quantity of wastewater generated, or determined the breakdown of that sum into recycled and unrecycled volumes.

The company is not engaged in any activity commonly known to produce high volumes of wastewater, such as heavy industrial processing. All contractors engaged to do work on IDC's construction sites are required to adhere strictly to all applicable health, safety, and environmental rules and regulations prescribed by relevant authorities from national to local levels, including the compliant disposal of effluents. Nonetheless, the company will consider possibilities for more formal methods for collecting and recording this data.

Impact	Affected Stakeholders	Management Approach
When optimal practices are followed, improvement of the environmental impact of real estate development.	Host Communities, Broader Ecology	Management will continue managing levels of effluents in regular operations, and continue adhering to EDGE principles to objectify and assess its performance.

Risks Identified	Affected Stakeholders	Management Approach
Failure to apply sufficient attention to effluents management may compromise IDC's positive impact on the environment and on the broader real estate industry.	Industry peers, Real Estate Market,	Management will strive to prevent lapses in consistency of attention given to effluents and related matters.

Opportunities Identified	Affected Stakeholders	Management Approach
Potential contribution to a positive trend toward overall amelioration of the ecological impact of the the industry	Industry peers, Real Estate Market,	IDC reinforces its corporate values of environmental responsibility by maintaining consistency in its development practices, including the reduction of effluents where possible.

Environmental Compliance

- Non-Compliance with Environmental Laws and Regulations:

Disclosure	Quantity	Units
Total Amount of Monetary Fines for Non Compliance With Environmental Laws and/or Regulations	0	#
Number of Non-Monetary Sanctions for Non Compliance with Environmental Laws and/or Regulations	0	#
Number of Cases Resolved through Dispute Resolution Mechanism	0 / N.A.	#

Impact	Affected Stakeholders	Management Approach
Contribution to overall compliance culture in the real estate industry.	Industry Peers, but also global impact to the extent that environmental compliance has broad ecological significance	Management strives to maintain an effective compliance culture, and continually adheres to EDGE principles, and also to environmental rules and regulations from local to national level.

Risks Identified	Affected Stakeholders	Management Approach
Insufficent compliance culture may compromise IDC's opportunity to positively impact the broader real estate industry.	Industry peers, Real Estate Market,	Management intends to prevent lapses in consistency of compliance culture in all its forms.

Opportunities Identified	Affected Stakeholders	Management Approach
Potential contribution to a positive trend toward overall compliance culture more broadly.	Industry peers, Real Estate Market,	IDC reinforces its corporate values of environmental responsibility by maintaining consistency in its environmental compliance throughout its business.

SOCIAL

Employee Hiring and Benefits

- Employee Data

Disclosure	Number	Units
Total Number of Employees	335	Pax
a. Female Employees	140	Pax
b. Male Employees	157	Pax
Attrition Rate	28.62%	Rate
Ratio of lowest paid employee against minimum wage	N/A	Ratio

- Employee Benefits

List of Benefits	Offered? (Yes/No)	Approximate % of female employees who availed for the year	Approximate % of male employees who availed for the year
SSS	Yes	100%	100%
PhilHealth	Yes	100%	100%
Pag-ibig	Yes	100%	100%
Parental Leaves	Yes	0%	0%
Vacation Leaves	Yes	100%	100%
Sick Leaves	Yes	100%	100%
Medical Benefits (Aside from PhilHealth)	Yes	62.14%	26.75%
Housing Assistance (aside from Pagibig)	Yes	0%	0%
Retirement fund (Aside from SSS)	Yes	0%	0%
Further Education Support	Yes	0%	0%
Company Stock Options	Yes	0%	0%
Telecommuting	Yes	1.53%	0.49%
Flexible working hours	Yes	2.29%	1.96%

Impact	**Management Approach**
Contribution to wider economy and employment culture through the creation of value and sustaining of regular employment	Management complies with applicable labor laws and policies to create a fair environment for personnel. The company also commits to further developing its Human Resource capabilities in order to enhance this environment.

Risk(s)	**Management Approach**
Departure from standard market rates or inconsistencies in application of employee benefits could compromise IDC's opportunity to contribute positively to broader labor culture.	Management continually reviews employee benefits to ensure consistency and fairness. Management is also guided by the board of directors, and specifically the board's remunerations committee.

Opportunities Identified	**Management Approach**
Positive workplace culture, including fair and equitable employee benefits, creates an opportunity for IDC to further impact the broader labor culture as IDC grows.	It is IDC's objective to continually evolve in its Human Resource capabilities by leveraging its existing resources, which include policies and mechanisms developed in-house, as well as exploring prospects of additional enhancements.

- Employee Training and Development

Disclosure	Quantity	Units
Total training hours provided to employees		Employee-hours
a. Female Employees	0	Employee-hours
b. Male Employees	48	Employee-hours
Average Training hours provided to employees		
a. Female Employees		Hours per Employee
b. Male employees	0.306	Hours per Employee

Impact	Management Approach
Contribution to broader professional development of the workforce and supporting a high standard of professionalism in the industry	Management strives to apply best practices in professional development. This includes mandatory training modules, as well as elective training modules that are also made available to employees.

Risk(s)	Management Approach
Insufficient training may compromise employee satisfaction and risk the opportunity for overall professional advancement	Management continually reviews the effectivity of professional development modules offered. Direct feedback from participants is also facilitated in order to give the most objective possible assessment

Opportunities Identified	Management Approach
Adequate channels for professional development offered to personnel in the course of their employment can create an opportunity for IDC to represent a high standard to the broader real estate industry	Management recognizes that cultivating a culture of excellence not only benefits the company, but also contributes to broader social development. This informs management's decision making in regard to employee training and development.

- Labor-Management Relations

Disclosure	Quantity	Units
% of employees covered with Collective Bargaining Agreements	0	%
Number of consultations conducted with employees concerning employee-related policies	0	#

Impact	Management Approach
Clear and open channels of communication between management and all personnel	Labor-management relations are circumscribed by applicable labor laws, as

contribute to a better standard of labor relations in the broader economy.	well as best efforts applied in-house to facilitate a fair working environment and equitable conflict resolution.

Risk(s)	**Management Approach**
Failure to consider labor relations can compromise the overall condition of labor relations.	Management maintaines a culture of compliance with applicable labor laws and existing mechanisms made available through public agencies.

Opportunities Identified	Management Approach
A healthy culture of labor-management communications creates an opportunity for IDC to impact the broader standard of labor relations as IDC grows in size and scope	In addition to adhering to applicable labor laws and regulations, management also seeks to identify creative solutions for optimizing Labor-Management relations. This includes a structuring of communications between management and personnel by scheduling regular meetings and consultations.

- Diversity and Equal Opportunity

Disclosure	**Quantity**	**Units**
Female workers in workforce	47.14	%
Male workers in workforce	52.86	%
Number of employees from indigenous communities and/or vulnerable sector	0	Pax

Impact	**Management Approach**
A culture of diversity in the workplace reinforces a broader movement toward social inclusion	Management applies objective criteria in hiring personnel, and stands firmly against any form of discrimination.

Risk(s)	**Management Approach**
Lack of diversity in the workplace can compromise the breadth of different perspectives available and limit the agility of creative thinking both for the company and also in broader society.	Management continually reinforces its adherence to fair criteria in hiring, by leveraging internal policies, guidance from the board of directors.

Opportunities Identified	**Management Approach**
Diversity in the workplace gives IDC an opportunity to support broader trends toward social inclusion as IDC grows in size and scope	IDC strives to optimize its culture of inclusion in order to apply it continually as the company grows.

Workplace Conditions, Labor Standards and Human Rights

- Occupational Health and Safety

Disclosure	Approximation	Units
Safe Man-Hours	157,335	Man Hours
Work Related Injuries of IDC employees	0	#
Work Related Fatalities of IDC employees	0	#
Work Related Illness of IDC employees	0	#
Safety Drills	2	#

Impact	**Management Approach**
Strict adherence to occupational health and safety standards not only protects health and wellbeing of all personnel, but also contributes to a better standard of work conditions in the broader economy.	The company's health and safety practices are circumscribed by applicable laws including Department of Labor Laws. IDC also chooses construction contractors based on their high level of professionalism, including their own demonstrable adherence to health and safety laws.

Risk(s)	**Management Approach**
Insufficient occupational health and safety measures can compromise company personnel, and also compromise the overall trend of labor conditions more broadly.	Management cultivates a culture of compliance with applicable labor laws and existing mechanisms made available through public agencies.

Opportunities Identified	**Management Approach**
A healthy culture of occupational health and safety creates an opportunity for IDC to impact the broader standard of labor culture as IDC grows in size and scope	In addition to adhering to applicable labor laws and regulations, management also seeks to identify creative solutions for optimizing health and safety. This includes continual review of standard operating procedures from a health and safety perspective.

- Labor Laws and Human Rights

Disclosure	**Quanitity**	**Units**
No. of legal actions or employee grievances involving forced or child labor	0	#

IDC maintains a resolute position against violations of labor law and human rights in any form, and strictly prohibits conduct that constitutes or could reasonably be characterized as bullying or harassment under internationally recognized standards and best practices. This

position is actively communicated to all employees, managers, and personnel throughout the course of their engagement, making it an integral part of IDC's workplace culture. The company intends to further develop formal mechanisms for documenting and conveying its human rights commitments, both within the organization and in its relationships with partners and stakeholders.

Impact	Management Approach
Firm adherence to our stance against Labor Law and Human Rights violations contributes to more widespread reinforcement of an uncompromising stance against such abuses.	Management maintains this stance throughout various aspects of the company's operations. This includes adherence to all applicable laws from local to national level.

Risk(s)	Management Approach
Failure to maintain a consistent level of vigilance against Labor Law and Human Rights violations could compromise the safety and wellbeing of individuals as well as compromise the broader trend against such abuses	Management remains vigilant against such abuses and maintains strict compliance to applicable laws and regulations.

Opportunities Identified	Management Approach
Adequate attention given to matters of Labor Law and Human Rights compliance creates an opportunity for IDC to impact the broader conversation about social justice in the industry and society as a whole.	Management recognizes that cultivating a culture of social justice not only benefits the company, but also contributes to broader social development. This informs management's decision making in regard to all labor issues.

Supply Chain Management

- Suppliers and Service Provider Standards

IDC upholds rigorous criteria in the evaluation and selection of suppliers, with particular emphasis on construction service providers and contractors. Each supplier and service provider is expected to demonstrate a high degree of professionalism, including a commitment to environmental responsibility and the avoidance of forced labor, child labor, human rights violations, and bribery. IDC works to ensure that these expectations are internalized by all relevant personnel as a core element of the culture governing supplier selection and ongoing engagement.

Issue considered	Discussion
Environmental Performance	IDC seeks to work with suppliers and service providers who share its core value of environmental responsibility
Forced Labor	IDC maintains a zero-tolerance stance toward forced labor in any form committed by our suppliers
Child Labor	IDC maintains a zero-tolerance stance toward child labor in any form committed by our suppliers
Human Rights	IDC maintains a zero-tolerance stance toward human rights abuses in any form committed by our suppliers
Bribery and Corruption	IDC maintains a zero-tolerance stance toward bribery and corruption any form committed by our suppliers

Impact	Management Approach
As a real estate development firm, the quality of our product is enforced by our application of the highest standards in our contruction service providers and contractors. This also reinforces the broader standard for professionalism in the real estate industry.	Management extends its own culture of compliance (including adherence to applicable laws and regulations) to its suppliers and service providers, by demanding a high level of professionalism. Managament's decision making in the selection of suppliers is informed by this criteria.

Risk(s)	Management Approach
There is a risk of construction service providers or contractors differing in their interpretation of our required standard due to their being separate entities.	Management mitigates this risk by pursuing clear and regular communication with our suppliers and service providers.

Opportunities Identified	Management Approach
Optimum supply chain management attention given to matters of Labor Law and Human Rights compliance creates an opportunity for IDC to impact the broader conversation about social justice in the industry and society as a whole.	Management recognizes that cultivating a culture of compliance and professionalism in its supply chain not only benefits the company, but also contributes indirectly to broader social security among stakeholders along its supply chain. This informs management's decision making in regard to all supplier and service provider selection.

Relationship with Community

- Significant Impacts on Local Communities

Business Operations with Significant Impact	Location	Vulnerable Groups Impacted	Impact on Indigenous People	Community Rights of Particular Concern	Mitigation (of Negative) and Enhancement (of Positive) Impacts
Primavera Residences Project	Pueblo de Oro, Uptown Cagayan de Oro City	All residents of host community	No material impact due to location	Land usage and environmental impact of real estate development could impact quality of life for surrounding community both aesthetically and ecologically.	Land usage and environmental impact is regulated by relevant government agencies in order to mitigate negative impact and to enhance positive impact, including sustainable stimulation of local economy
Primavera City Project	Cagayan de Oro	As above	As above	As above	As above
Miramonti Green Residences Project	Sto. Tomas, Batangas	As above	As above	As above	As above
Verona Residences	Cagayan de Oro	As above	As above	As above	As above

At present, IDC has no operations or developments requiring Free and Informed Prior Consent from Indigenous People.

Risk(s)	Management Approach
Unplanned or unconsidered real estate development could create unsustainable trends in host communities, including aesthetic and ecological mismanagement.	IDC adheres to relevant rules and regulations from public agencies in order to reinforce city planning and sustainable development directives.

Opportunities Identified	Management Approach
Real estate development as a platform gives IDC an opportunity to impact the broader trends in sustainability within architecture and also urban planning.	Management acknowledges the opportunity to expand such positive impact as IDC grows in size and scope. This is considered in all of management's decision making with regard to new projects

Customer Management

- Customer Satisfaction

Disclosure	Score	Conducted by a third party?
Customer Satisfaction	94%	No

Impact	Management Approach
A high rate of customer satisfaction reinforces IDC's overall brand image, which in turn assists the company in advocating its core corporate values of environmental sustainability to a broader audience	Management is closely engaged from day to day in operations, including client relations and customer satisfaction. These are given utmost importance in the company's overall operations.

Risk(s)	Management Approach
Insufficient consideration given to customer satisfaction could compromise IDC's communications, and result in lost opportunity to effectively advocate its values	Management continually reviews different perspectives and possibilities in which customer satisfaction can be reinforced, in order to prevent lapses.

Opportunities Identified	Management Approach
There is an opportunity to leverage customer satisfaction and create positive impact (as above) to a greater degree as IDC grows with a view to developing more projects and accessing wider markets.	Management recognizes the opportunity to enhance positive impact in this manner, and takes this into account in all its decision making, particularly with regard to business development opportunities.

- Health and Safety

Disclosure	Quantity	Units
Complaints on product or service health and safety resolved through formal mechanisms (courts or public agencies)	0	#
Complaints Addressed	0 / N.A.	#

Impact	Management Approach
High performance in health and safety is vital to IDC's business, and enables the company to better advocating its core corporate values of environmental sustainability through architectural design as a platform not only for ecological sustainability, but also for health and wellbeing of our products' end-users.	Management adheres to applicable rules and regulations with regard to health and safety. Management also underscores and reinforces the consistency of IDC's architectural design philosophy, and considers this in all decision-making, particularly product development.

Risk(s)	Management Approach
Inadequate measures taken for health and safety would compromise IDC's opportunity to impact sustainability by communicating its core values through architectural design.	Management continually reviews different perspectives and possibilities in which our culture of compliance can be reinforced, in order to prevent gaps in health and safety measures.

Opportunities Identified	Management Approach
There is an opportunity to leverage health and safety issues as a focal point in creating positive impact to a greater degree as IDC expands.	Management recognizes the opportunity to enhance positive impact by strengthening its health and safety advocacy. This is considered in management's decision making, particularly with regard to health and safety compliance measures.

- Marketing and Labeling

Disclosure	Quantity	Units
Complaints on marketing and labeling resolved through formal mechanisms (courts or public agencies)	0	#
Complaints Addressed	0 / N.A.	#

Impact	Management Approach
Clear marketing and accurate representation of products helps to maintain the reliability of IDC as a communicator of sustainable values through its real estate product.	Management maintains accuracy in marketing and labeling, in order to maintain consistency.

Risk(s)	Management Approach
It is standard practice in the real estate industry to use artists' renditions in marketing, in order to assist clients in envisioning the finished real estate product even during or before development stage. There is a risk that some clients may mistake artists' renditions for scientifically accurate records or photographs.	Management adheres to standard industry protocols in the use of artists' renditions, and avoids the use of such in any contexts that may be misleading.

Opportunities Identified	Management Approach
Clear marketing and accurate representation of products helps to	Management continually assesses new prospective measures that may be taken to

maintain the reliability of IDC as a communicator of sustainable values through its real estate product.	safeguard the accuracy of marketing and labelling, including adherence to advertising standards regulations and consideration of feedback from clients

- Customer Privacy

Disclosure	Quantity	Units
Complaints on customer privacy resolved through formal mechanisms (courts or public agencies)	0	#
Complaints Addressed	0 / N.A.	#
Number of customers, users, or account holders whose information is used for secondary purposes	0	#

Impact	Management Approach
Customer privacy can directly impact the rate of customer satisfaction, which in turn assists the company in advocating its core corporate values of environmental sustainability to a broader audience	Management is closely engaged from day to day in operations, including client relations, including customer privacy.

Risk(s)	Management Approach
Inadequate protection of customer privacy could compromise IDC's customer satisfaction, which in turn could compromise opportunities for IDC to effectively advocate its values	Management continually reviews different perspectives and possibilities in which customer privacy can be reinforced, in order to prevent data leaks and other breaches of customer privacy.

Opportunities Identified	Management Approach
There is an opportunity to leverage a strong culture of privacy protection as a reinforcement to customer satisfaction. This could create positive impact to overall business culture as IDC grows with a view to developing more projects and accessing wider markets.	Management recognizes the opportunity to enhance positive impact in this manner, and takes this into account in all its decision making, particularly with regard to privacy protection in the handling of customer information.

Data Security

- Data Breaches

Disclosure	Quantity	Units
Number of known data breaches	0	0

Impact	Management Approach
Prevention of data breaches directly impact the rate of customer satisfaction, which in turn assists the company in advocating its core corporate values of environmental sustainability to a broader audience	Management is closely engaged from day to day in operations, including client relations, and prevention of data breaches.

Risk(s)	Management Approach
Occurrence of data breaches could affect IDC's customer satisfaction, which in turn could compromise opportunities for IDC to effectively advocate its values	Management continually reviews different perspectives and possibilities in which data breaches can be prevented, in order to prevent lapses and reinforce overall customer privacy as a component of customer satisfaction.

Opportunities Identified	Management Approach
There is an opportunity to leverage a strong practice of data leak prevention as a reinforcement to customer satisfaction. This could create positive impact to overall business culture as IDC grows with a view to developing more projects and accessing wider markets.	Management recognizes the opportunity to enhance positive impact in this manner, and takes this into account in all its decision making, particularly with regard to the handling of customer information and protection against data leaks.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

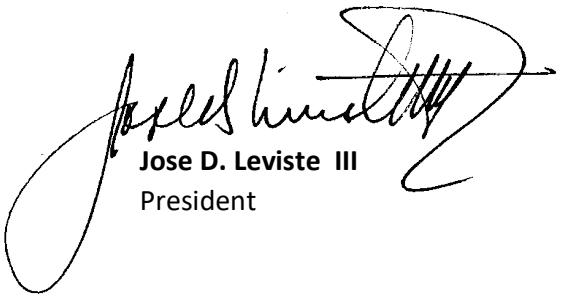
Product or Service Contribution to UN SDGs

IDC's real estate portfolio is designed in harmony with the United Nations Sustainable Development Goals. Environmental sustainability and energy efficiency are embedded in the company's design philosophy and development methodology. Projects are built incorporating green construction approaches, renewable energy integration, and a focus on minimizing carbon output. In addition, IDC places emphasis on the use of sustainable building materials, responsible water management, and strategies for minimizing waste generation. The company is dedicated to delivering residential environments that address the needs of today's occupants while fostering lasting ecological resilience and community well-being.

Key Product/ Service	Societal Value / Contribution to UN SDGs	Potential Negative Impact of Contribution	Management Approach to Negative Impact
Architec-tural Design	IDC's commitment to sustainable development is manifested in our architecture. We believe that design is a powerful tool in reinforcing sustainable development, particularly when meeting demand for housing in the Philippine's emerging cities.	Any oversight in the design process may have effects that last for the lifetime of the building.	IDC is first and foremost a design-driven developer. As such, our commitment to the highest standard in architectural design is constant and uncompromising.
Develop-ment	Throughout the process of project development, IDC is committed to optimizing efficiency in energy and resources. By maintaining this high standard, IDC facilitates greater balance between economic development and environmental sensitivity.	Insufficient consideration given to efficiency in the development process can compromise this balance.	IDC manifests its commitment to a high standard in efficiency in the development process through its accreditation (and pending accreditations) with EDGE, as well as its own assessments and implementation of efficiency measures.
Client Service	Through direct contact with our clients through sales and after-sales service, we have an opportunity to convey our corporate values of environmental responsibility and sustainability through our architectural design philosophy itself. Our designs embody sustainability and efficiency, make an indelible mark on the faces of our cities, and the manners in which our population lives, works, and evolves its patterns of consumption.	Inadequate communication with clients can compromise the opportunity to convey these values and to harness architectural design to convert them into more sustainable consumption patterns.	IDC strives to maintain clear and professional client engagement, and to continually improve its channels and methods of communicating with clients. We believe that both our corporate values and our products themselves can be vehicles for advocating a greater culture of sustainability through innovation in real estate.

Management Statement

This report has been compiled in good faith and reflects the highest practicable standard of accuracy available at the time of preparation. Certain figures contained herein represent estimates, which may or may not be explicitly denoted as such within the body of the report. No representation is made that the information provided is fully comprehensive or scientifically precise beyond its intended purpose of articulating the principles underlying Sustainability Reporting as required by the SEC, and supporting constructive dialogue toward alignment with the UNSDGs.



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