



FILRT•F2

# **AMPLIFYING SUSTAINABILITY**

**UNLOCKING GROWTH LEVERS**

ANNUAL  
REPORT  
**2024**



## Amplifying Sustainability: Unlocking Growth Levers

2024 was a benchmark year for FILRT’s commitment to sustainability, with 94% of our managed office portfolio running on 100% renewable energy, significantly reducing operational emissions and environmental impact. Filinvest One became the first building in our portfolio to achieve EDGE Zero Carbon certification, the highest distinction under the EDGE system, recognizing its performance in energy savings, water efficiency, and low-carbon construction.

We further diversified our tenant portfolio by welcoming multinational engineering and design firms, healthcare organizations, and religious groups, contributing to improved sectoral balance and lease resilience. The planned acquisition of Festival Mall – Main Wing from Filinvest Land, Inc. signals our entry into a high-traffic retail environment.

Deepening sustainability is the focus of all of FILRT’s endeavors, reflected in the design of the annual report, with each pivotal point of achievement symbolized by chevrons. These arrows—emblems of motive force and determined direction—point upwards, showcasing our continued growth in terms of sustainability initiatives and governance performance. From here and onwards, the best is yet to come.

## About This Annual and Sustainability Report

This Annual and Sustainability Report is the disclosure of Filinvest REIT Corp. (FILRT) on its financial and non-financial performance covering the calendar period ending December 31, 2024.

It may contain “forward-looking statements” which are subject to a number of risks and uncertainties that could affect FILRT’s business and results of operations. Any forward-looking statements are made based on current assessments. Although FILRT believes that expectations reflected in any forward-looking statements are reasonable, it can give no guarantee of future performance, action or events.

The ESG disclosures in this report are made in compliance with the provisions of the sustainability reporting guidelines for publicly listed companies under the Securities and Exchange Commission Memorandum Circular No. 4 issued in 2019 (SEC MC 04-2019). The disclosures also make use of the reporting principles and guidelines of the Global Reporting Initiative (GRI) Standards for reference.

Feedback on or inquiries about this report may be forwarded to [ir@filinvestreit.com](mailto:ir@filinvestreit.com). Feedback on or inquiries about this report or any matter concerning the EESG performance of Filinvest REIT Corp. may be forwarded to [sustainability@filinvestgroup.com](mailto:sustainability@filinvestgroup.com).

## Contents

4	About FILRT
5	Mision, Vision, and Core Values
6	Financial Highlights
7	Portfolio of Properties
10	Joint Message from the Chairperson and President & Chief Executive Officer
14	70 <sup>th</sup> Anniversary Special: The Origin of a Dream
18	Business Review
20	Board of Directors
24	Management Team
26	Sustainability
28	EESG Highlights
30	How We Create Value
34	Amplifying Sustainability Solutions for Greater Impact
40	Commitment to be Green
46	ESG Performance Index (Environmental)
50	Commitment to be Inclusive
52	ESG Performance Index (Social and Economic)
57	Commitment to be Resilient
58	Corporate Governance
60	Corporate Governance Report
74	Risk Management
76	EESG Performance Metrics
86	SEC Content Index
100	Management Discussion and Analysis
102	Financial Statements



## About FILRT

Filinvest REIT Corp. (FILRT) is a real estate investment trust backed by Filinvest Land, Inc. (FLI), one of the largest property developers in the Philippines with an established portfolio of residential, office, retail and industrial developments around the country. FILRT was publicly listed on the Philippine Stock Exchange on 12 August 2021 as the first sustainability-focused REIT. As of 31 December 2024, 46.7% of the company is publicly traded while the balance is primarily owned by its sponsor, FLI.

FILRT’s portfolio is comprised of 18 properties totaling over 330,000 square meters of gross leasable area (GLA). The 18 properties are broken down as 17 Grade A office assets totaling over 300,000 square meters GLA of prime office space, and one resort lot. Geographically, 16 of the 17 office buildings that house a diverse and globally recognized tenant base are in Northgate Cyberzone in Filinvest City in Alabang, while another building is located in the gateway of Cebu IT Park in Lahug, Cebu City. Rounding up the portfolio is a 29.1-hectare land that is located in the most prime section of Boracay island in Aklan that is being leased to the owner and operator of Crimson Resort & Spa Boracay.

The company’s growth will be driven by assets that conform to its investment criteria. FILRT’s strategy is to expand in key central business districts in Metro Manila and towards major regional hubs in the Philippines with high and stable occupancy from income-generating grade A real estate properties, and deliver additional value by driving more efficient and sustainable cost of operations. New asset acquisitions will continue to focus on Grade A commercial properties and will expand beyond office leasing to include retail, leisure, residential and industrial properties into its portfolio.

FILRT operates as a Real Estate Investment Trust in compliance with Republic Act No. 9856, otherwise known as the REIT Act of 2009.



One Tree. One Heart.  
ONE FILINVEST

### VISION

To grow a trusted portfolio of sustainable commercial properties that enriches the lives and well-being of our community.

### MISSION

To enable the growth of our locators through a dependable, redundant, and sustainable environment

To create and add value for our investors  
To build vibrant communities that enrich the lives of those who live and work in them  
To respect and protect the environment

### CORE VALUES



Sustainability



Integrity



Proactive Service



Innovation



Cost Effectiveness

# FINANCIAL AND OPERATING HIGHLIGHTS

	2024	2023 (Restated)	2022 (Restated)	2021 (Restated)
Statement of Income (₱ millions)				
Total Revenues	2,844	2,990	3,240	3,442
Reported Net Income	1,221	1,745	(661)	11,955
Core Net Income	1,221	1,326	1,718	2,258
Statement of Financial Position (₱ millions)				
Cash and Cash Equivalents	687	1,301	1,702	2,587
Total Assets	49,839	49,946	49,858	51,629
Bonds Payable	-	-	6,000	-
Loans Payable	5,955	5,985	-	5,987
Total Liabilities	8,084	8,588	8,855	7,989
Stockholders' Equity	41,755	41,359	41,003	43,641
Statement of Cashflows (₱ millions)				
Net Cashflow provided by Operating Activities	1,662	1,798	1,750	2,133
Net Cash provided by Investing Activities	(488)	(483)	(349)	1,009
Net Cash used in Financing Activities	(1,788)	(1,716)	(2,286)	(1,425)
Financial Ratios				
Current Ratio	0.69	0.87	0.28	2.58
Debt-to-equity Ratio	0.14	0.15	0.15	1.01
Loan-to-value Ratio	0.12	0.13	0.13	0.12
Stock Information (end of period)				
Market Capitalization (₱ millions)	14,434	12,623	26,910	36,207
Stock Price (₱)	2.95	2.58	5.50	7.40
Outstanding Shares (millions)	4,893	4,893	4,893	4,893
Earnings per Share (₱)	0.33	0.36	(0.14)	2.44
Operational Highlights				
Total GLA ('000 sqm)	330,449	330,449	330,449	301,362
Average Occupancy	81%	83%	89%	89%
End of Period Occupancy	83%	83%	86%	87%
Appraised Value (₱ billions)	48.4	47.9	47.4	48.5

# PORTFOLIO OF PROPERTIES

Property	Description	Year Completed	Total GLA (sqm)
Commercial Buildings			
Axis Tower 1	Grade A, LEED Gold, PEZA-accredited	March 2018	40,869
Filinvest One	Grade A, EDGE Level 3 (Zero Carbon), PEZA-accredited	June 2013	19,637
Filinvest Two	Grade A, EDGE Level 1, PEZA-accredited	September 2015	23,784
Filinvest Three	Grade A, EDGE Level 1, PEZA-accredited	January 2015	23,784
Vector One	Grade A, EDGE Level 1, PEZA-accredited	May 2011	17,764
Vector Two	Grade A, EDGE Level 1, PEZA-accredited	September 2014	17,889
Vector Three	Grade A, LEED Gold, PEZA-accredited	January 2017	36,345
Plaza A	Grade A, EDGE Level 1, PEZA-accredited	October 2007	10,860
Plaza B	Grade A, PEZA-accredited	March 2001	6,488
Plaza C	Grade A, PEZA-accredited	March 2001	6,540
Plaza D	Grade A, EDGE Level 1, PEZA-accredited	June 2007	10,860
Plaza E	Grade A, PEZA-accredited	February 2014	14,859
iHub 1	Grade A, PEZA-accredited	June 2008	9,480
iHub 2	Grade A, PEZA-accredited	August 2009	14,181
5132 Building	Grade A, PEZA-accredited	November 2007	9,409
Capital One	Grade A, PEZA-accredited	October 2005	18,000
Cebu Tower 1	Grade A, PEZA-accredited	June 2015	20,612
Commercial Lot			
Boracay Resort Lot	Leased to 5-Star Crimson Resort & Spa Boracay	January 2023 (Start of 40-year lease)	29,086

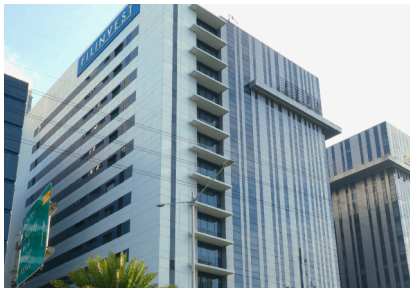




1 Axis Tower 1



2 Filinvest One



3 Filinvest Two



10 Plaza C



11 Plaza D

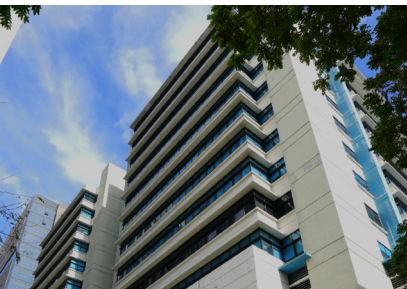


12 Plaza E



4 Filinvest Three

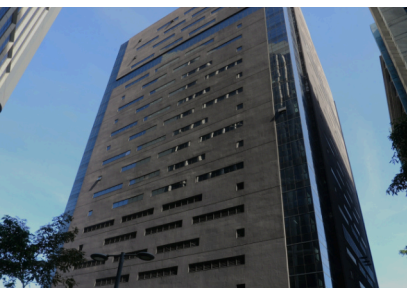
NORTHGATE CYBERZONE,  
FILINVEST CITY, ALABANG



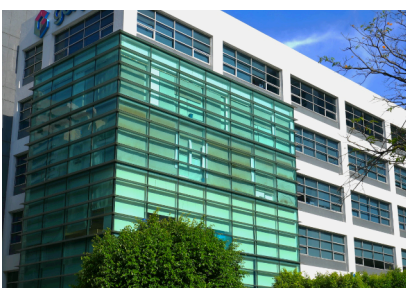
5 Vector One



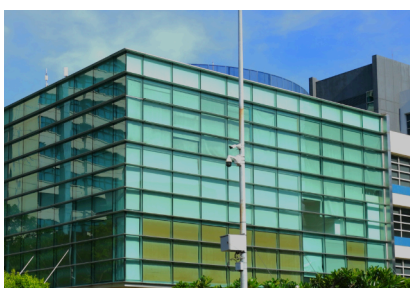
6 Vector Two



7 Vector Three



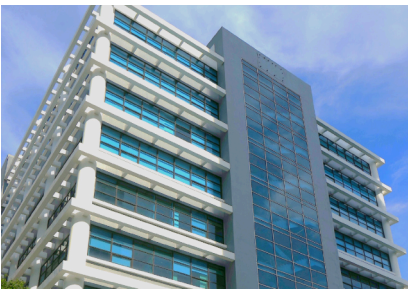
8 Plaza A



9 Plaza B



13 iHub 1



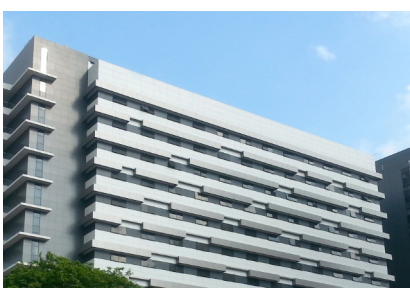
14 iHub 2



15 5132 Building



16 Capital One



18 Boracay Resort Lot





# JOINT MESSAGE FROM THE CHAIRMAN AND THE PRESIDENT & CHIEF EXECUTIVE OFFICER

## Dear Shareholders,

2024 was a year of progressive recovery and transformation for FILRT. While we started 2024 with some setbacks due to the hybrid work set-up that changed global leasing patterns, we managed to pivot and fill the gaps by year-end. Our business proved once more that it is adaptive, as shown by the operational and financial results for 2024.

### Our resilient and adaptive portfolio

FILRT's portfolio is comprised of 18 properties totaling over 330,000 square meters of gross leasable area (GLA). The 18 properties are broken down as 17 Grade A office assets totaling over 300,000 square meters GLA of prime office space, and one resort lot. Geographically, 16 of the 17 office buildings that house a diverse and globally recognized tenant base are in Northgate Cyberzone in Filinvest City in Alabang, while another building is located in the gateway of Cebu IT Park in Lahug, Cebu City.

Rounding up the portfolio is a 29.1-hectare land that is located in the most prime section of Boracay island in Aklan. The property was acquired through cash in the fourth quarter of 2022 from FILRT's ultimate parent company, Filinvest Development Corporation (FDC). The Boracay property derives its revenues from its land lease to the multi-awarded Crimson Resort & Spa Boracay that is located at Station Zero which is in the more exclusive section of Boracay and has its own private beach front.

The Boracay lot acquisition enabled FILRT to increase its portfolio GLA by 9.65 percent from 301,363 square meters to 330,449 square meters. It also added a high-grade asset outside of Alabang and Cebu, where most of the assets are located. This was FILRT's first step towards a more diversified portfolio as it broadened the income profile mix

beyond office leasing and into the growing Philippine hospitality and leisure segment.

Total valuation of the portfolio is ₱48.4 billion as of end-2024. To further grow the portfolio, our strategy is to expand in CBDs in Metro Manila and other regional hubs in the Philippines, by way of additional income-generating real estate properties with high and stable occupancy.

### Our 2024 Performance

FILRT registered a net income of ₱1.63 billion in 2024 on the back of rental and other revenues of ₱2.84 billion. Excluding the net fair value change in investment properties, FILRT posted a net income of ₱1.22 billion. FILRT ended 2024 with an occupancy of 83 percent, which is better than market occupancy of 80 percent as reported by Colliers in its 4Q 2024 Office market report.

FILRT successfully signed new leases totaling almost 29,000 square meters in 2024, comprised of traditional and BPO tenants that are either new entrants or existing tenants expanding within Northgate Cyberzone. The size of new leases in 2024 is a 44 percent improvement from the signed 20,100 square meters of new leases in 2023.

FILRT's deliberate efforts to diversify its tenant mix resulted in closing new industries such as engineering solutions, medical services and religious groups. As of end-2024, overall tenant mix is a more balanced 75 percent BPOs; 13 percent traditional; 10 percent hospitality while the balance is leased to retail tenants. FILRT has no POGO nor PIGO exposure.

Meanwhile, about 42,500 square meters or 75 percent of expiring leases in 2024 were renewed. This led to an improvement in weighted average lease expiry (WALE) from 6.9 years to 7.3 years as of end-2024.





FILRT’s balance sheet is healthy and conservatively levered, with a debt level of ₱6.0 billion against an asset base of ₱49.8 billion. Half of the debt is set to mature by 2029, while the balance will mature in 2031. This puts loan-to-value ratio at 12.3 percent in 2024, which is well below the 35 percent regulatory limit. Other ratios remained healthy and within FILRT’s debt covenants.

In 2024, FILRT declared and paid dividends totaling P0.253 per share, delivering a yield of 8.6 percent based on the 2024 last trading price of ₱2.95 per share. We are focused on diversifying our portfolio to boost dividends for our shareholders while improving the revenues of our existing prime office assets.

Choose Sustainability. Choose Filinvest.

As the Philippines’ first sustainability-focused REIT, FILRT is driven by a desire to integrate sustainability into the core of our business. FILRT provides an enabling environment to attain shared EESG objectives with our tenants such as fostering environmental protection and providing green and inclusive spaces for people to work in.

As a sustainability champion that aspires to play a significant role in the transition to a low carbon economy, FILRT has adopted a two-pronged strategy to contribute to climate change mitigation: energy efficiency and the shift to renewable energy. FILRT’s journey, which started transitioning its office buildings to consume electricity from renewable sources in 2020, has converted to 100 percent renewable electricity supply for all 16 office buildings under its property management by 2024.

What makes us distinct from other lessors and developers is that the buildings in Northgate

Cyberzone are connected to the largest district cooling system in the Philippines which substantially reduces energy consumption and carbon emissions by as much as 40 percent. Our building designs have provisions for natural and LED lighting, natural ventilation where feasible and the use of variable frequency drives.

We have been enlisting our properties to green certifications. As of the end of 2024, there are nine assets certified under green building criteria: two of them have LEED Gold (Vector 3 and Axis Tower 1) and seven have secured Excellence in Design for Greater Efficiencies (EDGE) certifications (Vector One, Vector Two, Plaza A, Plaza D, Filinvest One, Filinvest Two and Filinvest Three).

EDGE is the green standard and certification of the International Finance Corporation (IFC). One property, Filinvest One, obtained FILRT’s first Level 3 EDGE certification, also known as Zero Carbon, which is the highest of the three levels that attests to the carbon neutrality of the asset. Additional five buildings underwent comprehensive audit by EDGE experts in 2024 and the certifications are expected to be awarded in 2025.

Filinvest City, where majority of our FILRT assets are located, is a masterplanned community and the first central business district in the Philippines to receive LEED® v4 Gold for Neighborhood Development Plan certification for its township-wide green and sustainability features, and a 3-star BERDE certification.

FILRT is committed to uphold its role as an enabler and catalyst for mutual growth. We always aim to foster win-win situations to drive value in close collaboration with our tenants.

Unlocked Potential

We have previously said that FILRT’s future growth will be driven by a pipeline of high-value and green-designed assets that attract tenants who share Filinvest’s sustainability goals. We started laying the groundwork in the fourth quarter of 2024 via the Voluntary Tender Offer of FLI.

In January this year, we announced the proposed property-for-share swap between FLI and FILRT, wherein FLI will transfer the ownership of the main mall building of its flagship Festival Mall in exchange for newly subscribed primary shares of FILRT, subject to regulatory approvals.

The transaction involves 121,862 square meters of the main mall of Festival Mall in Filinvest City, Alabang, Muntinlupa City, for the subscription of 1,626,003,316 primary common shares of FILRT, at ₱3.85 per share, or equivalent to ₱6.26 billion.

Post-transaction, FILRT will increase its total portfolio by 37 percent to 452,310 square meters while improving occupancy from 83 percent to 88 percent. The properties’ WALE will also extend from 7.3 years to 14.6 years.

FILRT will also be able to diversify its income sources by integrating retail mall properties into its portfolio. Upon infusion, FILRT’s portfolio mix will comprise of 67 percent offices, 27 percent retail (Festival Main Mall), and 6 percent hospitality (Crimson Boracay lot).

This move fulfills the commitment made by our sponsor FLI to continually support the growth and expansion of our REIT portfolio through the infusion of high-quality income-generating real estate assets. At the same time, we remain true to our investment thesis of sustainable practices in the leasing business with Festival Mall being partially supplied by renewable energy through the solar panels installed atop the mall.

Future Growth

FILRT targets to double the current GLA by acquiring dividend-accretive assets in the next three years, subject to prevailing market conditions. After Festival Main Mall, we are looking at about 600,000 square meters of potential asset infusions from FLI and the broader Filinvest group, comprised of Grade A office buildings, retail assets under the Filinvest malls and townships portfolio, and hotels under the Crimson and Quest brands in key tourist destinations of the country.

Our goal is to focus on growth to deliver increasing value. FILRT has made significant progress in recovering from the challenges of office leasing through tenant diversification and prudent cost management. The upcoming infusion of Festival Main Mall into FILRT will further broaden our portfolio through asset type diversification. Additionally, we are preparing to accept more asset infusions that are aligned with our objectives.

Recognition

FILRT won numerous sustainability and good governance awards for our efforts to professionally manage the company. This includes the recognition for its exemplary adherence to regional corporate governance practices at the Institute of Corporate Directors’ annual ASEAN Corporate Governance Scorecard Golden Arrow Awards. FILRT was honored with One Golden Arrow as a testament to its commitment to corporate governance excellence.

More than the awards, we are fortunate that our tenants share the same sustainability philosophy and goals of Filinvest. Each recognition reaffirms our commitment to driving positive change within the industry, and paving the way for a more sustainable future.

Acknowledgements

On behalf of the Board of Directors and Management, we thank our valued shareholders, customers and business partners for your trust, confidence and belief in our vision for FILRT. We will endeavor to strengthen and grow the business to provide stable returns and deliver value to you, our dear shareholders.

Thank you.

JOSEPH M. YAP  
Chairman

MARICEL BRION-LIRIO  
President & Chief Executive Officer



# FILINVEST 70

MOVING DREAMS FORWARD



First office of Filinvest Development Corp.  
in P. Casal, Quiapo

In 2025, the Filinvest Group marks a meaningful milestone — 70 years of growth as a proudly Filipino enterprise.

## THE ORIGIN OF A DREAM

The story began in 1955, in a modest shophouse in Quiapo, Manila, where a young couple, Andrew and Mercedes Gotianun, took their first bold step into business. With little more than determination, a deep love for family, and a desire to serve the unserved

and underserved, they launched a small financing venture rooted in purpose. What started as a humble dream has grown into a dynamic enterprise that now spans multiple industries and contributes to the country's progress.

70TH ANNIVERSARY SPECIAL

## THROUGH THE DECADES

This timeline captures the key milestones that have shaped our journey from 1955 — from early ventures in real estate and banking to bold expansions in power, hospitality, and infrastructure. More than a story of growth in size and scale, each chapter reflects our deepening commitment to nation-building.



1960s

### REAL ESTATE

We opened gated communities to the middle class, then led the way in mass housing to help close the housing gap.



1990s

### BANKING

With EastWest Bank, we made banking more accessible — 80% of our business now supports everyday Filipino consumers.



2000s

### POWER

FDC Utilities Inc. helped stabilize Mindanao's energy supply — and is now expanding into renewables and solar solutions.



70TH ANNIVERSARY SPECIAL





# CARRYING THE VISION FORWARD

From the determination of our founders to the values they instilled — integrity to customers, credit reputation, fairness to partners, concern for co-workers, entrepreneurial spirit, and innovation in the pursuit of excellence — these ideals continue to guide us.

Today, a new generation of leaders carries this vision forward with energy and a deep sense of **purpose**. With eyes on the future, they are shaping a Filinvest that remains grounded in its values while evolving to meet the changing needs of society.



## 2000s

### AGRIBUSINESS

We revived sugar mills in Mindanao, boosting incomes and encouraging farmers to grow their businesses.



## 2010s

### HOSPITALITY

Our homegrown Filipino hospitality brands, Crimson, Quest, Mimosa Golf, and Timberland now earn global recognition.



## Today

### INFRASTRUCTURE

As a major consortium member of LIPAD, operating Clark International Airport, we're helping create a major economic hub.



“

Our parents taught us to treat shareholders with respect, regardless of their stake. A relationship based on mutual respect and shared benefit fosters success.

– Jonathan T. Gotianun

“

Our attention has always been on the underserved middle-income market and the greater population of Filipinos who deserve access to quality housing, financial services, and essential services. This commitment to inclusion is what drives our diverse businesses forward.

– Josephine Gotianun Yap





# Business Review

## Portfolio

The Filinvest group's commercial REIT is made up of 18 properties totaling over 330,000 square meters of gross leasable area (GLA). The 18 properties are broken down as 17 Grade A office buildings totaling over 300,000 square meters GLA, and one resort lot with the size of 2.9 hectares. Geographically, 16 of the 17 office buildings are in Northgate Cyberzone in Filinvest City in Alabang, Metro Manila, a PEZA Special Economic Zone and IT park. Another building is located in the gateway of Cebu IT Park in Lahug, Cebu City.

Also part of the portfolio is 29,086 square meters of land that is located in the most prime section of Boracay in the province of Aklan. The property was acquired in the fourth quarter of 2022 from FILRT's ultimate parent company, Filinvest Development Corporation (FDC). The Boracay property derives its revenues from its land lease to the multi-awarded Crimson Resort & Spa Boracay. The resort is located at Station Zero which is the more exclusive section of Boracay that has its own private beach front.

The portfolio is strongly focused on Metro Manila, in particular the Alabang Central Business District (CBD). The Filinvest group is the market leader in the Alabang CBD with almost half of the market share.

The 16 office buildings nestled in Northgate Cyberzone enjoys the benefits of Filinvest City in Alabang which is an integrated township with excellent connectivity to major CBDs and neighboring regions such as CALABARZON. The township

features superior workforce accessibility with five major thoroughfares like the Skyway, South Luzon Expressway and Alabang-Zapote Road, and one of South Metro Manila's largest multi-modal transport hubs for the workforce.

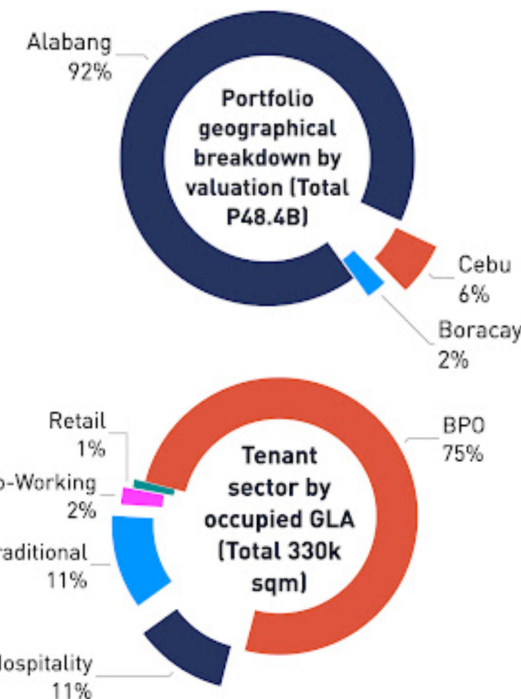
BPO tenants contribute 75 percent of occupied GLA while traditional tenants account for 13 percent. Resort takes up 10 percent while the small remainder is leased to retail tenants. FILRT has zero POGO and PIGO exposure.

Overall, the portfolio had an occupancy of 83 percent at the end of 2024 and an average occupancy of 81 percent for the year. The new and renewed leases in 2024 led to an improvement in weighted average lease expiry (WALE) to 7.3 years as of end-2024.

The office assets are on land held on leasehold basis. FILRT secured a long lease term of 75 years for the Metro Manila assets from its Sponsor, Filinvest Land, Inc. (FLI).

## Financial Performance

FILRT recorded a net income of ₱1.63 billion in 2024 achieved on the back of rental and other revenues of ₱2.84 billion. FILRT is conservatively levered with debt of ₱6.0 billion against an asset base of ₱49.8 billion. Half of the debt is set to mature by 2029, while the balance will mature in 2031. Loan-to-value ratio is 12.3 percent in 2024 which is well below the 35 percent regulatory limit. Other ratios remained healthy and within FILRT's debt covenants.



key CBDs in Metro Manila and major regional hubs or key cities in the Philippines; two, should have a high and stabilized occupancy; and three, of Grade A quality that may be related to other types of real estate properties such as retail, residential, leisure and industrial.

In January 2025, FILRT announced the proposed property-for-share swap between FLI and FILRT, wherein FLI will transfer the ownership of the main mall building of its flagship Festival Mall in Filinvest City, Alabang in exchange for newly subscribed primary shares of FILRT. This move fulfills the commitment made by sponsor FLI to continually support the growth and expansion of the REIT portfolio through the infusion of high-quality income-generating real estate assets.

Upon completion of this acquisition, FILRT's portfolio size in GLA will increase by 37 percent to 452,310 square meters while improving occupancy from 83 percent to 88 percent. The properties' WALE will also extend from 7.3 years to 14.6 years.

FILRT will also be able to diversify its income sources by integrating retail mall properties into its portfolio. Upon infusion, FILRT's asset portfolio mix will comprise of 67 percent offices, 27 percent retail (Festival Main Mall), and 6 percent hospitality (Crimson Boracay lot).

FILRT targets to double the current GLA by acquiring dividend-accretive assets in the next three years, subject to prevailing market conditions. After Festival Main Mall, there is a pipeline of about 600,000 square meters of potential asset infusions from FLI and the broader Filinvest group. This is comprised of Grade A office buildings, retail assets under the Filinvest malls and townships portfolio, and hotels under the Crimson and Quest brands in key tourist destinations of the country.

## Dividends

FILRT consistently distributed quarterly dividends since its IPO in August 2021. In 2024, FILRT declared and paid dividends totaling ₱0.253 per share, equivalent to a yield of 8.6 percent based on its 2024 closing price of ₱2.95 per share. FILRT's dividend yield is higher compared to the 2024 average and end of period yield of 10-year government bonds. (for confirmation)

## Growth Prospects

FILRT's Sponsor, FLI, is fully committed to grow the REIT portfolio with regular asset infusions. Alongside FILRT's fund management company, the common goal is to expand the portfolio and provide a stable and competitive return to investors, with focus on dividend yield protection.

The investment strategy in acquiring assets is guided by the following imperatives: one, located in



# BOARD OF DIRECTORS



- 1. **Joseph M. Yap**  
Chairman of the Board and Director
- 2. **Maricel Brion - Lirio**  
Director, President and Chief Executive Officer
- 3. **Rhoda A. Huang**  
Director
- 4. **Tristaneil D. Las Marias**  
Director
- 5. **Val Antonio B. Suarez**  
Lead Independent Director
- 6. **Ramon Pancratio D. Dizon**  
Independent Director
- 7. **Virginia T. Obcena**  
Independent Director





# BOARD OF DIRECTORS

**Joseph M. Yap**  
**Chairman of the Board and Director**

Mr. Yap, 74, Filipino, was first elected as Chairman of the Board of FILRT on April 17, 2024. Prior to that, Mr. Yap served as Ambassador of the Philippines to Singapore from January 2018 to June 30, 2022. He was previously a member of the Board of Directors of Filinvest Land, Inc. from 1997 to May 2015 and was the President and CEO from 2007 to 2012. His prior positions outside the Filinvest group include First Vice President of Family Bank & Trust Co., and other various financial management roles with Nestle in New York, Switzerland, and Manila. He obtained his Bachelor’s degree in Management Engineering from Ateneo de Manila University and Master’s degree in Business Administration from Harvard University.

**Maricel Brion-Lirio**  
**Director, President and Chief Executive Officer**

Ms. Lirio, 55, Filipino, was first elected as Director, President and Chief Executive Officer of FILRT on February 11, 2021. Prior to that, she was Executive Vice President and Chief Operating Officer of FILRT and Senior Vice President - Offices and Vice President - Project Group Head of Filinvest Alabang, Inc. (FAI). She obtained her Bachelor’s degree in Mass Communications from Assumption College Makati. She also attended the Business Management Program of Asian Institute of Management, and earned units from the Graduate School of Management of University of San Francisco, California.

**Rhoda A. Huang**  
**Director**

Ms. Huang, 62, Filipino, was first elected as a Director of FILRT on April 17, 2024. Ms. Huang is currently a Director and President and CEO of Filinvest Development Corporation (FDC). Ms. Huang brings more than thirty years of experience in Philippine corporate, financial and government institutions, leading various aspects of investment banking such as mergers and acquisitions, equity-linked transactions, equity and debt capital markets, structured products and lending, as well as risk management. Prior to joining FDC, she was the President of BPI Capital Corporation. She was also the former Branch Head of Investment Banking for Credit Suisse Philippines and spent nineteen years at JP Morgan Chase and its predecessor institutions. She completed her Bachelor’s degree in Business Administration and Accountancy at the University of the Philippines and is a Certified Public Accountant.

**Tristaneil D. Las Marias**  
**Director**

Mr. Las Marias, 50, Filipino, was first elected as Director of FILRT on September 30, 2020. He also serves as the President and Chief Executive Officer of Filinvest Land, Inc. (FLI). He is also the President of Property Specialists Resources, Inc. and a director in other companies under the Filinvest group. He obtained his Bachelor of Arts in Management Economics from Ateneo de Manila University, and his Certificate from the Advanced Management Program of the Harvard Business School.

**Val Antonio B. Suarez**  
**Lead Independent Director**

Mr. Suarez, 66, Filipino, is an independent director of FILRT, having been first elected on April 6, 2017. He is the Managing Partner of the Suarez & Reyes Law Offices and was the former President and Chief Executive Officer of The Philippine Stock Exchange, Inc. Mr. Suarez is also an independent director of Lepanto Consolidated Mining Company, a publicly listed company, and a member of the Integrated Bar of the Philippines (Makati Chapter) and the New York Bar. He obtained his Bachelor of Laws degree from Ateneo de Manila University Law School and a Master of Laws degree from Georgetown University Law Center.

**Ramon Pancratio D. Dizon**  
**Independent Director**

Mr. Dizon, 64, Filipino, was first elected as an independent director of FILRT on April 17, 2024. Mr. Dizon is a retired senior partner of SGV & Co. with more than forty years of professional experience in advisory and assurance services. He previously held leadership positions in SGV/EY as Head of Transaction Advisory Services, Risk Advisory Services, Market Group, and Head of Training and Methodology. He is an independent director of listed companies DigiPlus Interactive Inc., PAL Holdings, Inc., and MacroAsia Corporation. He is also an independent director of Philippine Dealing Systems Holdings Corp., Philippine Dealing & Exchange Corp., Philippine Depository & Trust Corp., PCD

Nominee Corporation, MegaLink, Inc. and Philippine School for Business Administration. He obtained his Bachelor’s degree in Commerce major in Accounting, cum laude, from the Polytechnic University of the Philippines, and his Master in Business Management from the Asian Institute of Management. He attended the Advanced Management Program of the Harvard Business School, Strategic Leadership Programme of INSEAD, and Journey to the Boardroom Program of the Harvard Business Publishing Corporate Learning.

**Virginia T. Obcena**  
**Independent Director**

Ms. Obcena, 77, Filipino, was first elected as an independent director of FILRT on July 17, 2019. She is also an independent director of FDC, a publicly-listed company. She is a member of the Friends of the Philippine General Hospital (FPGH), a non-stock, non-profit organization. She served as independent director and head of the Audit Committee of the Capital Markets Integrity Corporation. She was a former partner, member of the management committee and head of quality and risk management at SyCip Gorres Velayo & Co. (SGV & Co.). She obtained her Bachelor of Science in Business Administration, magna cum Laude, at the University of the East, and her Master in Business Administration at the University of the Philippines. She is a Certified Public Accountant.



# MANAGEMENT TEAM



**Maricel Brion-Lirio**  
President and Chief Executive Officer



**Ana Venus A. Mejia**  
Treasurer and Chief Finance Officer



**Michael R. Roxas**  
Chief Audit Executive



**Patricia Carmen D. Pineda**  
Investor Relations Officer



**Maria Victoria M. Reyes-Beltran**  
Compliance Officer



**Katrina O. Clemente-Lua**  
Corporate Secretary and Corporate Information Officer



**Jennifer C. Lee**  
Assistant Corporate Secretary



**Raymond Wilfred L. Castañeda**  
Data Privacy Officer



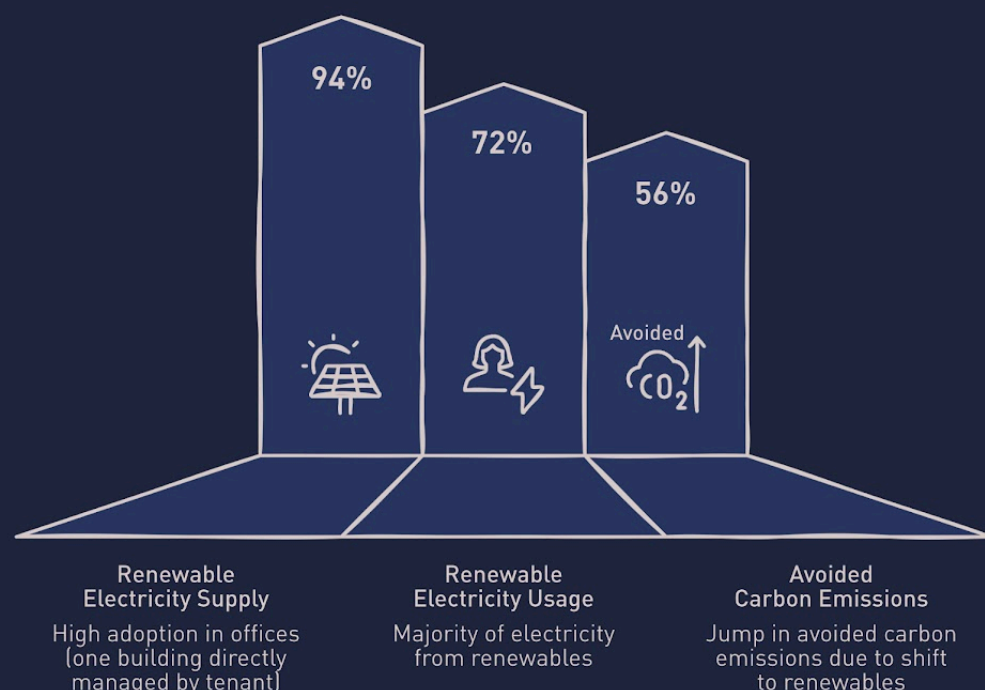


SUSTAINABILITY

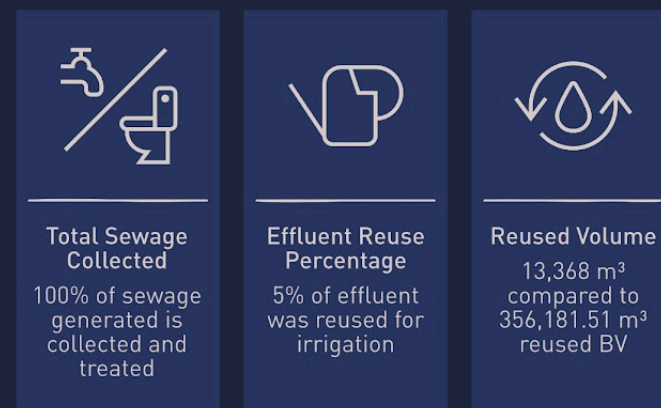


# EESG HIGHLIGHTS

## Renewable Energy and Emissions in Alabang and Cebu



## Sewage Treatment and Reuse



## Women Representation



## Certifications



## Employment Opportunities





# HOW WE CREATE VALUE WITH OUR CAPITALS

FILRT, along with the Filinvest group, strategically mobilizes all six capitals—financial, human, intellectual, manufactured, natural, and relationship—through its dynamic business models to create long-term value for stakeholders and value co-creators.

By leveraging financial capital, the company invests in sustainable developments and innovative solutions that drive economic growth. Its human and intellectual capital fuel a culture of excellence, fostering talent development, knowledge-sharing, and forward-thinking strategies. Manufactured capital, including real estate assets, serves as the foundation for progress, while responsible stewardship of natural capital ensures environmental sustainability. Through strong relationship capital, FILRT collaborates with clients, communities, government, and business partners to drive inclusive growth.

Guided by its mission to empower Filipinos in achieving their dreams, FILRT plays a pivotal role in nation-building, fostering economic resilience, and shaping a sustainable future.

Our Capitals	Business Model/ Process	Outputs and Outcomes	Contributions to UN SDGs
<b>Financial</b> <ul style="list-style-type: none"><li>Market Capitalization ₱14.4B (as of December 31, 2024)</li><li>Property valuation ₱48.4B (as of Dec 31, 2024)</li></ul>	FILRT’s business model is focused on long-term value appreciation, incorporating sustainability, risk management, and a prudent capital management approach, intended to yield stable revenues and dividends for the shareholders.	Steady portfolio growth with stable recurring income and dividends <ul style="list-style-type: none"><li>Revenues</li><li>Net Income</li><li>Distributable Income</li></ul>	SDG 8 – Decent Work and Economic Growth
<b>Manufactured and Intellectual</b> <ul style="list-style-type: none"><li>Properties in FILRT portfolio:<ul style="list-style-type: none"><li>Sixteen Grade A office buildings in Filinvest City, Alabang, Muntinlupa City</li><li>One Grade A building in Cebu</li><li>One prime lot in Boracay Island, Malay, Aklan</li></ul></li><li>Filinvest’s institutional knowledge and experience of almost 60 years in property development and management</li></ul>	<p>Adoption of the following investment criteria for asset infusion in the portfolio:</p> <p>Grade A office, retail, residential, hospitality and industrial properties in strategic locations;</p> <p>Three-year operating history with stable revenues</p> <p>Incorporation of sustainability principles in the design and operations of real estate assets</p>	<p>Property assets located in strategic locations in Muntinlupa, Cebu and Boracay</p> <ul style="list-style-type: none"><li>Gross leasable office space of 299,158 square meters</li><li>Gross leasable retail space of 2,204 square meters</li><li>Leasable prime lot with 29,086 square meters</li><li>81% average occupancy in 2024</li><li>75% contract renewal rate in 2024 expiring leases</li><li>Weighted average lease expiries of 7.26 years (incl. retail and Boracay lot)</li></ul>	<p>SDG 9 – Industry, Innovation and Infrastructure</p> <p>SDG 11 - Sustainable Cities and Communities</p>



Our Capitals	Business Model/ Process	Outputs and Outcomes	Contributions to UN SDGs
<b>Natural</b> <ul style="list-style-type: none"><li>High value properties in strategic locations where natural resources needed to sustain operations are available and adequate</li><li>Green building designs that feature energy and water efficiency, optimal resource use, people-centric amenities and resiliency towards natural risk events</li></ul>		<ul style="list-style-type: none"><li>LEED v4 Gold Certification for Neighborhood Development Plan for Filinvest City (location of 16 buildings)</li></ul>	SDG 9 – Industry, Innovation and Infrastructure
		<ul style="list-style-type: none"><li>Two LEED Gold, Six EDGE Level 1 and One EDGE Level 3 certified buildings</li><li>Responsible housekeeping which results in resource and energy efficiencies, reduced wastes and compliance with environmental laws</li><li>Filinvest City 360 Eco-Loop, an e-transport system and 2.2 km of pedestrian and bike paths, with multi-modal transport hub to connect with the rest of the metropolis</li><li>Green spaces with linear parks, river park and water garden occupying more than 30% of the total development.</li><li>Reduced energy consumption versus baselines (BAU) due to use of decentralized cooling, potentially reducing energy consumption by 40%</li><li>Compliance with all environmental permits and reportorial requirements. Zero environmental cases in 2023.</li></ul>	SDG 11 – Sustainable Cities and Communities SDG 13 – Climate Action SDG 14 – Life Under Water SDG 15 – Life on Land

Our Capitals	Business Model/ Process	Outputs and Outcomes	Contributions to UN SDGs
<b>Human</b> <ul style="list-style-type: none"><li>Filinvest’s strong and experienced cross-functional team of fund management, property development, marketing and leasing and property management professionals.</li><li>Competent accredited service providers from Filinvest’s supply chain</li></ul>		<p>Jobs generated and safe working spaces for tenants’ workforce, Filinvest employees and support staff</p> <ul style="list-style-type: none"><li>69 seconded talents of Filinvest Group involved with FILRT operations</li><li>65% females in the seconded workforce</li><li>5 service providers engaged for outsourced services, with 254 indirect jobs provided</li></ul>	SDG 8 – Decent Work and Economic Growth SDG 5 – Gender Equality SDG 3 – Good Health and Well Being
	<b>Relationship</b> <ul style="list-style-type: none"><li>Sponsor Filinvest Land’s trusted real estate brand has been a contributor to the growth of the nation and its economy for almost 60 years, helping millions of Filipinos achieve their dreams.</li><li>PEZA accreditation of all office properties in the portfolio</li></ul>	<p>Opportunity for members of the investing public to own high value properties that have recurring returns and stable growth</p> <ul style="list-style-type: none"><li>2,284 million shares owned by the public, equivalent to 46.68% of issued and outstanding shares</li><li>Total dividends paid in 2024: ₱0.253 per share</li><li>Annualized dividend yield of 8.6% based on 2024 closing price</li></ul>	SDG 8 – Decent Work and Economic Growth



# AMPLIFYING SUSTAINABILITY SOLUTIONS FOR GREATER IMPACT

Since its inception, FILRT has positioned itself as the Philippines’ pioneering sustainability-themed REIT, empowering lessees with office spaces designed to support and advance their own sustainability commitments. Through a combination of environmentally responsible infrastructure, efficient property management services, and proactive engagement with tenants, FILRT fosters a business ecosystem where sustainability is not just an option—it is a shared priority.

Sustainability is deeply embedded in FILRT’s business model. Its assets are developed with a holistic approach that integrates both infrastructure-driven and people-centric sustainability solutions. Energy and water efficiency measures reduce environmental impact, while green open spaces, pedestrian-friendly layouts, and seamless access to transportation and lifestyle options enhance the well-being of tenants and employee

n 2024, FILRT took its sustainability narrative to the next level by broadening the reach and impact of its existing initiatives. This includes maximizing the adoption of successful sustainability solutions, such as the full transition to renewable energy, and securing additional third-party green certifications. These certifications not only validate FILRT’s environmental, economic, social, and governance (EESG) performance but also reinforce its credibility and transparency among stakeholders.

As FILRT looks toward portfolio expansion by incorporating more non-office assets as part of its growth strategies, it remains committed to ensuring that the new properties align with the company’s sustainability principles. Every addition to the portfolio will be designed to contribute tangible, positive environmental and social impacts, further strengthening FILRT’s role in shaping a more sustainable and resilient built environment in the Philippines.

## Scope, Materiality and Stakeholder Engagement

This Report covers all operating assets under the portfolio under its direct management for the year 2024. This includes fifteen office buildings located in Northgate Cyberzone, Alabang and one office building in Cebu City. ESG information on the operations of the Capital One building is excluded as it is directly managed by the tenant. The Boracay lot is likewise excluded as it is leased by the hospitality group of Filinvest that reports its ESG performance in its own sustainability report.

Personnel involved in the management of FILRT’s assets are seconded from other entities in the Filinvest group, particularly Filinvest Land Inc. (FLI), FLI subsidiary Filinvest Cyberparks Inc. (FCI), the property management subsidiary Pro Office Works, Inc. (PWSI) and Filinvest Development Corporation

(FDC). FILRT does not have any direct employees. Indirect jobs generated are from the engagement of third-party service providers such as housekeeping, security and equipment maintenance. Extensive ESG narratives related to human capital are covered under the sustainability disclosures of its Sponsor, FLI, and its ultimate parent company, FDC.

FILRT’s main stakeholders are its providers of capital, lessees, Filinvest-seconded staff, third-party service providers, and its regulators. Being a sustainability-themed REIT, the environment is also tagged as one of its value-creating stakeholders.

In the analysis and review of material sustainability topics and stakeholder concerns, the following are recurring topics:

Stakeholder	Material Topics / Concerns	Engagement Channels and Responses
Shareholders, Investors and Lenders	Steady dividends and share price stability	Analysts’ briefings
		Press releases
	Infusion of additional assets to portfolio	Dedicated Investor Relations team
	Transparency and good governance	Company website
	Timely structured disclosures	
Lessees	Competitive lease rates	Customer survey forms
	Support facilities and utilities	One-on-one interactions with lessees to gather feedback and suggestions, and to address any concerns
	Enabling environment for ESG goals, e.g. renewable energy supply, circular economy solutions, environmental compliance, health and safety	Additional investments and partnerships for ESG solutions





Stakeholder	Material Topics / Concerns	Engagement Channels and Responses
Management Personnel	Balanced workload and benefits	Filinvest-wide HR programs on benefits and employee engagement
	Learning and career development	
	Occupational health and safety	Training programs on core, leadership and functional competencies in implementing individual development plans
Service Providers	Accreditation	Service level agreements
	Service quality	Transition to unified procurement, enterprise resource planning and financial reporting platforms across the Filinvest group
	On time payments	
Regulators	Compliance	Timely regulatory filings and renewals
	Taxes	Sustained accreditations
	Partnerships on Disaster Readiness	Continuous engagements (consultations and implementation partnerships) with local governments and regulators
Environment	Energy and water conservation and efficiency	Consistent and significant compliance with all environmental regulators
	Waste management	Green building designs and certifications
	Climate change mitigation and adaptation	Strategic partnerships for energy efficiency and low-carbon solutions (e.g. district cooling system, renewable electricity), water conservation (e.g. water reuse and recycling) and sustainable transport (e.g. e-jeeps)

Material Topics and Sustainability Framework

After carefully considering stakeholder inputs, FILRT has identified key material EESG topics and integrated them into a comprehensive sustainability framework aligned with that of its parent company, Filinvest Development Corporation (FDC). This report details FILRT’s performance across these critical areas, reinforcing its commitment to transparency and accountability.

To ensure continuous engagement, FILRT conducts regular information-sharing sessions and feedback-gathering discussions with its lessees—particularly those with sustainability commitments to their headquarters and stakeholders.

These interactions help align FILRT’s sustainability initiatives with tenant expectations, fostering a collaborative approach to achieving shared environmental and social goals.

As a sustainability-driven REIT, FILRT recognizes its responsibility to provide tenants with an enabling environment that supports their sustainability targets. By integrating green building features, efficient resource management, and ESG-aligned property management services, FILRT empowers its lessees to advance their own sustainability objectives while collectively contributing to a more sustainable future.

Material Sustainability Topics

Economic	Social	Environment	Governance
Direct and indirect jobs	Gender balance	Energy efficiency and conservation	Risk management
Business opportunities for vendors and service providers	Working conditions	Transition to a low carbon economy	Compliance
Dividends	Transport	Water efficiency and conservation	Emerging real estate-related policies (e.g. POGO)
Taxes paid	Health and safety	Waste management and circular economy solutions	Transparency in EESG performance
Trends in the real estate leasing industry	Employee development		
Operations efficiency	Disaster preparedness and resiliency	Green building design and third-party certifications	



FILRT is fully aligned with the Filinvest group’s sustainability framework and commitments, which are built around three core themes: Green, Inclusive, and Resilient. Each of these pillars is further reinforced by three strategic focus areas, ensuring a structured and comprehensive approach to

sustainability. This alignment enables FILRT to drive impactful initiatives that promote environmental stewardship, social responsibility, and long-term resilience, while delivering value to stakeholders and contributing to a sustainable future.

GREEN	INCLUSIVE	RESILIENT
We manifest responsibility towards the environment that provides ecosystem services which sustain our operations.	We aim to serve the unserved and underserved by providing innovative solutions and exploring where others are not. We create value for both shareholders and stakeholders. We champion equality and diversity in all aspects of operations.	We are ready for any future disruptions, challenges and opportunities that come our way.
<b>Green Design for Sustainable Communities</b>  We commit to developing green communities and infrastructure that feature designs that minimize negative impact and enhance positive impact, not only on the physical environment but also on people and communities.	<b>Serving the Unserved and Underserved</b>  We commit to finding new solutions to address the pain points of the unserved and underserved segments of society through innovations in delivering products and services.	<b>Resilient Assets</b>  We commit to retrofit existing assets and acquire or develop future assets to be resilient against all types of physical risk events such as climate-related or geological phenomena and manmade disruptions.
<b>Circular Economy</b>  We commit to maximize all opportunities in contributing to a circular economy where material resources are utilized in an efficient manner and kept useful for a long time, wastes are minimized and made useful, and natural systems are regenerated.	<b>Nurturing Talent – Equal Opportunities for Jobs, Development and Growth</b>  We commit to strengthening our human capital that will support our business growth aspirations, by nurturing capabilities and bringing out the best in our talents irrespective of background.	<b>Resilient Operations</b>  We commit to strengthening our capabilities in business continuity across the group, ensuring that our people are resilient to be able to serve customers well during disruptions, response capabilities across the Group are integrated, and operations protocols developed and regularly tested.
<b>Net Zero</b>  We commit to achieving net zero emissions in our value chain in the best practical way possible and at the soonest, in alignment with the country’s development strategy and climate change targets and timelines	<b>Engaging Communities</b>  We commit to listening to and engaging with all relevant stakeholders where we operate, so that we could work together to attain common goals.	<b>Agile Organization</b>  We commit to always look ahead and continually transform and strengthen our human capital, technical practices, business processes, culture and leadership so that the Group is ready to address current and emerging global and local risks and opportunities that have an impact on our long-term ability to create and deliver value for our stakeholders





# COMMITMENT TO BE GREEN

## Green that Grows Gold: Environmental Stewardship as a Growth Lever

Long before Environmental, Social, and Governance (ESG) principles gained widespread traction in the business sector over the past decade, Filinvest’s leadership had already been integrating sustainability solutions into its real estate developments. This forward-thinking approach was initially driven by a strong business case for operational efficiency. However, over time, the non-financial benefits of sustainability—such as environmental stewardship, social responsibility, and governance excellence—became central to FILRT’s long-term value proposition.

In 2021, FILRT was introduced as the Philippines’ first sustainability-themed Real Estate Investment Trust (REIT), reinforcing its commitment to responsible and future-ready developments. The distinct ESG-driven features of its office assets in Alabang captured the interest of both existing and prospective tenants—many of whom had also set ambitious sustainability targets. These businesses seek workspaces that actively support their ESG goals, spanning energy efficiency, water conservation, waste reduction, inclusivity, mobility solutions, and, more recently, the transition to a low-carbon economy.

Today, landlords and property developers who fail to align with these evolving tenant expectations face a growing business risk. This challenge, however, also presents a powerful opportunity. ESG-focused real estate is no longer just a brand sticker or compliance requirement—it is a key growth driver that attracts responsible, sustainability-conscious tenants.

By fostering an ecosystem where companies can thrive while reducing their environmental impacts, FILRT is helping to shape a sustainable and resilient business community for the future.

## Avoiding Greenwashing Through Third Party Certifications and Assurance

One of the most significant risks faced by an organization that embeds sustainability at its core is the threat of being accused of greenwashing. Such allegations can undermine its credibility, erode stakeholder trust, and dilute the impact of its ESG initiatives.

While FILRT has consistently published annual reports on its ESG performance since its launch in 2021, self-declared transparency alone is not enough. In an era of heightened scrutiny, stakeholders demand more than self-reported claims as they seek independent validation.

To ensure the integrity and reliability of its disclosures, FILRT recognizes the critical need for credible third-party assurance. By subjecting its sustainability reports to rigorous external verification, FILRT strengthens public confidence in its commitments, demonstrating that its ESG efforts are not just statements but measurable, verifiable actions that drive real impact.

A key short-term objective is to obtain third-party assurance for the annual sustainability reports of both FILRT and Filinvest Land, Inc., its sponsor. To lay the foundation for this, preparations are underway to enhance the organization’s ESG disclosure practices in anticipation of the 2025 reporting period as well as the impending revision of the SEC’s ESG disclosure specifications. Recognizing the importance of transparency and data integrity, Filinvest Development Corporation, the Filinvest group’s parent company, has proactively engaged an independent auditor to review the Group’s ESG data collection and consolidation protocols. This initiative is a crucial step toward strengthening the credibility of sustainability disclosures and aligning with global best practices in ESG reporting.

In recent years, FILRT has been committed to securing green building certifications from globally recognized organizations that set the benchmark for environmental best practices in real estate design and operations. This commitment ensures that its properties not only meet sustainability standards but also provide long-term value for tenants and investors.

Recently completed developments, such as Vector 3 and Axis Tower 1, integrated sustainability into their design from the outset, with designers working closely with third-party experts to achieve Leadership in Energy and Environmental Design (LEED) Gold certification. Meanwhile, older assets that have been in operation for some time undergo evaluation based on the Excellence in Design for Greater Efficiencies (EDGE) framework that was developed by the International Finance Corporation (IFC).

EDGE certification is measured against three key sustainability indicators: energy savings, water savings, and embodied carbon reduction. Buildings that achieve at least 20 percent savings in these areas qualify for Level 1 certification, while those

exceeding 20 percent savings earn Level 2 certification, signifying that they are Zero Carbon Ready.

After one year of continuous operation and at least 75 percent occupancy, Level 2-certified buildings may be further upgraded to Level 3 – Zero Carbon status, provided that all electricity consumed comes from 100 percent renewable sources.

Through these rigorous certifications, FILRT continues to demonstrate its leadership in sustainable real estate, ensuring that its properties remain environmentally responsible, energy-efficient, and aligned with global ESG standards.

As of the end of 2024, there are nine assets certified under green building criteria: two of them have LEED Gold and seven have secured EDGE certifications. An additional five buildings underwent comprehensive audit by EDGE experts in 2024 and the certifications are expected to be awarded in 2025. The EDGE-certified assets did not undergo any major building retrofits prior to the energy, water and carbon audits, attesting to the inherent green design of the buildings from the outset.

Asset	Green Building Certification	Year
Axis 1	LEED Gold v3	2017
Vector 3	LEED Gold v3	2016
Vector 2	EDGE Level 1	2022
Vector 1	EDGE Level 1	2022
Plaza A	EDGE Level 1	2023
Plaza D	EDGE Level 1	2023
Filinvest 3	EDGE Level 1	2023
Filinvest 2	EDGE Level 1	2023
Filinvest 1	EDGE Level 3 (Zero Carbon)	2024

In October 2024, the Filinvest One building received FILRT’s first Level 3 EDGE certification, also known as Zero Carbon, the highest of the three levels that attests to the carbon neutrality of the asset. This was achieved through the procurement of 100 percent renewable electricity (off-site). A Level 2 EDGE certification (Zero Carbon Ready) was awarded in the previous year.





By the end of 2024, a total gross floor area of 221,744 square meters have been certified under both LEED and EDGE. There are five more buildings with EDGE certifications pending as of the end of 2024. FILRT is on its way to being recognized as an EDGE Champion as it will soon exceed 200,000 square meters certified under EDGE.

In November 2024, FILRT was conferred the Environmental Stewardship Award by the Philippine Chamber of Commerce and Industry that organizes the Annual Excellence in Economy and Ecology (E3) Awards. The large panel of judges comprised of technical experts from government, academe, civil society and peers in the business sector appreciated not just the historical performance in environmental stewardship, but also the link of real world benefits to people as well as FILRT’s enthusiasm to adopt emerging best practices that will extend further the sustainability horizons of the company.

Magnifying the Transition to A Low Carbon Economy

As a sustainability champion that aligns with the Filinvest group’s aspiration to play a significant role in the transition to a low carbon economy, FILRT had adopted a two-pronged strategy to contribute to climate change mitigation: energy efficiency and the shift to renewable energy.

Energy efficiency solutions have long been a feature of the office building assets in FILRT. For almost a decade, the office buildings in Alabang have been benefiting from the exclusive services of a district cooling system (DCS) that was designed to reduce dependence on electricity by as much as 40 percent as it takes advantage of economies of scale.

A pre-pandemic (2019) study conducted by the Meralco Power Academy indicated that in a survey of office buildings in the Philippines, the median value of electricity use intensity was 202 KWH/m2/year.

The DCS in Alabang is the largest facility of its kind in the country which is a joint venture between Filinvest Land and ENGIE, a global energy player from France.

Within the building premises, all lighting fixtures at the common spaces have been converted to LED. Variable frequency drives for electromechanical equipment and energy recovery ventilators are also installed. Recently-completed buildings were designed to take advantage of natural lighting and passive ventilation where practicable. In 2024, the calculated electricity use intensity for the FILRT office portfolio was 192 KWh/sqm, based on total area leased.

In 2024, FILRT’s electricity use intensity was 192 KWH/m2, a 0.95% sideways movement from 2023.

Energy use intensity also moved sideways by 0.90% compared to 2023.

Since 2020, FILRT has transitioned its office buildings to consume electricity from renewable sources. An initial cohort of six buildings procured renewable electricity from the Retail Electricity Supply subsidiary of FDC Utilities, comprising a quarter of the total electricity consumption of the office building portfolio then. In 2023, the proportion of Alabang buildings that enjoyed renewables supply grew to 50 percent, accounting for nearly 45 percent of the total electricity consumption of the portfolio. By July 2024, all 16 office buildings under the property management of FILRT have converted to 100 percent renewable electricity supply. For the entire year of 2024, the KWH consumption of electricity from mixed sources (Meralco and FDC RES) significantly dropped by 51 percent compared to 2023. This contributed to a total Scope 2 GHG emissions avoidance of 21,601 tonnes CO2-e, increasing the percentage of avoided carbon by almost 56 percent.

In July 2024, all of FILRT’s managed office spaces in Alabang (14 of 15 buildings)—plus one in Cebu—have been enjoying 100% renewable sources for their electricity needs.

In 2024, FILRT’s Scope 2 GHG emissions was at 8,385 tonnes CO2-e, a 51 % decrease from 2023. The full year effect of the transition to renewables will be felt in 2025.

The total avoided Scope 2 indirect GHG emissions is 21,601 tonnes CO2-e.

Increase in Avoided Carbon due to adoption of renewables

	2022	2023	2024
% of electricity use that was sourced from renewables	38%	45%	72%
Avoided Scope 2 GHG emissions, based on consumed RE electricity (tonnes CO2-e/yr)	13,057	13,874	21,601

Greenhouse Gas Emissions (in tonnes CO2-e)

GHG Emissions	2022	2023	2024
Scope 1*	232	107	128
Scope 2 (common areas only)**	7,719	5,991	3,225
Scope 2 (total area)	34,241	17,068	8,385
Scope 3 ***	6,270	8,759	10,693
Scope 1, 2 & 3 (common area)	14,221	14,857	14,047
Scope 1, 2 & 3 (total area)	27,685	25,934	19,206
Scope 4 - Avoided GHG emissions due to RE consumption	13,057	13,874	21,601
GHG Intensity based on occupied/ leased area, in tonnes CO2-e/sqm	0.1127	0.1134	0.0875

\*Scope 1 due to stationary fuel consumption is 121 tonnes CO2-e and 6.95 tonnes CO2-e for vehicle fuel consumption. Previous years’ Scope 1 is due to stationary fuel consumption only.

\*\* Scope 2 uses emission factor of 0.7122 tonnes CO2-e per MWH, provided by DOE (2017). Updated emission factor for Philippine grid due to interconnection of Luzon/Visayas with Mindanao grid in 2023 is not yet published. Scope 2 does not include electricity sourced from renewables.

\*\*\* Scope 3 is due to the electricity used by the District Cooling System for the connected FILRT buildings. The DCS, a joint venture between Filinvest Land and ENGIE, is considered a third-party service provider to FILRT.





## Environmental Protection

While there has been significant focus on energy-related initiatives that address climate change impacts, FILRT also sustains its performance on other material environmental topics such as managing solid and liquid wastes. FILRT office buildings host the workplaces for thousands of people daily and there is a significant consumption of water and generation of solid wastes that need to be managed sustainably. The higher the occupancy rate, the higher the volume of waste generated.

FILRT office buildings have established materials recovery facilities at their back of house, in compliance with the provisions of the Ecological Solid Waste Management Act, or R.A. 9003. A private contractor is engaged to collect and dispose of residual wastes daily, after the onsite segregation of wastes by the tenants themselves as well as some

secondary segregation by the housekeeping teams at the back of house. There is an ongoing negotiation of partnership renewal with a third-party enterprise that specializes in circular economy innovations that utilize hard-to-recycle plastics into construction materials.

Hazardous wastes are donated to the ABS-CBN Bantay Kalikasan (BK) Programs on Bantay Baterya and Bantay Langis for used lead acid batteries and used oil, respectively. A certificate of treatment duly recognized by the environmental regulator is received from the industrial recycler partner of BK, along with a certificate of donation that is used for tax deductions. There are no longer any busted fluorescent bulbs generated onsite due to the conversion to LED lighting a few years ago.

Wastewater volumes are, at the front end, minimized through the use of low water consumption plumbing fixtures in the buildings. All sewage generated in the Alabang buildings are collected, conveyed and fully treated at the centralized sewage treatment plant of Filinvest City. The facility is currently undergoing an upgrade that will increase its reliability in complying with the revised effluent quality requirements of the environmental regulators. The upgrade will also increase the treatment capacity to 15 million liters per day to accommodate future increases in sewage generation.

An additional membrane-based filtration module is being installed to allow treated effluent to be further processed to yield potable water at a capacity of 10.5 million liters per day. This technology is similar to what is being deployed in Singapore to improve the water security of communities being served.

In 2024, a total of 13,368 m3 of effluent was reused for landscape irrigation and non-potable uses.

**In 2024, all of the wastewater generated in FILRT's managed office spaces in Alabang have been fully treated in Filinvest City's sewage treatment plant. 5% of the treated effluent was reused for landscape irrigation and non-potable use.**

The ESG Performance Index at the end of this report presents more detailed information on the environmental indicators of the FILRT-managed assets.



# ESG Performance Index

## (Environmental)

### Resource Management

Energy Consumption (GRI 302-1)	Unit	2022	2023	2024
Diesel	L	85,673	39,655	41,736
Electricity (renewable) - common area	KWH	5,108,971	6,624,488	10,254,389
Electricity (renewable) – total area	KWH	18,333,602	19,480,147	30,330,344
Electricity (non-renewable) - common area	KWH	10,838,663	8,411,601	4,528,753
Electricity (non-renewable) - total area	KWH	29,743,514	23,965,465	11,773,738
Electricity (RE & non-RE) – common area	KWH	15,947,634	15,036,089	14,783,142
Electricity (RE & non-RE) - total area	KWH	48,077,116	43,445,612	42,104,082
Electricity Use Intensity – total area KWH/leased area	KWH/m2	196	190	192

Energy Consumption (GRI 302-1)	Unit	2022	2023	2024
Diesel	GJ	3,307	1,530.7	1,611
Electricity (renewable) – common area	GJ	18,392	23,848	36,916
Electricity (renewable) – total area	GJ	66,001	70,129	109,189
Electricity (non-renewable) – common area	GJ	39,019	30,282	16,304
Electricity (non-renewable) – total area	GJ	107,077	86,276	42,385
Electricity (total) – common area	GJ	57,411	54,130	53,219
Electricity (total) - total area	GJ	173,078	156,404	151,575
Energy Use Intensity - total energy used/leased area)	GJ/m2	0.705	0.684	0.690

Energy Density conversion: Diesel –0.0386 GJ/L, Electricity – 0.0036 GJ/KWH

Water Withdrawal (GRI 303-3)	Unit	2022	2023	2024
Third-party water - total area	m3	342,152	399,712	409,375
Third-party water - common area	m3	287,936	327,691	329,663

Water Consumption (GRI 303-5)	Unit	2022	2023	2024
Fresh water + other water consumed	m3	88,566	211,149	169,237

Materials Used (GRI 301-1)	Unit	2022	2023	2024
Materials Used – steel	kg			
Materials Used – cement	kg	FILRT does not develop and construct assets. Assets infused into the FILRT portfolio are real estate assets that are already occupied and generating cash flow for several years.		
Percentage of recycled input materials used to manufacture the organization’s primary products and services	%			

Ecosystems and Biodiversity (GRI 304-1 & 304-3)	2022	2023	2024
	All of FILRT’s office buildings are located in highly urbanized areas where there is no immediate threat of human activity on biodiversity.		
Operational sites owned, leased in or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Boracay Island, where one of the FILRT properties is located, has been designated as a Water Quality Management and Conservation Area (WQMACA) by the environmental regulator through DENR DAO 2019-15. Although the island is not classified as a protected area under the NIPAS Act, the hotel lessee of the Boracay property complies with all environmental permits issued by the DENR regional office.		
Habitats protected or restored	See comment above. To date, Boracay’s WQMACA board has no published master plan for biodiversity conservation in the island.		
IUCN Red List species and national conservation list species with habitats in areas affected by operations	The FILRT asset locations are not known to be habitats for plant or animal species under the IUCN Red List.		



Environmental Impact Management

Greenhouse Gas Emissions (GRI 305-1, 305-2, 305-3, 305-6)	Unit	2022	2023	2024
Direct Emissions (Scope 1) –diesel	Tonnes CO2-e	232	107.3	128
Indirect Emissions (Scope 2) – purchased electricity, common areas only	Tonnes CO2-e	7,719.3	5,991	3,225
Indirect Emissions (Scope 2) – purchased electricity, total area	Tonnes CO2-e	34,241	17,068	8,385
Indirect Emissions (Scope 3) – due to DCS services	Tonnes CO2-e	6,270	8,759	10,693
Total GHG Emissions (Scope 1, 2 & 3) – common area	Tonnes CO2-e	14,221	14,857	14,047
Total GHG Emissions (Scope 1, 2 & 3) – total area	Tonnes CO2-e	27,685	25,934	19,206
Avoided GHG emissions	Tonnes CO2-e	13,057	13,874	21,601
GHG Intensity (Scope 1, 2 & 3 over leased area)	Tonnes CO2- e/m2	0.1127	0.1134	0.0875
Emissions of ozone-depleting substances (ODS)	Tonnes	Not reported	Not reported	Not reported

- Notes:
- Scope 2 applies only to the non-RE KWH consumption. By July 2024, all office buildings under FILRT property management have all transitioned towards electricity sourced from renewables.
  - GHG Intensity (GRI 305-4) is expressed in terms of tons of CO2 used by the year-round average area of occupied leasable space.
  - FILRT buildings connected to the District Cooling System consumed 17,801,271 TRH, or 85.45% of the total DCS output of 20,831,680 TRH in 2024. DCS consumed 14,858,314 KWH of electricity, of which 12,696,858 KWH is indirectly attributable to FILRT. The corresponding GHG emissions of DCS on behalf of FILRT is a Scope 3 disclosure for FILRT.
  - Diesel EF: 2.706 kg CO2 per liter
  - Luzon-Visayas Grid EF: 0.7122 tons CO2 per MWH

Air Pollutant Emissions (GRI 305-7)	Unit	2022	2023	2024
Nitrogen oxides (NOx)	Kg	Deemed immaterial. Standby gensets of buildings are operated only for a few minutes during preventive maintenance. There were no significant power failures in 2024 that necessitated the extended use of gensets in any of the properties.		
Sulfur oxides (SOx)	Kg			
Persistent Organic Pollutants (POP)	Kg	The DENR regulator no longer requires periodic emissions testing for gensets.		
Volatile organic compounds (VOC)	Kg			
Hazardous air pollutants (HAP)	Kg			

Solid Wastes Generation (GRI 306-3, 306-4, 306-5)	Unit	2022	2023	2024
Reusable	Tonnes	Nil	Nil	Nil
Recyclable	Tonnes	Nil	Nil	Nil
Composted	Tonnes	Nil	Nil	Nil
Residuals (landfilled)	Tonnes	1,859	1,509	1,534
Total	Tonnes	1,859	1,509	1,534

Hazardous Wastes (GRI 306-4, 306-5)	Unit	2022	2023	2024
Hazardous wastes generated	Kg	1,327	242	154
Hazardous waste transported and treated	Kg	0	5,950	0

Note: Hazardous wastes generated in 2024 cover only for busted fluorescent bulbs.

Effluents (GRI 303-4)	Unit	2022	2023	2024
Wastewater generated – total area	m³	286,595	33,008	296,379
Total volume of effluent discharge	m³	253,586	188,563	240,139
Total volume of effluent reused	m³	33,009	27,358	13,368
Percent of effluent recycled	m³	11.5%	8.22%	5%

Notes:

> Wastewater generation attributable to FILRT property operations are estimated as a fraction of the total water consumed by the FILRT-managed buildings. This fraction, or ‘return factor’, is the ratio between the measured wastewater influent flowrates into the centralized Filinvest City sewage treatment plant versus the total billed water volume of the entire Filinvest City. The return factor changes from year to year. The same approach applies to effluent discharge.

> Recycled effluent is treated wastewater that is used internally in STP operations as well as irrigation of public spaces within Filinvest City. The volume attributable to FILRT is based on the proportion of FILRT water consumption versus the total Filinvest City billed volume.

Environmental Compliance	Unit	2022	2023	2024
Total amount of monetary fines for non-compliance with environmental laws and/or regulations	PHP	0	0	0



# COMMITMENT TO BE INCLUSIVE

## Empowering All Stakeholders

As a provider of leased spaces, FILRT serves as more than just a landlord—it is an enabler of growth and progress for its stakeholders. Its impact extends beyond the businesses, both large and small, that rely on its spaces for operations. FILRT plays a vital role in the daily lives of countless individuals, including the employees of its tenants, the professionals within the Filinvest group, and the dedicated housekeeping, security, and maintenance personnel employed by third-party service providers. Those offering transportation services within and around the business campus likewise benefit from FILRT as the company helps sustain the ecosystem that supports economic activity and employment.

One of the most compelling aspects of the REIT model is its role in fostering financial inclusivity. Through FILRT, the dream of co-owning prime real estate—an asset class historically reserved for the privileged—becomes an attainable reality for ordinary Filipino retail investors. By providing an accessible, regulated, and transparent investment vehicle, FILRT empowers individuals to participate in the real estate market, enabling them to build wealth and secure their financial future in ways that were once out of reach.

## Inclusivity in Investing for the Ordinary Filipino

A Real Estate Investment Trust (REIT) provides everyday investors with the opportunity to own high-value assets and enjoy steady cash flows through guaranteed dividends without the complexities of

direct property. This innovative investment model empowers small-scale Filipino investors by offering them a reliable and accessible way to participate in the real estate market while benefiting from Filinvest's expertise and asset base.

In a country where many Filipinos remain disengaged from capital markets likely due to limited financial literacy, caution stemming from past investment scams, or a lack of accessible investment options, REITs serve as a game-changing solution. By offering a regulated and transparent pathway to co-own prime real estate with guaranteed dividends, this scheme breaks down financial barriers, making what was once an exclusive asset class available to the ordinary Filipino investor.

## Workplaces for Workers Who Live Nearby

One of the key advantages of FILRT's office properties in Alabang is their accessibility to a talent pool from the southern areas of Metro Manila. Alabang's proximity to the residential areas of Muntinlupa, Las Piñas, Parañaque, and Laguna allows employees to secure meaningful jobs without spending excessive time commuting, knowing that traffic congestion has long been a recurring pain point for the ordinary worker given the gaps in transport infrastructure in the highly urbanized National Capital Region.

By the end of 2024, there were 20,478 employees working for tenants of FILRT's Alabang offices and 4,349 in the Cebu building. Over the course of the year, the number of on-site workers in Alabang grew by 8.5 percent, an encouraging sign that the pandemic is over and onsite work has been slowly returning. This trend suggests that employers and

employees value having a dedicated workspace houtside their homes—one that supports human connections, boosts productivity, and contributes to mental well-being.

## Indirect Jobs Generated from Third Party Support Services

Beyond the employment opportunities created for its tenants' workforce, FILRT also generates a significant number of indirect jobs by engaging essential service providers that ensure seamless daily operations. The crew of these third-party service providers such as housekeeping, security and maintenance play a crucial role in maintaining the efficiency and security of FILRT's properties.

In 2024 alone, FILRT indirectly employed 214 people from five service providers. These vital roles not only support the smooth functioning of FILRT properties but also contribute to broader economic activity, reinforcing the Filinvest group's commitment to job creation and community development.

## Leveraging on the Human Capital Readiness of the Filinvest Group

FILRT operates with a unique organizational structure as it does not have direct employees. Instead, the 69 professionals driving its daily operations from marketing and leasing, finance, property management and asset management are seconded from various Filinvest business units. These individuals are fully covered by the Filinvest group's comprehensive human capital policies,

benefiting from the same strategies, programs and initiatives designed to foster professional growth, well-being and inclusivity.

At the core of Filinvest's corporate culture is a steadfast commitment to meritocracy and equal opportunity. The company embraces a gender-blind approach to hiring and promotion, ensuring that career advancement is based solely on competency and performance. This deeply ingrained philosophy has cultivated a diverse and empowered leadership team.

Reflecting this commitment to inclusivity, 54 percent of the current leaders assigned to FILRT are women, each with an extensive track record in business management and operations. Their leadership underscores Filinvest's dedication to fostering an environment where talent and expertise—not demographic factors—define success.

**In 2024, 54% of the Filinvest group employees deployed to manage FILRT were women. The Board of Directors has 3 women out of 7 directors, and the management (executives and manager) are composed of 67% women.**

For a deeper insight into Filinvest's career development programs, employee engagement initiatives, and overall human capital strategies, stakeholders are encouraged to refer to the sustainability disclosures of FILRT's sponsor, Filinvest Land, Inc. (FLI), and FLI's parent company, Filinvest Development Corporation (FDC).



# ESG Performance Index

## (Social and Economic)

### SOCIAL PERFORMANCE

#### Employee Management

Employee Hiring and Benefits (GRI 401-1)	2022			2023			2024		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total number of regular employees	FILRT does not have permanent employees but seconded talents from across the Filinvest group, particularly FDC, FLI and FLI subsidiary Pro Office Works and Filinvest Cyberzone, Inc. Human capital narratives are reported in the respective sustainability reports of listed companies FDC and FLI.								
Voluntary attrition rate	N/A								
Ratio of lowest paid employee against minimum wage	N/A								

#### Employee Training and Development

Employee Training and Development (GRI 404-1)	2022			2023			2024		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total training hours provided to employees	Training information for the seconded talents from the Filinvest Group are indicated in the respective sustainability reports of FDC and FLI.								
Average training hours provided to employees									

#### Labor Management Relations

Labor Management Relations	2022			2023			2024		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
% of employees covered by Collective Bargaining Agreement	N/A								
Number of consultations conducted with employees concerning employee related policy	N/A								

#### Diversity and Equal Opportunity

Diversity and Equal Opportunity (GRI 405-1)	2022			2023			2024		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
% of Filinvest - seconded employees, by gender	54	37%	63%	51	37% [19]	63% [32]	69	35% [24]	65% [45]
Number of employees from indigenous communities and/or vulnerable sector	0			0			0		

#### Workplace Conditions and Occupational Health and Safety

Occupational Health and Safety (GRI 403-9, 403-10)	2022		2023		2024	
Safe manhours (Filinvest employees)	219,373		183,167		195,163	
Safe manhours (service providers)	No disclosure		1,361,807		1,457,302	
Number of work-related injuries	0		0		0	
Number of work-related fatalities	0		0		0	
Number of work-related ill-health	0		0		0	
Number of safety drills	35		12		7	

#### Labor Standards and Human Rights

Labor Laws and Human Rights	2022		2023		2024	
Policies that explicitly disallow violations of labor laws and human rights (e.g. harassment, bullying in the workplace)	4		4		4	
Number of legal actions or employee grievances involving forced or child labor	0		0		0	

Note: These are policies and regulations adopted by FLI and its subsidiaries, as well as the FDC parent.



Relationship with Community

Significant Impact on Local Communities (GRI 313-1)	2022	2023	2024
For operations affecting IPs, total number of Free and Informed Prior Consent (FPIC) consultations and Certification Preconditions (CPs) secured	FILRT’s Alabang and Cebu operations are in urban areas where there is not a significant presence of indigenous communities.  The Ati, an indigenous tribe from Panay, have a presence in the island of Boracay but not in the immediate vicinity of the FILRT-owned property.		

Customer Management

Customer Satisfaction	2022	2023	2024
Customer Satisfaction Score	FILRT has regular feedback mechanisms with its tenants where specific contractual, operational and ESG issues are discussed, but due to the relatively small number of business-to-business clients, satisfaction surveys are deemed not applicable.		

Product Service Health and Safety (GRI 416-2)	2022	2023	2024
Number of substantiated complaints on product or service health and safety	N/A	N/A	N/A
Number of complaints addressed	N/A	N/A	N/A

Marketing and Labeling (GRI 417-2, 417-3)	2022	2023	2024
Number of substantiated complaints on marketing and labeling	N/A	N/A	N/A
Number of complaints addressed	N/A	N/A	N/A

Customer Privacy (GRI 418-1)	2022	2023	2024
Number of substantiated complaints on customer privacy	0	0	0
Number of complaints addressed	0	0	0
Number of customers, users and account holders whose information is used for secondary purposes	0	0	0

Data Security and Privacy

Data Security (GRI 418-1)	2022	2023	2024
Number of complaints addressed	0	0	0

ECONOMIC PERFORMANCE

Direct Economic Value Generated and Distributed (GRI 201-1)	2022 (Million PHP)	2023 (Million PHP)	2024 (Million PHP)
Direct economic value generated (revenue)	3,239.6	2,990.0	2,843.6
Direct economic value distributed			
A. Operating costs	1,228.0	1,285.2	1,186.7
B. Employee wages and benefits*	-	-	-
C. Payments to suppliers and other operating costs	213.0	181.2	181.6
D. Dividends given to stockholders and interest payments to lenders (does not include principal debt payments)	1,976.7	1,390.0	1,237.9
E. Taxes paid to government	141.2	161.1	158.7

\*FILRT does not have direct employees. The salaries and benefits of Filinvest-seconded personnel are covered in the sustainability disclosures of Sponsor FLI and parent company FDC.



## Procurement Practices

Proportion of Spending on Local Suppliers (GRI 204-1)	2022	2023	2024
Percentage of procurement budget used for significant locations of operations that is spent on local suppliers	98.11%	99.16%	81.40%

## Anti - Corruption

Training on Anti-Corruption Policies and Procedures (GRI 205-2)	2022	2023	2024
Percentage of employees who have received written communication about corporate anti-corruption policies and procedures	0%	0%	0%
Percentage of business partners who have received written communication about corporate anti-corruption policies and procedures	0%	0%	0%
Percentage of directors and management who have received anti-corruption training	100%	100%	100%
Percentage of employees who have received anti-corruption training	100%	100%	100%

Incidents of Corruption (GRI 205-3)	2022	2023	2024
Number of incidents in which directors were removed or disciplined for corruption	0	0	0
Number of incidents in which employees were dismissed or disciplined for corruption	0	0	0
Percentage of employees who have received anti-corruption training	0	0	0

# COMMITMENT TO BE RESILIENT

FILRT's ability to create and sustain value, particularly in the Philippine context—where natural calamities and external disruptions pose constant challenges—is deeply rooted in a holistic approach to resilience. This commitment extends across three critical dimensions: the resilience of its real estate assets, the operational continuity of its property management, and the agility of the Filinvest organization and its people.

## Resilience of Assets

FILRT integrates resilience into the very foundation of its real estate developments. From structural integrity designed to withstand earthquakes and extreme weather conditions to energy-efficient and sustainable building systems, each property is built with long-term durability and adaptability in mind. Green building certifications, such as LEED and EDGE, further enhance environmental sustainability while improving disaster preparedness.

## Resilience of Operations

Beyond the physical structures, FILRT ensures that its operations can endure and recover quickly from disruptions. The property management team has robust contingency plans, covering emergency response, business continuity, and crisis management. Redundant power systems, flood mitigation measures, and smart building technologies all contribute to ensuring minimal disruption to tenants and stakeholders in times of crisis.

## Agility of the Organization for Sustainable Growth

At the heart of FILRT's resilience is the agility of the Filinvest organization and its people. The company fosters a culture of adaptability, enabling teams to respond swiftly to changes in market dynamics,

regulatory shifts, and unforeseen disruptions. Whether navigating economic downturns, shifting workplace trends, or the global push towards sustainability, Filinvest remains proactive in transforming challenges into opportunities for innovation and growth.

Through this multi-faceted approach to resilience, FILRT not only safeguards its assets and operations but also strengthens its commitment to its tenants, investors and stakeholders. At the core of its strategy remains an unwavering dedication to serving customer needs. The company ensures that, even in the face of disruption, FILRT stands strong, ready to evolve, and prepared to lead in an ever-changing world.

To enhance the future-readiness and resilience of the Filinvest group against disruptions, a series of strategic change initiatives have been implemented. These initiatives are designed to strengthen governance, foster seamless collaboration, and enable faster, more agile execution across business units.

To drive these efforts, executive and functional councils have been established, creating a platform for standardized policies, streamlined procedures, and collective decision-making. These councils ensure that key strategies are aligned across the organization, and risks are identified and managed, thus reinforcing accountability and strategic cohesion.

Additionally, shared services functions are being consolidated to improve operational efficiency, eliminate redundancies, and optimize resource allocation. By centralizing critical support functions, Filinvest enhances its ability to respond swiftly to emerging challenges while maintaining a strong foundation for sustainable growth.

Through these transformative initiatives, Filinvest is positioning itself to navigate an increasingly complex business environment with resilience, efficiency and agility.



A low-angle, upward-looking photograph of modern skyscrapers. The building on the left features a facade of dark, horizontal slats. The sky is a pale, overcast blue. A large, semi-transparent red triangle is overlaid on the right side of the image, pointing upwards. The text 'CORPORATE GOVERNANCE' is written in white, bold, sans-serif capital letters across the red area. Some tree branches with green and yellowing leaves are visible in the upper right corner.

# CORPORATE GOVERNANCE



# CORPORATE GOVERNANCE REPORT

Filinvest REIT Corp. (“FILRT” or the “Corporation”) commits to the principles and best practices of good corporate governance. It has in place its Revised Manual for Corporate Governance (the “Revised Manual”) to ensure its compliance with the leading practices on good corporate governance and related issuances of the Philippine Securities and Exchange Commission (SEC). FILRT has also complied with the regulatory requirements of the Philippine Stock Exchange (PSE) for publicly-listed companies.

## Compliance with Best Practices on Corporate Governance

For year 2024, FILRT complied with the PSE and the SEC regulatory requirements. There is no known material deviation from the Company’s Revised Manual on Corporate Governance.

In particular, FILRT wishes to highlight the following:

- a. the election of three (3) independent directors to the Board of Directors (“Board”);
- b. the appointment of the members of the Executive Committee, Audit and Risk Management Oversight Committee, Corporate Governance Committee, Compensation Committee, and Related-Party Transaction Committee;
- c. the conduct of regular board meetings and special meetings, the faithful attendance of the directors at these meetings and their proper discharge of duties and responsibilities as such directors;
- d. the submission of the Corporation’s Sustainability Report;
- e. the timely submission to the SEC of reports and disclosures required under the Real Estate Investment Trust (REIT) Act and its Implementing Rules and Regulations (IRR), Securities Regulation Code (SRC) and the PSE Listing and Disclosure Rules;
- f. the adoption of the updated Enterprise Risk Management Policy;
- g. the appointment of its Chief Audit Executive (CAE);
- h. the adoption of the Internal Audit Charter;
- i. the adoption of the Amended Related Party Transaction Policy;
- j. FILRT’s adherence to national and local laws pertaining to its operations;
- k. the observance of applicable accounting standards by FILRT;
- l. the conduct of annual corporate governance seminar attended to by its directors and officers; and
- m. the continuous enhancement of FILRT’s website to provide our shareholders and stakeholders with ease of reference to our corporate governance policies.

In order to keep abreast of best practices in corporate governance, the Corporation requires the members of the Board, its officers and top-level management to attend and participate in seminars on corporate governance conducted by SEC-accredited institutions. In this connection, the directors and officers of FILRT attended the Annual Corporate Governance Training conducted by the Center for Global Best Practices last December 10, 2024.

The Corporation continuously reviews its Corporate Governance practices, including its Revised Manual, to ensure that it reflects the current best practices on good corporate governance. FILRT welcomes proposals, especially from institutions and entities such as the SEC, PSE and Institute of Corporate Directors (“ICD”), to improve corporate governance.

FILRT was among the honorees at the Golden Arrow Awards presented on September 19, 2024 by the ICD. FILRT was recognized as one of the top performing publicly-listed companies in the Philippines based on the ASEAN Corporate Governance Scorecard (ACGS) 2023 results. The ACGS is used to assess and rank the corporate governance performance of publicly listed companies in six participating ASEAN countries, namely: Indonesia, Philippines, Malaysia, Vietnam, Singapore and Thailand using publicly available information.

## Board of Directors

Leading the practice of good corporate governance is the Board. The Board of FILRT is firmly committed to the adoption of and compliance with the best practices in corporate governance as well as the observance of all relevant laws, regulations and ethical business practices.

## Nominations and Voting for the Board of Directors

The members of the Board are elected during the annual stockholders’ meeting. The stockholders, minority or otherwise, of FILRT may nominate individuals to be members of the Board. FILRT respect and recognizes the right of minority shareholders to nominate directors.

The Corporate Governance Committee, acting as the Nominations Committee, receives nominations for directors as may be submitted by the stockholders. After the deadline for the submission thereof, the Corporate Governance Committee meets to evaluate the qualifications as well as grounds for disqualification, if any, of the nominees based on the criteria set forth in FILRT’s Revised Manual, the REIT Act and its IRR, the SRC and related issuances by the SEC. All nominations shall be signed by the nominating stockholders together with the acceptance and conformity by the would-be nominees. The Corporate Governance Committee shall then prepare a Final List of Candidates enumerating the nominees who passed the screening. The name of the person or group of persons who recommended the nominees for independent directors shall be disclosed along with their relationship with such nominees.

Only nominees whose names appear on the Final List of Candidates shall be eligible for election as directors. No other nomination shall be entertained after the Final List of Candidates shall have been prepared. No further nomination shall be entertained or allowed on the floor during the annual stockholders’ meeting.

It shall be the responsibility of the Chairman of the annual stockholders’ meeting to inform all stockholders in attendance of the mandatory requirement of electing independent directors. He shall ensure that independent directors are elected during the annual stockholders’ meeting. Specific slots for independent directors shall not be filled up by unqualified nominees. In case of failure of election for independent directors, the Chairman of the meeting shall call a separate election during the same meeting to fill up the vacancy.

A stockholder may vote such number of shares for as many persons as there are directors to be elected. He may cumulate said shares and give one candidate as many votes as the number of directors to be elected multiplied by the number of his shares, or he may distribute them on the same principle among as many candidates as he shall see fit; Provided, that the total number of votes cast by him shall not exceed the number of shares owned by him as shown in the books of FILRT multiplied by the whole number of directors to be elected.

The directors of FILRT are elected at the annual stockholders’ meeting, to hold office until their respective successors have been duly appointed or elected and qualified. Vacancies in the Board occurring mid-term are filled as provided in the Revised Corporation Code (“RCC”) and FILRT’s Revised Manual. Officers and committee members are appointed or elected by the Board of Directors typically at its first meeting following the annual stockholders’ meeting, each to hold office until their successor shall have been duly elected or appointed and qualified.



Independent Directors

Before the annual stockholders’ meeting, a stockholder of FILRT may nominate individuals to be independent directors, taking into account the following guidelines:

- A. An Independent Director (“ID”) is a person who, apart from his fees and shareholdings, is independent of management and free from any business or other relationship which could, or could reasonably be perceived to, materially interfere with his exercise of independent judgement in carrying out his responsibilities as director in any corporation that meets the requirements of Section 17.2 of the SRC and includes, among others, any person who:

i. Is not, or has not been a senior officer or employee of FILRT unless there has been a change in the controlling ownership of FILRT;

ii. Is not, and has not been in the two (2) years immediately preceding the election, a director of FILRT; a director, officer, employee of FILRT’s subsidiaries, associates, affiliates or related companies; or a director, officer, employee of FILRT’s substantial shareholders and its related companies, except when the same shall be an independent director of any of the foregoing;

iii. Has not been appointed in FILRT, its subsidiaries, associates, affiliates or related companies as Chairperson “Emeritus,” “ExOfficio” Directors/Officers or Members of any Advisory Board, or otherwise appointed in a capacity to assist the Board in the performance of its duties and responsibilities within two (2) years immediately preceding his election;

iv. Is not an owner of more than two percent (2%) of the outstanding shares of FILRT, its subsidiaries, associates, affiliates or related companies;

v. Is not a relative of a director, officer, or substantial shareholder of FILRT or any of its related companies or of any of its substantial shareholders. For this purpose, relatives include spouse, parent, child, brother, sister and the spouse of such child, brother or sister;

vi. Is not acting as a nominee or representative of any director of FILRT or any of its related companies;

vii. Is not a securities broker-dealer of listed companies and registered issuers of securities. “Securities broker dealer” refers to any person holding any office of trust and responsibility in a broker-dealer firm, which includes, among others, a director, officer, principal shareholder, nominee of the firm to the Exchange, an associated person or salesman, and an authorized clerk of the broker or dealer;

viii. Is not retained, either in his personal capacity or through a firm, as a professional adviser, auditor, consultant, agent or counsel of FILRT, any of its related companies or substantial shareholder, or is otherwise independent of Management and free from any business or other relationship within the two (2) years immediately preceding the date of his election;

ix. Does not engage or has not engaged, whether by himself or with other persons or through a firm of which he is a partner, director or substantial shareholder, in any transaction with FILRT or any of its related companies or substantial shareholders, other than such transactions that are conducted at arm’s length and could not materially interfere with or influence the exercise of his independent judgment within the two (2) years immediately preceding the date of his election;

x. Is not affiliated with any non-profit organization that receives significant funding from FILRT or any of its related companies or substantial shareholders; and

xi. Is not employed as an executive officer of another Corporation where any of FILRT’s executives serve as directors.

B. When used in relation to FILRT subject to the requirements above:

i. “Related company” means another company which is: (a) its holding company, (b) its subsidiary, or (c) a subsidiary of its holding company; and

ii. “Substantial shareholder” means any person who is directly or indirectly the beneficial owner of more than ten percent (10%) of any class of its equity security.
- A. An independent director of FILRT shall have the following qualifications:

i. He shall have at least one (1) share of stock of FILRT;

ii. He shall be at least a college graduate or he shall have been engaged in or exposed to the business of FILRT for at least five (5) years;

iii. He shall possess integrity/probity; and

iv. He shall be assiduous.

B. He shall likewise be disqualified during his tenure under the following instances or causes:

i. He becomes an officer or employee of FILRT, or no longer qualifies based on the definition of an “Independent Director” indicated above;

ii. His beneficial security ownership exceeds 10% of the outstanding capital stock of FILRT;

iii. He fails, without any justifiable cause, to attend at least 50% of the total number of board meetings during his incumbency unless such absences are due to grave illness or death of an immediate family member; or

iv. If he becomes disqualified under any of the grounds stated in FILRT’s Revised Manual.

C. Pursuant to SEC Memorandum Circular No. 9, Series of 2011, as amended by SEC Memorandum Circular No. 04, Series of 2017, the following additional guidelines shall be observed in the qualification of individuals to serve as independent directors:

i. There shall be no limit in the number of covered companies that a person may be elected as Independent Director, except in business conglomerates where an independent director can be elected to only five (5) companies of the conglomerate, i.e., parent company, subsidiary or affiliate;

ii. The independent director shall serve for a maximum cumulative term of nine (9) years;

iii. After this, the independent director shall be perpetually barred from re-election as such in the same company, but may continue to qualify as non-independent director;

iv. In the instance that a company wants to retain an independent director who has served for nine (9) years, the Board should provide meritorious justification/s and seek shareholders’ approval during the annual shareholders’ meeting; and

v. The reckoning of the cumulative nine-year term is from 2012.

Members of the Board of Directors, Attendance and Committee Memberships

The following table lists down the members of the Board of Directors and their attendance in Board Meetings in 2024:

2024 Board of Directors Attendance in Board Meetings

Board	Name	No. of Meetings Held during the year	Meetings Attended/ Held	% Attendance
Chairman	Joseph M. Yap**	5	5	100%
Chairperson	Lourdes Josephine Gotianun Yap*	1	1	100%
Member	Maricel Brion-Lirio	6	6	100%
Member	Francis Nathaniel C. Gotianun*	1	1	100%

63



Board	Name	No. of Meetings Held during the year	Meetings Attended/ Held	% Attendance
Member	Rhoda A. Huang**	5	4	80%
Member	Tristaneil D. Las Marias	6	6	100%
Independent Director	Virginia T. Obcena	6	6	100%
Independent Director	Val Antonio B. Suarez	6	6	100%
Independent Director	Gemilo J. San Pedro*	1	1	100%
Independent Director	Ramon P.D. Dizon**	5	5	100%

\* Lourdes Josephine Gotianun Yap, Francis Nathaniel C. Gotianun and Gemilo J. San Pedro ceased to be directors on April 17, 2024.  
\*\* Joseph M. Yap, Rhoda A. Huang and Ramon P.D. Dizon were elected as new directors during the 2024 Annual Stockholders’ Meeting held on April 17, 2024.

Committee Membership

Listed below are the memberships of each director in the Board Committees:

Name	Position/Board Committees
Joseph M. Yap	Chairman – Executive Committee Member – Compensation Committee
Maricel Brion-Lirio	Member – Executive Committee
Tristaneil D. Las Marias	Member – Executive Committee
Rhoda A. Huang	Member – Executive Committee
Virginia T. Obcena	Chairperson – Audit & Risk Management Oversight Committee Member – Compensation Committee Member – Related-Party Transaction Committee Member – Corporate Governance Committee
Val Antonio B. Suarez	Member – Audit & Risk Management Oversight Committee Chairman – Corporate Governance Committee Chairman – Compensation Committee Member – Related-Party Transaction Committee
Ramon P.D. Dizon	Member – Audit & Risk Management Oversight Committee Member – Corporate Governance Committee Member – Compensation Committee Chairman – Related-Party Transaction Committee

Duties and Responsibilities of the Board Committees

Audit and Risk Management Oversight Committee

The Board constituted an Audit and Risk Management Oversight Committee composed of at least three (3) non-executive director-members with accounting and financial background, the majority of whom should be independent directors, including the Chairperson. At least one member of the committee must have relevant thorough knowledge and experience on risk and risk management.

The Audit and Risk Management Oversight Committee shall have the following duties and responsibilities

Internal Audit

- a. Recommend the approval of the Internal Audit (“IA”) Charter, which formally defines the responsibilities, powers and authority of the IA Department, the audit plan of the IA Department, as well as oversees the implementation of the IA Charter;
- b. Through the IA Department, monitor and evaluate the adequacy and effectiveness of the corporation’s internal control system, integrity of financial reporting, and security of physical and information assets;
- c. Oversee the IA Department, and recommend the appointment and removal of an IA head as well as his qualifications, and grounds for appointment and removal. The Audit Committee should also approve the terms and conditions for outsourcing internal audit services, if applicable;
- d. Establish and identify the reporting line of the Internal Auditor to enable him to properly fulfill his duties and responsibilities. For this purpose, he should directly report to the Audit Committee;
- e. Monitor the management’s responsiveness to the Internal Auditor’s findings and recommendations;
- f. Prior to the commencement of the audit, discuss with the External Auditor the nature, scope and expenses of the audit, and ensure the proper coordination if more than one audit firm is involved in the activity to identify proper coverage and minimize duplication of efforts;
- g. Evaluate and determine the non-audit work, if any, of the External Auditor, and periodically review the non-audit fees paid to the External Auditor in relation to the total fees paid and the corporation’s overall consultancy expenses. The Audit Committee should disallow any non-audit work that will conflict with the duties of an External Auditor or may pose a threat to his/her independence. The non-audit work, if allowed, should be disclosed in the corporation’s Annual Report and Annual Corporate Governance Report;
- h. Review and approve the Interim and Annual Financial Statements before their submission to the Board, with particular focus on the following matters:
  - Any change/s in accounting policies and practices
  - Areas where a significant amount of judgment has been exercised
  - Significant adjustments resulting from the audit
  - Going concern assumptions
  - Compliance with accounting standards
  - Compliance with tax, legal and regulatory requirements
- i. Review the recommendation in the External Auditor’s management letter;
- j. Establish standard for the selection of and assess the integrity and independence of the External Auditor, as well as review and monitor the External Auditor’s suitability and effectiveness on an annual basis;
- k. Perform oversight functions over the corporation’s Internal and External Auditors and ensure their integrity and independence and unrestricted access to all records, properties and personnel to enable them to perform their respective audit functions taking into consideration relevant Philippine professional and regulatory requirements;
- l. Coordinate, monitor and facilitate compliance with laws, rules and regulations;
- m. Recommend to the Board the appointment, reappointment, removal and fees of the External Auditor, duly accredited by the Commission, who undertakes an independent audit of the corporation, and provides an objective assurance on the manner by which the financial statements should be prepared and presented to the shareholders;
- n. Evaluate on an ongoing basis existing relations between and among businesses and counterparties to ensure that all related parties are continuously identified, Related Party Transactions (“RPT”) are monitored, the Related Party Registry is updated to capture subsequent changes in relationships with counterparties (from non-related to related and vice versa);



- o. In case of the absence of a Related Party Transaction (RPT) Committee, evaluate all RPTs to ensure that these are not undertaken on more favorable economic terms (e.g., price, commissions, interest rates, fees, tenor, collateral requirement) to such related parties than similar transactions with non-related parties under similar circumstances and that no corporate or business resources of the Corporation are misappropriated or misapplied;
- p. Meet internally and with the Board at least once every quarter without the presence of the CEO or other Management team members, and periodically meet with the head of the IA.

### Risk Management

- a. Develop a formal ERM plan which contains the following elements: (a) common language or register of risks, (b) well-defined risk management goals and objectives, (c) uniform processes of assessing risks and developing strategies to manage prioritized risks, (d) designing and implementing risk management strategies, and (e) continuing assessments to improve risk strategies, processes and measures;
- b. Oversee the implementation of the ERM plan. The committee conducts regular discussions on the Corporation's prioritized and residual risk exposures based on regular risk management reports and assesses how the concerned units or offices are addressing and managing these risks;
- c. Evaluate the risk management plan to ensure its continued relevance, comprehensiveness and effectiveness. The committee should revisit defined risk management strategies, look for emerging or changing material exposures, and keep abreast of significant developments that seriously impact the likelihood of harm or loss;
- d. Advise the Board on its risk appetite levels and risk tolerance limits;
- e. Review at least annually the Corporation's risk appetite levels and risk tolerance limits based on changes and developments in the business, the regulatory framework, the external economic and business environment, and major events which may have occurred in the Corporation;
- f. Assess the probability of each identified risk becoming a reality and estimate its possible significant financial impact and likelihood of occurrence. Priority areas of concern are those risks that are the most likely to occur and to impact the performance and stability of the corporation and its stakeholders;
- g. Oversee the management's activities in managing credit, market, liquidity, operational, legal and other risk exposures of the corporation. This function includes regularly receiving information on risk exposures and risk management activities from management; and
- h. Report to the Board, on a regular basis, or as deemed necessary, the Corporation's material risk exposures, the actions taken to reduce the risks, and recommends further action or plans, as necessary.

### Compensation Committee

The Board constituted a Compensation Committee composed of at least three (3) director-members. The Chairperson of the Committee shall be an independent director.

#### Duties and Responsibilities:

- a. Establish a formal and transparent procedure for developing a policy on executive remuneration and for fixing the remuneration packages of corporate officers and directors, and provide oversight over remuneration of senior management and other key personnel ensuring that compensation is consistent with the Corporation's culture, strategy and control environment;
- b. Designate amount of remuneration, which shall be in a sufficient level to attract and retain directors and officers who are needed to run the Corporation successfully;
- c. Establish a formal and transparent procedure for developing a policy on executive remuneration and for fixing the remuneration packages of individual directors, if any, and officers;

- d. Develop a form on Full Business Interest Disclosure as part of the pre-employment requirements for all incoming officers, which, among others, compel all officers to declare under the penalty of perjury all their existing business interests or shareholdings that may directly or indirectly conflict in their performance of duties once hired;
- e. Disallow any director to decide his or her own remuneration;
- f. Provide in the Corporation's annual reports, information and proxy statements a clear, concise and understandable disclosure of compensation of its executive officers for the previous fiscal year and ensuing year; and
- g. Review the existing Human Resources Development or Personnel Handbook, to strengthen provisions on conflict of interest, salaries and benefits policies, promotion and career advancement directives and compliance of personnel concerned with all statutory requirements that must be periodically met in their respective posts.

### Corporate Governance Committee

The Corporate Governance Committee shall assist the Board in fulfilling its corporate governance and compliance responsibilities. The Committee shall be composed of at least three (3) director-members, majority of whom shall be independent directors, including the Chairperson.

#### Duties and responsibilities:

- a. Oversee the implementation of the corporate governance framework and periodically reviews the said framework to ensure that it remains appropriate in light of material changes to the corporation's size, complexity of operations and business strategy, as well as its business and regulatory environments;
- b. Oversee the periodic performance evaluation of the Board and its committees as well as the executive management, and conduct an annual evaluation of the said performance;
- c. Ensure that the results of the Board evaluation are discussed, and that concrete action plans are developed and implemented to address the identified areas for improvement;
- d. Recommend the continuing education/training programs for directors, assignment of tasks/projects to board committees, succession plan for the board members and senior officers, and remuneration packages for corporate and individual performance;
- e. Adopt corporate governance policies and ensure that these are reviewed and updated regularly, and consistently implemented in form and substance;
- f. Propose and plan relevant training for the members of the Board;
- g. Act as a nomination committee and determine the nomination and election process for the Corporation's directors and define the general profile of board members that the Corporation may need, and ensure that appropriate knowledge, competencies and expertise that complement the existing skills of the Board are adopted as standards and criteria for nomination and election;
- h. Establish a formal and transparent procedure for determining the remuneration of directors and officers that is consistent with the corporation's culture and business strategy as well as the business environment in which it operates; and
- i. Review and evaluate the qualifications of all persons nominated to the Board, as well as those nominated to other positions requiring appointment by the Board, and provide assessment on the Board's effectiveness in directing the process of renewing and replacing the Board's members.

The Corporate Governance Committee shall also serve as the Nominations Committee. It shall review and evaluate the qualifications of all persons nominated to the board as well as those nominated to other positions requiring appointment by the Board and assess the effectiveness of the Board's process and procedures in the election or replacement of directors.



Related-Party Transaction Committee

The Related Party Transaction Committee is composed of at least three (3) non-executive directors, two (2) of whom must be independent, including the Chairperson of the Committee.

The Related Party Transaction Committee has the following duties and responsibilities:

- Conduct continuous evaluation and monitoring of existing relations among counterparties to ensure that all related parties are identified, RPTs are monitored, and subsequent changes in relationships with counterparties (from non-related to related and vice versa) are captured. Related parties, RPTs and changes in relationships should be reflected in the relevant reports to the Board and the SEC;
  - Evaluate all material RPTs to ensure that these are transacted on an arm’s length basis and that no corporate or business resources of the Corporation are misappropriated or misapplied, and to determine any potential reputational risk issues that may arise as a result of or in connection with the transactions.
- In evaluating RPTs, the Committee may take into account the following:
- The related party’s relationship to the Corporation and interest in the transaction;
  - The material facts of the proposed RPT, including the proposed aggregate value of such transaction;
  - The benefits to the Corporation of the proposed RPT;
  - The availability of other sources of comparable products or services; and
  - An assessment of whether the proposed RPT is on terms and conditions that are comparable to the terms generally available to an unrelated party under similar circumstances. The Corporation should have an effective price discovery system in place and exercise due diligence in determining a fair price for RPTs.
- Ensure that appropriate disclosure is made to the regulating and supervising authorities relating to the Corporation’s RPT exposures, and policies on conflicts of interest or potential conflicts of interest;
  - Report to the Board, on a regular basis, the status and aggregate exposures to each related party, as well as the total amount of exposures to all related parties;
  - Ensure that transactions with related parties, including write-off of exposures, are subject to a periodic independent review or audit process; and
  - Oversee the implementation of the system for identifying, monitoring, measuring, controlling, and reporting RPTs, including a periodic review of RPT policies and procedures

2024 Board of Directors Attendance in Committee Meetings

Board Committees and Members	No. of Meetings Held	Meetings Attended	% Attendance
Executive Committee			
Joseph M. Yap**	2	2	100%
Maricel Brion-Lirio	2	2	100%
Tristaneil D. Las Marias	2	2	100%
Rhoda A. Huang**	2	2	100%

Board Committees and Members	No. of Meetings Held	Meetings Attended	% Attendance
Audit and Risk Management Oversight Committee			
Virginia T. Obcena (Chairperson, ID)	4	4	100%
Gemilo J. San Pedro (ID)*	1	1	100%
Ramon P.D. Dizon (ID)**	3	3	100%
Val Antonio B. Suarez (ID)	4	4	100%
Compensation Committee			
Val Antonio B. Suarez (Chairman, ID)	0	0	NA
Lourdes Josephine Gotianun Yap*	0	0	NA
Joseph M. Yap**	0	0	NA
Virginia T. Obcena (ID)	0	0	NA
Corporate Governance Committee			
Val Antonio B. Suarez (Chairman, ID)	2	2	100%
Virginia T. Obcena (ID)	2	2	100%
Ramon P.D. Dizon (ID)**	1	1	100%
Gemilo J. San Pedro (ID)*	1	1	100%
Related-Party Transaction Committee			
Ramon P.D. Dizon (Chairperson, ID)**	2	2	100%
Virginia T. Obcena (ID)	2	2	100%
Val Antonio B. Suarez (ID)	2	2	100%
Gemilo J. San Pedro (ID)*	0	0	NA

\* Lourdes Josephine Gotianun Yap and Gemilo J. San Pedro ceased to be directors and members of the board committees on April 17, 2024.

\*\* Joseph M. Yap, and Ramon P.D. Dizon were elected as new directors during the 2024 Annual Stockholders’ Meeting and as committee members during the 2024 Organizational Meeting, both held on April 17, 2024

Shareholders’ Benefits

The Corporation recognizes that the most cogent proof of good corporate governance is that which is visible to the eyes of its investors. Therefore, the following provisions are issued for the guidance of all internal and external parties concerned, as governance covenant between the Corporation and all its investors.

The Board shall be committed to respect the following rights of the stockholders:

- I. Right to Nominate and Vote
  - 1. Shareholders shall have the right to nominate, elect, remove and replace directors and participate on the approval of material corporate acts in accordance with the RCC.
  - 2. Cumulative voting shall be used in the election of directors.



3. A director shall not be removed without cause if it will deny minority shareholders representation in the Board.
- II. Power of Inspection
- All shareholders shall be allowed to inspect corporate books and records including minutes of Board meetings and stock registries, in accordance with the RCC, during business hours and upon prior written notice to the Corporation.
- All shareholders shall be furnished with annual reports, including financial statements, without cost or restrictions.
- III. Right to Information
1. The shareholders shall be provided, upon request, with periodic reports which disclose personal and professional information about the directors and officers and certain other matters such as their holdings of the Corporation's shares, dealings with the Corporation, relationships among directors and key officers, and the aggregate compensation of directors and officers.

2. The minority shareholders shall be granted the right to propose the holding of a meeting, and the right to propose items in the agenda of the meeting, provided the items are for legitimate business purposes and in accordance with SEC regulations.

3. In accordance with the SEC regulations, the minority shareholders shall have access to any and all information relating to matters for which the management is accountable for and to those relating to matters for which the management shall include such information and, if not included, then the minority shareholders shall be allowed to propose to include such matters in the agenda of stockholders' meeting, being within the definition of "legitimate purposes".

4. Active shareholder participation shall be encouraged by sending of the notices of annual meetings at least 21 days before the meeting and by making the results of votes on matters taken up during the meetings publicly available. Minutes of the shareholders' meetings should be available on the Corporation website within five (5) business days from the date of the meeting.
- IV. Right to Dividends
1. Shareholders shall have the right to receive dividends subject to the discretion of the Board.

2. The SEC may direct the Corporation to declare dividends when its retained earnings shall be in excess of 100% of its paid-in capital stock, except: i) when justified by definite corporate expansion projects or programs approved by the Board; or ii) when the Corporation is prohibited under any loan agreement with any financial institution or creditor, whether local or foreign, from declaring dividends without its consent, and such consent has not been secured; or iii) when it can be clearly shown that such retention is necessary under special circumstances obtaining in the Corporation, such as when there is a need for special reserve for probable contingencies.
- V. Appraisal Right
- The shareholders shall have appraisal right or the right to dissent and demand payment of the fair value of their shares in the manner provided for under the RCC of the Philippines, under any of the following circumstances:
- In case any amendment to the articles of incorporation has the effect of changing or restricting the rights of any stockholders or class of shares, or of authorizing preferences in any respect superior to those of outstanding shares of any class, or of extending or shortening the term of corporate existence.

In case of sale, lease, exchange, transfer, mortgage, pledge or other disposition of all or substantially all of the corporate property and assets as provided in the Revised Corporation Code; and

In case of merger or consolidation.

- VI. Right to Attend and Participate in Shareholders' Meetings
- The Board should be transparent and fair in the conduct of the annual and special shareholders' meetings of the Corporation.
- The shareholders should be encouraged to personally attend such meetings. If they cannot attend, they should be apprised ahead of time of their right to appoint a proxy. Subject to the requirements of the By-Laws, the exercise of that right shall not be unduly restricted and any doubt about the validity of a proxy should be resolved in the shareholder's favor.
- It shall be the duty of the directors to promote shareholder rights, remove impediments to the exercise of shareholders' rights and allow possibilities to seek redress for violation of their rights. They shall encourage the exercise of shareholders' voting rights and the solution of collective action problems through appropriate mechanisms. They shall be instrumental in removing excessive costs and other administrative or practical impediments to shareholders participating in meetings and/or voting in person. The directors shall pave the way for the electronic filing and distribution of shareholder information necessary to make informed decisions subject to legal constraints.

Dividend Policy and Dividends Paid

The Corporation has adopted a dividend policy in accordance with the provisions of the REIT Law, pursuant to which the Corporation's shareholders may be entitled to receive at least ninety percent (90%) of the Corporation's annual Distributable Income no later than the fifth (5th) month following the close of the fiscal year of the Corporation.

The following table shows the cash dividends declared by the Corporation's BOD on the outstanding capital stock in 2024:

Dividend Declaration	Record Date	Dividend per Common Shares	Total Dividends Declared	Payment Date
February 26, 2024	March 11, 2024	0.067	327,816,126	March 26, 2024
May 10, 2024	May 24, 2024	0.062	303,352,236	June 7, 2024
August 8, 2024	August 23, 2024	0.062	303,352,236	September 6, 2024
November 6, 2024	November 20, 2024	0.062	303,352,236	December 6, 2024

Annual Stockholders' Meeting and Procedures

Notice of Annual Stockholders' Meeting

On February 26, 2024, FILRT disclosed to the Philippine Stock Exchange that its Board of Directors had fixed the date of the Annual Stockholders' Meeting on April 17, 2024 with the record date set on March 12, 2024

Stockholders were informed that the Annual Stockholders' Meeting for 2024 would be conducted virtually on **April 17, 2024 (Thursday) at 9:00 a.m.**

Only stockholders of record as of March 12, 2024 were entitled to attend and vote in the said meeting.

On the same day, right after the stockholders' meeting, FILRT disclosed to the PSE the results of the annual stockholders' meeting which included the following:

- a. Approval of the Minutes of the Annual Stockholders' Meeting held on April 19, 2023;
- b. Presentation of the Management Report and Ratification of the Audited Financial Statements for the year ended 31 December 2023;



- c. Ratification of all the acts, resolutions and proceedings of the Board of Directors, Board Committees and Management from the date of the last annual stockholders’ meeting up to April 17, 2024;
- d. Appointment of SyCip Gorres Velayo & Co. as the independent external auditor of FILRT for the year 2024.

FILRT likewise disclosed that the following were elected as directors to serve for the period 2024-2025 and until their successors shall have been duly elected and qualified:

- 1. MR. JOSEPH M. YAP
- 2. MS. MARICEL BRION-LIRIO
- 3. MS. RHODA A. HUANG
- 4. MR. TRISTANEIL D. LAS MARIAS
- 5. MS. VIRGINIA T. OBCENA (as independent director)
- 6. ATTY. VAL ANTONIO B. SUAREZ (as independent director)
- 7. MR. RAMON P.D. DIZON (as independent director)

Statutory Compliance

FILRT fully complied with the PSE and SEC regulatory requirements. Below is the Corporation’s Reportorial Compliance Report:

Type of Report	Number of Filings
Financials	
Annual Report (17-A)	1
Quarterly Report (17-Q)	3
Audited Financial Statements	1
Ownership	
Annual List of Stockholders – for Annual Stockholders’ Meeting	1
Foreign Ownership Monitoring Report	12
Public Ownership Report	4
Report on Number of Shareholders and Board Lot	12
Initial Statement of Beneficial Ownership of Securities (23-A)	4
Statement of Changes in Beneficial Ownership of Securities (23-B)	11
Top 100 Stockholders’ List	4
Notices – Stockholders’ Meetings / Briefings / Dividends	
Notice of Annual/Special Stockholders’ Meeting	1
Dividend Notice (part of disclosure on Results of Stockholders’ Meeting)	4
Notice of Analysts’ Briefing	3

Type of Report	Number of Filings
Other Disclosures	
Certification – Qualifications of Independent Directors	1
Clarifications of News Articles	0
Definitive Information Statement (20-IS)	1
General Information Sheet	3
Preliminary Information Statement (20-IS)	1
SEC Form 17-C (Current Report)	
Which includes the following:	
1.Results of Annual Stockholders’ Meeting/Board Meetings	7
2.Press Releases	16
3.Other Matters	7

Investor Relations

FILRT’s website, [www.filinvestreit.com](http://www.filinvestreit.com), makes available to the public current information on the Corporation, including details of its operations.

The Investor Relations section of the website provides information regarding the Corporation’s operations, financial performance and other significant developments. It likewise contains financial statements, press releases, declaration of dividends, ownership structure and any changes in the ownership of major shareholders and officers, and other reportorial requirements by the Philippine Stock Exchange.

The contact details of the Investor Relations Department are available on the website.



# RISK MANAGEMENT

FILRT’s risk governance is overseen by the Audit and Risk Management Oversight Committee (ARMOC), which evaluates strategic, operational, financial, and compliance risks. The committee sets the framework for risk management, reviews monitoring and assessment reports, and ensures effective risk treatment. The President and CEO serves as the Chief Risk Executive, supported by the other critical seconded roles from the Group who are risk owners, such as fund management, business development, marketing and leasing, financial controllership and property management.

The Chief Risk Officer (CRO) is responsible for identifying and mapping business risks at all levels, leading risk assessment discussions, and ensuring that top risks are assigned to designated risk owners. These risk owners implement mitigation actions and additional controls as needed. Risk monitoring is an ongoing process throughout the year, with regular updates and discussions held with the ARMOC and Internal Audit

The following table are FILRT’s key risks with a summary of the actions to address them:

Risk	Context	FILRT’s Response
Continuing low global and local demand for office spaces	The rise of remote work during the pandemic has become a lasting aspect of modern work arrangements, reinforced by the decision of employers to retain ‘work from home’ as a concession to employees who experience severe urban traffic congestion. Despite a partial shift back to in-office work, remote work remains a key expectation, especially among younger employees.	Infusion of non-office properties into the portfolio.  Diversification of tenant mix from majority multinational BPO locators to a mix of traditisonal local and multinational firms in various industries including medical services, engineering, and aviation.
Compliance Risk	Insufficient internal compliance measures or changes in government policies, regulations, or their interpretation may lead to unforeseen expenses.	Full and consistent compliance with regulations and covenants  Continued involvement with industry peers for a unified policy agenda and advocacy;  Stronger internal compliance protocols and sustain good relations with regulators

Risk	Context	FILRT’s Response
Talent Risk	Bench depth for critical roles, competencies and employee engagement.	Succession planning, supported by assessment and individual development plans that cover core, leadership and functional competencies;  Employee engagement programs that foster strong connections between employees and the organization, as well as enhance collaboration and camaraderie among colleagues.
ESG Risks	A portfolio of environmental, social, and governance (ESG) risks that, if left unaddressed, can result in operational inefficiencies, workforce disengagement, reputational damage, and the loss of tenants seeking sustainable real estate options.	Compliance with environmental and safety laws, along with the adoption of sustainability best practices in resource efficiency and inclusivity, driven by a strong business case  Continuous communications and shared implementation of initiatives with tenants who share sustainability goals  Sustain partnerships on renewable energy sources and energy efficiency solutions, and explore additional circular economy solutions  Additional green building certifications for the remainder of uncertified buildings, and upgrade levels of certifications were practicable  Prepare the groundwork on 3rd party assurance for ESG disclosures
Related Party Transactions	The various operating business units within the Filinvest Group engage in commercial transactions with one another, which may contribute to a silo mentality, potential conflicts of interest, or inadequate cost segregation.	Corporate governance provisions and related party transactions policy  Application of arms-length principle in all dealings;  Reorganization of shared services business unit/s in the conglomerate for greater efficiencies;  Compliance with BIR transfer pricing guidelines;
Financial Risks	Current macroeconomic conditions, compounded by geopolitical developments, may impact cash flows and increase pressure on the cost of capital.	Optimization of operating costs through various efficiency initiatives  Compliance with debt-to-equity and debt service coverage ratios stipulated in loan covenants;



# EESG PERFORMANCE METRICS

## ECONOMIC PERFORMANCE

Direct Economic Value Generated and Distributed (GRI 201-1)	2022 (Million PHP)	2023 (Million PHP)	2024 (Million PHP)
Direct economic value generated (revenue)	3,239.6	2,990.0	2,843.6
Direct economic value distributed			
A. Operating costs	1,228.0	1,285.2	1,186.7
B. Employee wages and benefits*	-	-	-
C. Payments to suppliers and other operating costs	213.0	181.2	181.6
D. Dividends given to stockholders and interest payments to lenders (does not include principal debt payments)	1,976.7	1,390.0	1,237.9
E. Taxes paid to government	141.2	161.1	158.7

\*FILRT does not have direct employees. The salaries and benefits of Filinvest-seconded personnel are covered in the sustainability disclosures of Sponsor FLI and parent company FDC.

### Procurement Practices

Proportion of Spending on Local Suppliers (GRI 204-1)	2022	2023	2024
Percentage of procurement budget used for significant locations of operations that is spent on local suppliers	98.11%	99.16%	81.40%

### Anti - Corruption

Training on Anti-Corruption Policies and Procedures (GRI 205-2)	2022	2023	2024
Percentage of employees who have received written communication about corporate anti-corruption policies and procedures	0%	0%	0%
Percentage of business partners who have received written communication about corporate anti-corruption policies and procedures	0%	0%	0%
Percentage of directors and management who have received anti-corruption training	100%	100%	100%
Percentage of employees who have received anti-corruption training	100%	100%	100%

Incidents of Corruption (GRI 205-3)	2022	2023	2024
Number of incidents in which directors were removed or disciplined for corruption	0	0	0
Number of incidents in which employees were dismissed or disciplined for corruption	0	0	0
Percentage of employees who have received anti-corruption training	0	0	0



ENVIRONMENTAL PERFORMANCE

Resource Management

Energy Consumption (GRI 302-1)	Unit	2022	2023	2024
Diesel	L	85,673	39,655	41,736
Electricity (renewable) - common area	KWH	5,108,971	6,624,488	10,254,389
Electricity (renewable) - total area	KWH	18,333,602	19,480,147	30,330,344
Electricity (non-renewable) - common area	KWH	10,838,663	8,411,601	4,528,753
Electricity (non-renewable) - total area	KWH	29,743,514	23,965,465	11,773,738
Electricity (RE & non-RE) - common area	KWH	15,947,634	15,036,089	14,783,142
Electricity (RE & non-RE) - total area	KWH	48,077,116	43,445,612	42,104,082
Electricity Use Intensity - total area KWH/leased area	KWH/m2	195.72	189.92	191.72

Energy Consumption (GRI 302-1)	Unit	2022	2023	2024
Diesel	GJ	3,307	1,530.7	1,611
Electricity (renewable) - common area	GJ	18,392	23,848	36,916
Electricity (renewable) - total area	GJ	66,001	70,129	109,189
Electricity (non-renewable) - common area	GJ	39,019	30,282	16,304
Electricity (non-renewable) - total area	GJ	107,077	86,276	42,385
Electricity (total) - common area	GJ	57,411	54,130	53,219
Electricity (total) - total area	GJ	173,078	156,404	151,575
Energy Use Intensity - total energy used/leased area)	GJ/m2	0.705*	0.684	0.690

Energy Density conversion: Diesel -0.0386 GJ/L, Electricity - 0.0036 GJ/KWH

Water Withdrawal (GRI 303-3)	Unit	2022	2023	2024
Third-party water - total area	m3	342,152	399,712	409,375
Third-party water - common area	m3	287,936	327,691	329,663

Water Consumption (GRI 303-5)	Unit	2022	2023	2024
Fresh water + other water consumed	m3	88,566	211,149	169,237

Materials Used (GRI 301-1)	Unit	2022	2023	2024
Materials Used - steel	kg			
Materials Used - cement	kg	FILRT does not develop and construct assets. Assets infused into the FILRT portfolio are real estate assets that are already occupied and generating cash flow for several years.		
Percentage of recycled input materials used to manufacture the organization’s primary products and services	%			

Ecosystems and Biodiversity (GRI 304-1 & 304-3)	2022	2023	2024
	All of FILRT’s office buildings are located in highly urbanized areas where there is no immediate threat of human activity on biodiversity.		
Operational sites owned, leased in or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Boracay Island, where one of the FILRT properties is located, has been designated as a Water Quality Management and Conservation Area (WQMACA) by the environmental regulator through DENR DAO 2019-15. Although the island is not classified as a protected area under the NIPAS Act, the hotel lessee of the Boracay property complies with all environmental permits issued by the DENR regional office.		
Habitats protected or restored	See comment above. To date, Boracay’s WQMACA board has no published master plan for biodiversity conservation in the island.		
IUCN Red List species and national conservation list species with habitats in areas affected by operations	The FILRT asset locations are not known to be habitats for plant or animal species under the IUCN Red List.		



Environmental Impact Risk Management

Greenhouse Gas Emissions (GRI 305-1, 305-2, 305-3, 305-6)	Unit	2022	2023	2024
Direct Emissions (Scope 1) –diesel	Tonnes CO2-e	232	107.3	128
Indirect Emissions (Scope 2) – purchased electricity, common areas only	Tonnes CO2-e	7,719.3	5,991	3,225
Indirect Emissions (Scope 2) – purchased electricity, total area	Tonnes CO2-e	34,241	17,068	8,385
Indirect Emissions (Scope 3) – due to DCS services	Tonnes CO2-e	6,270	8,759	10,693
Total GHG Emissions (Scope 1, 2 & 3) – common area	Tonnes CO2-e	14,221	14,857	14,047
Total GHG Emissions (Scope 1, 2 & 3) – total area	Tonnes CO2-e	27,685	25,934	19,206
Avoided GHG emissions	Tonnes CO2-e	13,057	13,874	21,601
GHG Intensity (Scope 1, 2 & 3 over leased area)	Tonnes CO2- e/m2	0.1127	0.1134	0.0875
Emissions of ozone-depleting substances (ODS)	Tonnes	Not reported	Not reported	Not reported

- Notes:
- Scope 2 applies only to the non-RE KWH consumption. By July 2024, all office buildings under FILRT property management have all transitioned towards electricity sourced from renewables.
  - GHG Intensity (GRI 305-4) is expressed in terms of tons of CO2 used by the year-round average area of occupied leasable space.
  - FILRT buildings connected to the District Cooling System consumed 17,801,271 TRH, or 85.45% of the total DCS output of 20,831,680 TRH in 2024. DCS consumed 14,858,314 KWH of electricity, of which 12,696,858 KWH is indirectly attributable to FILRT. The corresponding GHG emissions of DCS on behalf of FILRT is a Scope 3 disclosure for FILRT.
  - Diesel EF: 2.706 kg CO2 per liter
  - Luzon-Visayas Grid EF: 0.7122 tons CO2 per MWH

Air Pollutant Emissions (GRI 305-7)	Unit	2022	2023	2024
Nitrogen oxides (NOx)	Kg	Deemed immaterial. Standby gensets of buildings are operated only for a few minutes during preventive maintenance. There were no significant power failures in 2024 that necessitated the extended use of gensets in any of the properties.		
Sulfur oxides (SOx)	Kg			
Persistent Organic Pollutants (POP)	Kg			
Volatile organic compounds (VOC)	Kg	The DENR regulator no longer requires periodic emissions testing for gensets.		
Hazardous air pollutants (HAP)	Kg			

Solid Wastes Generation (GRI 306-3, 306-4, 306-5)	Unit	2022	2023	2024
Reusable	Tonnes	Nil	Nil	Nil
Recyclable	Tonnes	Nil	Nil	Nil
Composted	Tonnes	Nil	Nil	Nil
Residuals (landfilled)	Tonnes	1,859	1,509	1,534
Total	Tonnes	1,859	1,509	1,534

Hazardous Wastes (GRI 306-4, 306-5)	Unit	2022	2023	2024
Hazardous wastes generated	Kg	1,327	242	154
Hazardous waste transported and treated	Kg	0	5,950	0

Note: Hazardous wastes generated in 2024 cover only for busted fluorescent bulbs.

Effluents (GRI 303-4)	Unit	2022	2023	2024
Wastewater generated – total area	m³	286,595	33,008	296,379
Total volume of effluent discharge	m³	253,586	188,563	240,139
Total volume of effluent reused	m³	33,009	27,358	13,368
Percent of effluent recycled	m³	11.5%	8.22%	5%

Notes:

> Wastewater generation attributable to FILRT property operations are estimated as a fraction of the total water consumed by the FILRT-managed buildings. This fraction, or ‘return factor’, is the ratio between the measured wastewater influent flowrates into the centralized Filinvest City sewage treatment plant versus the total billed water volume of the entire Filinvest City. The return factor changes from year to year. The same approach applies to effluent discharge.

> Recycled effluent is treated wastewater that is used internally in STP operations as well as irrigation of public spaces within Filinvest City. The volume attributable to FILRT is based on the proportion of FILRT water consumption versus the total Filinvest City billed volume.

Environmental Compliance	Unit	2022	2023	2024
Total amount of monetary fines for non-compliance with environmental laws and/or regulations	PHP	0	0	0



SOCIAL PERFORMANCE

Employee Management

Employee Hiring and Benefits (GRI 401-1)	2022			2023			2024		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total number of regular employees	FILRT does not have permanent employees but seconded talents from across the Filinvest group, particularly FDC, FLI and FLI subsidiary Pro Office Works and Filinvest Cyberzone, Inc. Human capital narratives are reported in the respective sustainability reports of listed companies FDC and FLI.								
Voluntary attrition rate	N/A								
Ratio of lowest paid employee against minimum wage	N/A								

Employee Training and Development

Employee Training and Development (GRI 404-1)	2022			2023			2024		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total training hours provided to employees	Training information for the seconded talents from the Filinvest Group are indicated in the respective sustainability reports of FDC and FLI.								
Average training hours provided to employees									

Labor Management Relations

Labor Management Relations	2022			2023			2024		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
% of employees covered by Collective Bargaining Agreement	N/A								
Number of consultations conducted with employees concerning employee related policy	N/A								

Diversity and Equal Opportunity

Diversity and Equal Opportunity (GRI 405-1)	2022			2023			2024		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
% of Filinvest - seconded employees, by gender	54	37%	63%	51	37% [19]	63% [32]	69	35% [24]	65% [45]
Number of employees from indigenous communities and/or vulnerable sector	0			0			0		

Workplace Conditions and Occupational Health and Safety

Occupational Health and Safety (GRI 403-9, 403-10)		2022	2023	2024
Safe manhours	(Filinvest employees)	219,373	183,167	195,163
Safe manhours	(service providers)	No disclosure		1,457,302
Number of work-related injuries		0	0	0
Number of work-related fatalities		0	0	0
Number of work-related ill-health		0	0	0
Number of safety drills		35	12	7

Labor Standards and Human Rights

Labor Laws and Human Rights	2022	2023	2024
Policies that explicitly disallow violations of labor laws and human rights (e.g. harassment, bullying in the workplace)	4	4	4
Number of legal actions or employee grievances involving forced or child labor	0	0	0

Note: These are policies and regulations adopted by FLI and its subsidiaries, as well as the FDC parent.



Relationship with Community

Significant Impact on Local Communities (GRI 313-1)	2022	2023	2024
For operations affecting IPs, total number of Free and Informed Prior Consent (FPIC) consultations and Certification Preconditions (CPs) secured	FILRT’s Alabang and Cebu operations are in urban areas where there is not a significant presence of indigenous communities.  The Ati, an indigenous tribe from Panay, have a presence in the island of Boracay but not in the immediate vicinity of the FILRT-owned property.		

Customer Management

Customer Satisfaction	2022	2023	2024
Customer Satisfaction Score	FILRT has regular feedback mechanisms with its tenants where specific contractual, operational and ESG issues are discussed, but due to the relatively small number of business-to-business clients, satisfaction surveys are deemed not applicable.		

Product Service Health and Safety (GRI 416-2)	2022	2023	2024
Number of substantiated complaints on product or service health and safety	N/A	N/A	N/A
Number of complaints adressed	N/A	N/A	N/A

Marketing and Labeling (GRI 417-2, 417-3)	2022	2023	2024
Number of substantiated complaints on marketing and labeling	N/A	N/A	N/A
Number of complaints addressed	N/A	N/A	N/A

Customer Privacy (GRI 418-1)	2022	2023	2024
Number of substantiated complaints on customer privacy	0	0	0
Number of complaints addressed	0	0	0
Number of customers, users and account holders whose information is used for secondary purposes	0	0	0

Data Security and Privacy

Data Security (GRI 418-1)	2022	2023	2024
Number of complaints adressed	0	0	0



# SEC CONTENT INDEX

Disclosures	Reporting Location	Remarks / Explanation
Company Details		
Name of Organization	About This Report	Filinvest REIT Corporation (FILRT)
Location of Headquarters		23rd Floor, Axis Tower 1, Northgate Cyberzone, Filinvest Corporate City, Alabang, Muntinlupa City, Philippines
Location of Operations		Alabang, Muntinlupa City and Cebu City
Report Boundary: Legal entities included in this report	Scope and Materiality	All FILRT assets leased out in Alabang, Boracay and Cebu, except for the operations of one building which is managed directly by the lessee
Business Model	Business Model	Property Leasing and Operations
Reporting Period	About this Report	January 1 – December 31, 2024.
Highest Ranking Person for this report		Maricel Brion-Lirio, FILRT President and CEO

## Economic Disclosures

### Economic Performance

#### Direct Economic Value Generated and Distributed

Disclosures	Reporting Locations	Remarks / Explanation
General Disclosures	Management Approach	FILRT expresses its commitment to corporate social responsibility by distributing economic value created with 'value creation partners' such as employees, providers of capital, business partners / supply chain, national and local governments.
	The Impact and Where it Occurs	
	Stakeholders Affected	
KPIs	EESG Performance Index – Economic Performance	
	Direct economic value generated (Revenue)	
	Direct economic value distributed	

#### Climate-Related Risks and Opportunities

Disclosures	Reporting Locations	Remarks / Explanation
General Disclosures	Government Strategy	Sustainability Preliminaries
	Risk Management	Envi Performance' Section – 'Green that Grows Gold,' 'Avoiding Greenwashing Through Third Party Certifications and Assurance,' and 'Magnifying the Transition to A Low Carbon Economy'
	Metrics and Targets	FILRT aligns with the Net Zero aspirations and commitment to Resilience in the FDC parent's sustainability and enterprise risk management framework.
		By July 2024, all 16 office buildings under the property management of FILRT finally converted to 100% renewable electricity supply.

### Procurement Practices

#### Proportion of Spending on Local Suppliers

Disclosures	Reporting Locations	Remarks / Explanation
General Disclosures	Management Approach	All procurement in the Filinvest group is centralized under Supply Chain Management of Share Pro, Inc. With FILRT's property management operations currently being limited only to Cebu and Alabang, the vast majority of service providers and suppliers being engaged are local.
	The Impact and Where it Occurs	
	Stakeholders Affected	
KPIs	EESG Performance Index – Economic Disclosures	
	Percentage of procurement budget used for significant locations of operations that is spent on local suppliers	



Anti - Corruption

Training on Anti-Corruption Policies and Procedures

Disclosures		Reporting Locations	Remarks / Explanation
General Disclosures	Management Approach	Corporate Governance Report	FILRT’s Corporate Governance is aligned with the good governance practices of the Sponsor, FLI, and the FDC parent. Seconded employees to FILRT undergo an onboarding process that covers the Code of Business Conduct, Employee Manual, as well as emergent regulatory requirements.
	The Impact and Where it Occurs		
	Stakeholders Affected		
KPIs	Percentage of employees who have received written communication about corporate anti-corruption policies and procedures	EESG Performance Index – Economic Disclosures	
	Percentage of business partners who have received written communication about corporate anti-corruption policies and procedures		
	Percentage of directors and management who have received anti-corruption training		
	Percentage of employees who have received anti-corruption training		

Incidents of Corruption

Disclosures		Reporting Locations	Remarks / Explanation
General Disclosures	Management Approach	Corporate Governance Report	Anticorruption policies are incorporated in the FLI Sponsor’s Code of Business Conduct ad Ethics as well as FLI’s Employee Manual. Any breaches are investigated and due process is provided to the concerned individual.
	The Impact and Where it Occurs		
	Stakeholders Affected		
KPIs	Number of incidents in which directors were removed or disciplined for corruption	EESG Performance Index – Economic Disclosures	
	Number of incidents in which employees were dismissed or disciplined for corruption		
	Number of incidents when contracts with business partners were terminated due to corruption		

Environment Disclosures

Resource Management

Energy consumption within the organization and Reduction of Energy

Disclosures		Reporting Locations	Remarks / Explanation
General Disclosures	Management Approach	‘Envi Performance’ Section – ‘Magnifying the Transition to A Low Carbon Economy’	FILRT aligns with the Net Zero aspirations of the FDC parent and has a two-prong approach to reduce GHG emissions: energy efficiency and adoption of renewable energy sources.
	The Impact and Where it Occurs		
	Stakeholders Affected		
KPIs	Energy Consumption – By Fuel Type	EESG Performance Index – Environmental Performance	Most of the energy consumption of FILRT is electricity purchased from the local electricity utility and via FDC RES Open Access contract, most of which are sourced from renewables. An increase in renewables supply reduces the dependence on fossil fuel based electricity as well as its Scope 2 GHG emissions.
	Energy Reduction – By Fuel Type		

Water consumption within the organization

Disclosures		Reporting Locations	Remarks / Explanation
General Disclosures	Management Approach	‘Environmental Performance’ section– Environmental Protection	FILRT’s water supply is provided by the centralized water utility of Filinvest City, along with wastewater services. Reuse of treated effluent is undertaken and green areas in the Northgate Cyberzone are irrigated with this effluent.
	The Impact and Where it Occurs		
	Stakeholders Affected		
KPIs	ESG Risks and Opportunities	EESG Performance Index – Environmental Performance	
	Water consumption within the organization		
	Water Withdrawal		
	Water Consumption		
Water Recycled and Reused			



Materials Used by the Organization

Disclosures		Reporting Locations	Remarks / Explanation
General Disclosures	Management Approach	EESG Performance Index – Environmental Performance	Not material. FILRT does not undertake construction of real estate assets nor engage in manufacturing consumer goods.
	The Impact and Where it Occurs		
	Stakeholders Affected		
KPIs	Materials used by weight or volume	EESG Performance Index – Environmental Performance	Not material. FILRT does not undertake construction of real estate assets nor engage in manufacturing consumer goods.
	Percentage of recycled input materials used to manufacture the organization’s primary products and services		

Ecosystems and Biodiversity

Disclosures		Reporting Locations	Remarks / Explanation
General Disclosures	Management Approach	EESG Performance Index – Environmental Performance	FILRT’s building assets are located in urban areas that are not biodiversity hotspots.
	The Impact and Where it Occurs		
	Stakeholders Affected		
KPIs	Operational sites owned, leased in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	EESG Performance Index – Environmental Performance	FILRT’s building assets are located in urban areas that are not biodiversity hotspots.
	Habitats protected or restored		
	IUCN Red List species and national conservation list species with habitats in areas affected by operations		

Environmental Impact Management

Air Emissions – Greenhouse Gases (GHG)

Disclosures		Reporting Locations	Remarks / Explanation
General Disclosures	Management Approach	‘Envi Performance’ Section – ‘Magnifying the Transition to A Low Carbon Economy’	See discussion above on Net Zero commitment of FILRT and two-pronged approach to reduction of GHG emissions
	The Impact and Where it Occurs		
	Stakeholders Affected		
	ESG Risks and Opportunities		
KPIs	Direct (Scope 1) GHG Emissions	EESG Performance Index – Environmental Performance	Not material. The District Cooling System uses refrigerants but this is a third-party service and not within the operational control of FILRT.
	Energy Indirect (Scope 2) GHG Emissions		
	Emissions of Ozone-Depleting Substances (ODS)		

Disclosures		Reporting Locations	Remarks / Explanation
General Disclosures	Management Approach	EESG Performance Index – Environmental Performance	Not material. Power gensets are only run for a few minutes under preventive maintenance.
	The Impact and Where it Occurs		
	Stakeholders Affected		
KPIs	Nitrogen Oxides (NOx)	EESG Performance Index – Environmental Performance	Not material. Power gensets are only run for a few minutes under preventive maintenance.
	Sulfur Oxides (SOx)		
	Persistent Organic Pollutants (POPs)		
	Volatile Organic Compounds (VOCs)		
	Hazardous Air Pollutants (HAPs)		
	Particulate Matter (PM)		



Solid Wwaste

Disclosures		Reporting Locations	Remarks / Explanation
General Disclosures	Management Approach	EESG Performance Index – Environmental Performance	The property manager of FILRT assets entered into an agreement with a circular economy champion partner to help address the generation of plastic wastes and other recyclables.
	The Impact and Where it Occurs		
	Stakeholders Affected		
KPIs	Total Solid Waste Generated - By Type		

Hazardous Waste

Disclosures		Reporting Locations	Remarks / Explanation
General Disclosures	Management Approach	EESG Performance Index – Environmental Performance	Used oil and used lead acid batteries are donated to a foundation that partnered with solvent and lead recyclers, while the rest of the hazardous wastes are disposed via accredited service providers when needed.
	The Impact and Where it Occurs		
	Stakeholders Affected		
KPIs	Total weight of hazardous waste generated		
	Total weight of hazardous waste transported		

Effluents

Disclosures		Reporting Locations	Remarks / Explanation
General Disclosures	Management Approach	EESG Performance Index – Environmental Performance	Wastewater discharges are estimated as a percentage of the total water consumed. Wastewater is treated in a centralized facility in Filinvest Alabang which includes sewage from other sources.
	The Impact and Where it Occurs		
	Stakeholders Affected		
KPIs	Total volume of water discharges		Part of the treated effluent is sent back to the neighborhood for landscape irrigation
	Percent of waste water recycled		

Environmental Compliance

Disclosures		Reporting Locations	Remarks / Explanation
General Disclosures	Management Approach	EESG Performance Index – Environmental Performance	FILRT complies with all environmental laws and regulations being implemented by both DENR and LLDA.
	The Impact and Where it Occurs		
	Stakeholders Affected		
KPIs	Total amount of monetary fines for non-compliance with environmental laws and/or regulations		
	Number of non-monetary sanctions for non-compliance with environmental laws and/or regulations		
	Number of cases resolved through a dispute resolution mechanism		

C. Social Disclosures

Employee Management

Employee Hiring and Benefits

Disclosures		Reporting Locations	Remarks / Explanation
General Disclosures	Management Approach	EESG Performance Index – Social Performance	FILRT personnel are seconded from Filinvest Land and other FDC subsidiaries. FILRT does not have direct employees. Reports on human capital and talent risks are disclosed in the annual reports of FLI and FDC.
	The Impact and Where it Occurs		
	Total Number of Employees		
KPIs	Attrition Rate		
	Ratio of lowest paid employee against minimum wage		
	List of Employee Benefits		



Employee Training and Development

Disclosures		Reporting Locations	Remarks / Explanation
General Disclosures	Management Approach	EESG Performance Index – Social Performance	Information on training is reported in FLI’s and FDC’s sustainability reports.
	The Impact and Where it Occurs		
KPIs	Total training hours provided to employees (by male/female)		
	Average training hours provided to employees (by male/female)		

Labor Management Relations

Disclosures		Reporting Locations	Remarks / Explanation
General Disclosures	Management Approach	EESG Performance Index – Social Performance	There is no Collective Bargaining Agreement in FILRT as there are no direct employees. Staff concerns are managed by their direct employers within the Filinvest Group.
	The Impact and Where it Occurs		
KPIs	Percentage of employees covered by Collective Bargaining Agreements		
	Number of consultations conducted with employees concerning employee-related policiesv		

Diversity and Equal Opportunity

Disclosures		Reporting Locations	Remarks / Explanation
General Disclosures	Management Approach	EESG Performance Index – Social Performance	The Filinvest Group is gender blind, i.e. decision-making on career opportunities, developmental programs and promotions are based on competency and performance, not on any other criteria such as gender, age, religion, race or family connections.
	The Impact and Where it Occurs		
KPIs	Percentage of female workers in the workforce		
	Percentage of male workers in the workforce		
	Number of employees from indigenous communities and/or vulnerable sector		

Workplace Conditions, Labor Standards, and Human Rights Occupational Health and Safety

Disclosures		Reporting Locations	Remarks / Explanation
General Disclosures	Management Approach	EESG Performance Index – Social Performance	The overall occupational health and safety program in Filinvest is overseen by the FDC parent’s Center of Excellence for Safety and Security.
	The Impact and Where it Occurs		
KPIs	Safe Man-Hours		
	No. of work-related injuries		
	No. of work-related fatalities		
	No. of work-related ill-health		
	No. of safety drills		

Labor Laws and Human Rights

Disclosures		Reporting Locations	Remarks / Explanation
General Disclosures	Management Approach	EESG Performance Index – Social Performance	Filinvest’s Code of Business Conduct also applies to service providers, in accordance with accreditation and provisions in service agreements.  More information can be found at the Corporate Governance reports of FILRT, FLI and FDC.
	The Impact and Where it Occurs		
KPIs	Policies that explicitly disallow violations of labor laws and human rights (e.g. harassment, bullying) in the workplace		
	No. of legal actions or employee grievances involving forced or child labor		

Supply Chain Management

Supplier Accreditation and Screening

Disclosures		Reporting Locations	Remarks / Explanation
General Disclosures	Management Approach	EESG Performance Index – Social Performance	A vendor accreditation process is being implemented by Supply Chain Management under Share Pro, a shared services company of the Filinvest Group.
	The Impact and Where it Occurs		
KPIs	Supplier Accreditation Policy		
	Sustainability Topics Considered When Selecting/ Screening Suppliers		



Relationship with Community

Significant Impacts on Local Communities

Disclosures		Reporting Locations	Remarks / Explanation
General Disclosures	Management Approach	EESG Performance Index – Social Performance	FILRT assets are not located in lands with certificate of ancestral domain titles. The vast majority of FILRT’s buildings are located in Northgate Cyberzone which is a distinct business district within Filinvest City. Filinvest City’s estate manager regularly coordinates with the local government of Muntinlupa for any and all concerns of the surrounding communities.
	Operations with significant impacts on local communities (by location, vulnerable group/indigenous people (IPs))		
KPIs	Mitigating measures (if negative) or enhancement measures (if positive)		
	For operations affecting IPs, total number of Free and Prior Informed Consent (FPIC) consultations and Certification Preconditions (CPs) secured		

Customer Management

Customer Satisfaction

Disclosures		Reporting Locations	Remarks / Explanation
General Disclosures	Management Approach	EESG Performance Index – Social Performance	FILRT’s primary customers are businesses that lease office spaces and there are regular touchpoints with such tenants to discuss concerns.
	The Impact and Where it Occurs		
KPIs	Customer Satisfaction Score(s)		

Health Safety

Disclosures		Reporting Locations	Remarks / Explanation
General Disclosures	Management Approach	EESG Performance Index – Social Performance	The overall occupational health and safety program in Filinvest is overseen by the FDC parent’s Center of Excellence for Safety and Security.
	The Impact and Where it Occurs		
KPIs	Number of substantiated complaints on product or service health and safety		
	Number of complaints addressed		

Marketing and Labelling

Disclosures		Reporting Locations	Remarks / Explanation
General Disclosures	Management Approach	EESG Performance Index – Social Performance	FILRT’s leasing is a B2B business and all marketing materials and representations are reviewed and approved by FILRT’s top management. Any concerns of the tenants related to marketing materials or representations are immediately addressed.
	The Impact and Where it Occurs		
KPIs	Number of substantiated complaints on marketing and labelling		
	Number of complaints addressed		

Customer Privacy

Disclosures		Reporting Locations	Remarks / Explanation
General Disclosures	Management Approach	EESG Performance Index – Social Performance	FILRT does not do business with individuals. The data of tenants’ employees may be collected for security purposes, and the data is protected in accordance with the Data Protection Policy of the Filinvest Group, aligned with the Data Protection Act.
	The Impact and Where it Occurs		
KPIs	Number of substantiated complaints on customer privacy		
	Number of complaints addressed		
			Number of customers, users and account holders whose information is used for secondary purposes

Data Security

Disclosures		Reporting Locations	Remarks / Explanation
General Disclosures	Management Approach	EESG Performance Index – Social Performance	See comment above.
	The Impact and Where it Occurs		
KPIs	No. of data breaches, including leaks, thefts and losses of data		





# FINANCIAL REPORT



# Management's Discussion and Analysis

## Revenues and Income

Total revenues and income decreased by 4.9% to ₱2,843.6 million in 2024 primarily due to the decrease in rental revenue by 5.2% to ₱2,191.4 million in 2024, and the decrease in other income by 3.9% to ₱652.3 million in 2024. The decrease in revenues and other income was caused by mainly lower occupancy from an average of 83% in 2023 to 81% in 2024.

## Net Fair Value Change

The Company voluntarily changed its accounting policy on investment properties and intangible assets from cost model to fair value model which requires restatement of the previous financial statements. Net fair value change in investment properties and intangible assets, and related cost and expenses resulted to decrease by 13.6% to ₱362.2 million in 2024. The fair market valuation of the properties are based on the reports by independent third party appraisers.

## Cost and Expenses

Consolidated costs and expenses decreased by 7.7% to ₱1,186.7 million in 2024, primarily due to lower manpower and service cost, rental expense, utilities and other expenses in repairs and maintenance incurred during the year.

Utilities expenses decreased by 4.8% to ₱254.7 million in 2024 mainly due to the efficient energy savings program implemented by building administration.

Rental expenses decreased by 3.7% to ₱227.0 million in 2024 mainly due to lower rental revenue as basis of the rent payments.

Repairs and maintenance increased by 17.9% to ₱197.6 million in 2024 pursuant to maintenance programs defined to ensure that the properties will continue to retain is Grade A classification and condition.

Taxes and licenses expenses decreased by 1.5% to ₱158.7 million in 2024 mainly due to lower business permit fees recorded during the year.

Insurance decreased by 4.3% to ₱15.7 million in 2024 mainly due to premium rate adjustments for the company buildings.

Service and management fees slightly increased by 0.2% to ₱181.6 million due to actual revenue generated which is a basis of billable fee.

Other expense decreased by 95.9% to ₱3.6 million in 2024 mainly due to adjustment of provisions for estimated credit loss on receivables.

## Other Income (Charges)

Interest income increased by 5.5% to ₱45.9 million in 2024 mainly due to higher rates of interest income from short term investments and placements and collection of late payment charges. Interest expense and other financing charges increased by 1.9% to ₱430.2 million in 2024 mainly due to higher interest rate on the Company's loan payable.

## Provision for (Benefit from) Income Tax

There were no computed provision for income tax in 2024 and 2023. The company availed its tax incentives as REIT and deducted the dividend declared in Income Tax computed which resulted to no tax due.

## Net Income

As a result of the foregoing, net income decreased by 6.3% to ₱1,634.7 million in 2024.

## Financial Condition

The company voluntarily changed its accounting policy on investment properties and intangible assets from cost model to fair value model which requires restatement of the previous financial statements. As a result, audited statement of financial position prior 2023 were restated to reflect the effect of the voluntary change.

Under the fair value accounting, Investment properties and intangible assets were stated at fair value change, which reflects market condition at the reporting date. The fair values of investment properties are determined by independent real estate valuation experts based on income approach which is based on the discounted future cash flow.

The Company's assets were ₱49,839.0 million as of December 31, 2024, a decrease of 0.21% from assets of ₱49,946.2 million as of December 31, 2023.

The Company's liabilities were ₱8,083.6 million as of December 31, 2024, a decrease of 5.9% from liabilities of ₱8,587.7 million as of December 31, 2023.

The Company's loans payable was ₱6.0 billion as of December 31, 2024, a decrease of 0.5% from loans payable of ₱6.0 billion as of December 31, 2023 due to transaction cost amortization on the new loan availed to refinance the P6.0 billion maturing loan.



# FINANCIAL STATEMENTS

## Statements of Financial Position

	December 31, 2024	December 31, 2023
<b>ASSETS</b>		
<b>Current Assets</b>		
Cash and cash equivalents	P687,308,530	1,301,018,941
Receivables	77,591,862	146,541,127
Other current assets	319,989,867	297,335,022
<b>Total Current Assets</b>	<b>1,084,890,259</b>	<b>1,744,895,090</b>
<b>Noncurrent Assets</b>		
Investment properties	45,617,481,000	45,094,555,000
Intangible assets	2,798,729,000	2,789,180,000
Other noncurrent assets	337,911,457	317,608,846
<b>Total Noncurrent Assets</b>	<b>48,754,121,457</b>	<b>48,201,343,846</b>
<b>Total Assets</b>	<b>49,839,011,716</b>	<b>49,946,238,936</b>
<b>LIABILITIES AND EQUITY</b>		
<b>Current Liabilities</b>		
Accounts payable and accrued expenses	P1,338,608,015	P1,814,798,144
Current portion of:		
Lease liabilities	2,192,874	2,088,451
Security and other deposits	228,171,249	191,930,531
<b>Total Current Liabilities</b>	<b>1,568,972,138</b>	<b>2,008,817,126</b>
<b>Noncurrent Liabilities</b>		
Loans payable	5,955,145,021	5,985,415,836
Security and other deposits - net of current portion	532,590,507	566,829,817
Lease liabilities - net of current portion	26,919,193	26,656,853
<b>Total Noncurrent Liabilities</b>	<b>6,514,654,721</b>	<b>6,578,902,506</b>
<b>Total Liabilities</b>	<b>8,083,626,859</b>	<b>8,587,719,632</b>
<b>Equity</b>		
Capital stock - P 0.50 par value	2,446,388,997	2,446,388,997
Additional paid-in capital	2,518,356,922	2,518,356,922
Retained earnings (deficit) - end	36,760,638,938	36,393,773,385
<b>Total Equity</b>	<b>41,725,384,857</b>	<b>41,358,519,304</b>
<b>Total Liabilities and Equity</b>	<b>P49,809,011,716</b>	<b>49,946,238,936</b>



## Statements of Comprehensive Income

	Years Ended December 31		
	2024	2023	2022
<b>REVENUES AND INCOME</b>			
Rental revenue (Notes 6, 7, 13 and 15)	<b>P2,191,373,718</b>	P2,311,083,017	P2,459,925,389
Others (Note 16)	<b>652,253,424</b>	678,577,975	779,663,469
	<b>2,843,627,142</b>	2,989,660,992	3,239,588,858
<b>NET FAIR VALUE CHANGE IN INVESTMENT PROPERTIES AND INTANGIBLE ASSETS</b> (Notes 6 and 7)			
Increase (decrease) in fair value	<b>413,745,524</b>	390,393,044	(2,260,210,882)
Straight-line adjustments	<b>5,548,402</b>	75,910,884	(36,357,566)
Lease commission	<b>(57,117,563)</b>	(47,171,813)	(82,344,733)
	<b>362,176,363</b>	419,132,115	(2,378,913,181)
<b>COSTS AND EXPENSES</b>			
Utilities (Note 8)	<b>254,698,669</b>	267,535,648	82,581,257
Rental expense (Notes 13 and 15)	<b>226,962,986</b>	235,583,003	262,962,187
Repairs and maintenance	<b>197,620,876</b>	167,640,981	145,517,112
Service and management fees (Note 13)	<b>181,617,286</b>	181,183,979	212,974,092
Taxes and licenses	<b>158,688,856</b>	161,094,307	141,240,655
Manpower and service cost	<b>147,842,302</b>	169,623,437	164,422,227
Insurance	<b>15,705,735</b>	16,407,520	10,171,490
Others (Notes 5 and 8)	<b>3,557,346</b>	86,097,686	8,077,977
	<b>1,186,694,056</b>	1,285,166,561	1,227,946,997
<b>OTHER INCOME (CHARGES)</b>			
Interest and other financing charges (Notes 10 and 15)	<b>(430,180,641)</b>	(422,017,876)	(322,514,921)
Interest income (Notes 4, 5, 16 and 17)	<b>45,860,897</b>	43,473,559	29,754,402
Other income (charges) - net	<b>(51,319)</b>	(234,492)	(720,249)
	<b>(384,371,063)</b>	(378,778,809)	(293,480,768)
<b>NET INCOME (LOSS) / TOTAL COMPREHENSIVE INCOME (LOSS)</b>	<b>P1,634,738,386</b>	P1,744,847,737	(P660,752,088)
<b>Basic/Diluted Earnings (Loss) Per Share</b> (Note 18)	<b>=0.33</b>	0.36	(0.14)

## Statements of Changes in Equity

	Capital Stock (Note 12)	Additional Paid-in Capital (Note 12)	Unappropriated Retained Earnings (Note 12)	Total
<b>For the year ended December 31, 2024</b>				
Balance at January 1, 2024	<b>P2,446,388,997</b>	<b>P2,518,356,922</b>	<b>P36,393,773,385</b>	<b>P41,358,519,304</b>
Total comprehensive income	-	-	<b>1,634,738,386</b>	<b>1,634,738,386</b>
Cash dividends declared (Note 12)	-	-	<b>(1,237,872,833)</b>	<b>(1,237,872,833)</b>
Balances at December 31, 2024	<b>P2,446,388,997</b>	<b>P2,518,356,922</b>	<b>P36,790,638,938</b>	<b>P41,755,384,857</b>
<b>For the year ended December 31, 2023</b>				
Balances at January 1, 2023	P2,446,388,997	P2,518,356,922	P36,038,474,598	P41,003,220,517
Total comprehensive income	-	-	1,744,847,737	1,744,847,737
Cash dividends declared (Note 12)	-	-	(1,389,548,950)	(1,389,548,950)
Balances at December 31, 2023	P2,446,388,997	P2,518,356,922	P36,393,773,385	P41,358,519,304
<b>For the year ended December 31, 2022</b>				
Balances at January 1, 2022	P2,446,388,997	P2,518,356,922	P38,675,908,996	P43,640,654,915
Total comprehensive loss	-	-	(660,752,088)	(660,752,088)
Cash dividends declared (Note 12)	-	-	(1,976,682,310)	(1,976,682,310)
Balances at December 31, 2022	P2,446,388,997	P2,518,356,922	P36,038,474,598	P41,003,220,517



## Statements of Cash Flow

	Years Ended December 31		
	2024	2023	2022
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Income (loss) before income tax	<b>P1,634,738,386</b>	P1,744,847,738	(P660,752,088)
Adjustments for:			
Fair value change in investment properties and intangible assets, and straight-line adjustments (Notes 6 and 7)	<b>(419,293,926)</b>	(466,303,928)	2,296,568,448
Interest expense and other financing changes (Notes 10 and 13)	<b>430,180,641</b>	422,017,876	322,514,921
Interest income (Notes 4, 5, 13 and 16)	<b>(45,860,897)</b>	(43,473,559)	(29,754,402)
Operating income before changes in operating assets and liabilities	<b>1,599,764,204</b>	1,657,088,127	1,928,576,879
Changes in operating assets and liabilities			
Decrease (increase) in:			
Receivables	<b>74,497,667</b>	93,850,160	(34,144,763)
Other current assets, including creditable withholding taxes	<b>(40,124,257)</b>	54,837	(263,695,281)
Increase (decrease) in:			
Accounts payable and accrued expenses	<b>(19,984,127)</b>	5,439,125	79,505,331
Security and other deposits	<b>2,001,408</b>	(1,903,890)	9,673,811
Net cash generated from operations	<b>1,616,154,895</b>	1,754,528,359	1,719,915,977
Interest received	<b>45,860,897</b>	43,473,559	29,754,402
Net cash provided by operating activities	<b>1,662,015,792</b>	1,798,001,918	1,749,670,379
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Additions to:			
Investment properties (Notes 7 and 22)	<b>(480,143,433)</b>	(443,215,956)	(362,819,214)
Intangible assets (Note 6)	<b>(5,069,643)</b>	–	(3,013,393)
Decrease (increase) in other noncurrent assets (Note 8)	<b>(2,833,199)</b>	(40,088,851)	16,662,393
Net cash provided used in investing activities	<b>(488,046,275)</b>	(483,304,807)	(349,170,214)
<b>CASH FLOW FROM FINANCING ACTIVITIES</b>			
(Note 22)			
Proceeds from availments of loans payable, net of transaction cost (Note 10)	<b>5,955,000,000</b>	5,955,000,000	–
Payments of:			
Cash dividends (Note 12)	<b>(1,237,872,833)</b>	(1,389,548,950)	(1,976,682,310)
Principal portion of lease liability (Note 15)	<b>(2,088,451)</b>	(1,989,001)	(1,894,287)
Interest (Note 10)	<b>(502,718,644)</b>	(279,075,418)	(307,184,000)
Loans payable	<b>(6,000,000,000)</b>	–	–
Bonds payable (Note 10)	<b>–</b>	(6,000,000,000)	–
Net cash used in financing activities	<b>(1,787,679,928)</b>	(1,715,613,369)	(2,285,760,597)
<b>NET DECREASE IN CASH AND CASH EQUIVALENTS</b>	<b>(613,710,411)</b>	(400,916,258)	(885,260,432)
<b>CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR</b>	<b>1,301,018,941</b>	1,701,935,199	2,587,195,631
<b>CASH AND CASH EQUIVALENTS AT END OF YEAR (Note 4)</b>	<b>P687,308,530</b>	P1,301,018,941	P1,701,935,199



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