

A BETTER TOMORROW

where no one is left behind

The
PTC
Group

Our Coda

Guided by our core values of Integrity, Compassion, Sustainability and Impact, Dignity and Professionalism, and A Purposeful Pursuit of Doing Good; and as integral and committed members of the PTC Group, we hereby pledge:

- To provide the highest quality of service to our stakeholders;
- To develop ourselves, our abilities and that of our co-workers, taking full responsibility for our actions, conduct and performance;
- To operate as one team, collaborating and supporting one another to achieve our common goals while delivering the best results;
- To ensure at all times the safety, security, and well-being of our co-workers, our stakeholders, and the communities we serve;
- To strictly advocate for people, planet, and prosperity, striving for the betterment of society, the country, and the world.

We expressly affirm our commitment to zero tolerance of any and all actions and behaviors that defy our Core Values.

May the Lord guide us in fulfilling this pledge, that we may continue to build on, protect, and uphold the name and reputation of the PTC Group, its affiliates, and all its stakeholders.

This oath I make freely and upon my honor.



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A Message from Our CEO

A better tomorrow where no one is left behind.

As we mark our 45th Founding Anniversary, we are pleased to release the PTC Group's second Sustainability Report. We celebrate our journey of moving the world through the years – defined by our commitment to inspire change, resiliency, and responsibility toward our people, planet, and prosperity.

Over the past four decades, the business ecosystem we have cultivated consistently generates and distributes collective value, contributing meaningfully to our nation's socio-economic development in the realms of shipping, real estate development, healthcare, energy and infrastructure, aviation, and capital. While these industries were significantly hit during the COVID-19 pandemic, this period witnessed the Group's ability to navigate through adversity and emerge stronger.

Our unwavering focus on sustainability has provided PTC with invaluable opportunities to deliver greater impact through our work. Guided by our Sustainability Policy, which emphasizes Human Capital Development, Resilience, Environmental Stewardship, and Inclusive Growth, our initiatives have taken us on a greener path to the future, not only

for the businesses we are in but also for the communities we serve, and ultimately for the nation.

We are delighted to present our 2022-2023 Sustainability Report, a testament to our dedication to leading change in response to the challenges posed by an ever-growing complex world that we live in. As we navigate this new landscape, our second report highlights the efforts across the Group to champion to build a better tomorrow where no one is left behind.



GERARDO A. BORROMEIO

Chief Executive Officer
PTC Holdings Corporation



A Message from Our Founder

A sustainable future, forged together.

At The PTC Group, sustainability is central to our mission of creating a lasting, positive impact on both our communities and the environment. As we present our second sustainability report, we reflect on the progress we have made and reaffirm our commitment to inspiring a new way of living.

In recent years, we have accelerated our sustainability efforts across every aspect of our operations. From reducing our carbon footprint and enhancing energy efficiency to promoting responsible sourcing and supporting communities, our initiatives are driven by a steadfast aspiration to make a meaningful difference.

We understand that sustainability is an ongoing journey, and we remain committed to its continuous pursuit. Through innovation, collaboration, and transparency, we aim to empower a brighter future—not just for our organization, but for the world at large.

This report highlights our achievements, the challenges we face, and our strategies for the years ahead as we continue to champion people, planet, and prosperity. We invite you to join us in this vital mission. Together, we can move a renewed world in more ways than one, creating lasting change for generations to come.

Thank you for your ongoing support and partnership in this important endeavor.



**AMBASSADOR
CARLOS C. SALINAS**

Founder of the PTC Group
IMO Maritime Ambassador



About The PTC Group

*45 years
of service*



We are a diversified conglomerate with a maritime heritage.

Our Group consists of over 24 business units spread across seven different industries. Our legacy springs from the vision of our founder, Ambassador Carlos Salinas, to help transform the Philippines into a maritime nation, while celebrating Filipino professional excellence.

At 45 years, our Group stands as a powerful catalyst for the development of careers at sea, on land and in the air; continuously seeking to expand our reach for the betterment of the communities we serve, the country and the world.

OUR BUSINESS ARCHITECTURE

- Shipping
- Logistics
- Aviation
- PTCapital
- Energy, Environment, and Infrastructure
- Healthcare
- Real Estate Development

...with more to come



Our Businesses

PTCAPITAL

A sandbox that enables us to help create and establish extensions of our integrated platform of service.

- International Professional Placement
- Microfinance
- Insurance
- Rice Production



SHIPPING

A total maritime solutions and social infrastructure program built to educate, develop, and support Filipino global seafarers, while also offering a comprehensive range of services to our Principals.

- Ship Management
- Crew Management
- Education and Training
- Outsourcing Solutions



ENERGY, ENVIRONMENT AND INFRASTRUCTURE

Building and bolstering a balanced mix of energy sources fueled and empowered by the commitment to developing sustainable power and infrastructure solutions.

- Fuel Distribution
- Renewable Energy

LOGISTICS

Offering end-to-end logistics solutions designed to make supply chain easy.

- Warehousing Solutions
- Transport Solutions
- Supply Chain Management Solutions
- Distribution Solutions



HEALTHCARE

The cornerstone of our social infrastructure platform which sustains the careers of our global maritime professionals (GMPs) and the communities we serve through medical diagnostics, active engagement, and interventions that ensure health and well-being.

- Diagnostics and Medical Care
- Pharmacy Services



AVIATION

Cultivating aviation expertise and developing skilled pilots, cabin attendants, and aviation technicians, enabling the industry to fly high and move the world.

- Pilot Training
- Cabin Crew Training



REAL ESTATE DEVELOPMENT

Developing homes and communities, we transform land into villages where families grow and tourism flourishes.

- Housing, Community, Property Development
- Construction
- Property Management
- Travel

What Guides Us



OUR VISION

To move the world in more ways than one.

OUR MISSION

We are a respected and trusted group of companies operating globally through an interfacing network of diversified investments, strategic alliances, and select partnerships, committed to provide world-class PTC branded professionals, resources, and services that develop communities, help build nations, and move the world.

OUR VALUES

At The PTC Group, our mission is defined by core values that guide every action we take.

With *compassion* at the heart of our efforts, we strive to uplift lives and nurture well-being within the communities we serve. Our commitment to *integrity* fosters trust through transparency and responsible collaboration.

We are driven by a focus on *sustainability*, aiming to create a legacy of enduring positive change that benefits future generations. We embrace *dignity and professionalism*, valuing each individual within the PTC community and upholding the highest standards in all that we do.

Above all, we are motivated by a *purposeful pursuit of doing good*, pushing boundaries, reimagining possibilities, and shaping a future that aligns with our highest aspirations.

CHRISTINA SALINAS MANZANO

Executive Managing Director
The PTC Group

Integrity

Honoring our commitments. Encouraging our people to shine and become the best of themselves as part of The PTC Group community.

Compassion

A culture of care, service, and respect, bringing out what is most human in each of us.

Sustainability and Impact

Promoting people, planet, and prosperity for the betterment of the communities we serve, the country, and the world.

Dignity and Professionalism

Taking pride in our work and in working together to move the world in more ways than one.

Purposeful Pursuit of Doing Good

Living out our vision and mission.
Doing good while doing well.

Industry Highlights and Milestones



Health

IN NUMBERS

As of Dec 2023

74,349

Pre-Employment
Medical Examinations
Completed

7,332

Teleconsult
Sessions
Conducted

HEALTH METRICS CLINICS

In Makati, Pasay
and Iloilo City

PHARMACY SERVICES

Farmacia ni Doc
Makati Branch

2022

- Health Metrics was the Group's main driver in terms of COVID -19 response, administering covid tests and vaccinations to global Filipino professionals and across the PTC community.

2023

- The Healthcare Group has been able to significantly reduce the overall repatriation rate of PTC deployed maritime professionals to less than half a percent of total deployment.

IN NUMBERS

As of Dec 2023

PILOT TRAINING

95
Trainees

49
Graduates

CABIN CREW TRAINING

3,531
Cabin Trainees

78
Maintenance
Trainees

FLEET & EQUIPMENT

9
Cessna
172

1
Tecnam
P2006

1
Tecnam
P2010

4
Redbird
Simulators

2
Redbird G1000
Glass Cockpit
Trainers

2022

- PTC Aviation Training Center went from zero operations in March 2020 to record-breaking over-subscribed capacity.
- Numerous cabin attendant trainees have been hired by leading international airlines.
- First Aviation Academy fully resumed flight operations at Subic Bay with its first batch of 23 student pilots graduating in December 2022.

2023

- Trainees at PTC ATC's cabin attendant and aviation technician programs continue to land excellent career opportunities with airlines and airline maintenance operations domestically and internationally.
- FAA held its 2nd commencement exercise with 20 student pilots earning their wings.

Aviation



Real Estate Development

IN NUMBERS

As of Dec 2023

HOUSING

In Batangas, Cavite, and Iloilo

13,500

Homes

31

Communities

PROPERTY MANAGEMENT

8

Buildings

63,950

Parking Spaces

100

Parking Facilities

150,000

Daily Vehicle Transactions

2022-2023

- ACM remains upbeat about the future of home building.
- Smartpark returned to pre-COVID operations with exciting opportunities in 2023.

Energy

IN NUMBERS

As of Dec 2023

FACILITIES MANAGEMENT

85M+

Liters handled, Growing towards 240M liters

FUEL DISTRIBUTION

67

Stations

264

Liters Annually

FUEL LOGISTICS

151

Liters Transported Annually

51

Trucks

2022

- The Northern Star Energy Group signed on with Shell Philippines to embark on an exciting next 10 years and beyond.

2023

- Moving life forward, the Group delivered close to 300M liters nationwide in 2023. Becoming a significant fuel storage operator in the Visayas and Mindanao regions is underway, through a partnership with the DM Consunji Group.



Agriculture

IN NUMBERS

As of Dec 2023

FARMER INCOME

+11%

Increase in Income

TOTAL YIELD

8,762

Kilograms of Harvest

2022

- Introduced in 2021, the NamNam project continued to provide sustainability to partner farmers and quality rice to our PTC community.

2023

- PTC Agriculture remained committed to growing rice and vegetable self-sufficiency, aiming to enhance the health of their community, while prioritizing sustainable farming practices and improving livelihood for their farmer partners.



Capital

IN NUMBERS

As of Dec 2023

INTERNATIONAL PROFESSIONAL PLACEMENT

In Healthcare, Hospitality, Technical and Administrative Positions

3,500+

Professionals Deployed

MICROFINANCE

10,000+

Global Maritime Professionals Assisted

PTC INSURANCE

Risk Management & Sustainability

Php12B+

In Assets Under Cover

2022

- First Maritime Credit Corporation successfully expanded its ability to empower economic freedom.
- Lifelinks International Resources continued to deploy healthcare workers to Germany and the Middle East, and provided overseas career opportunities for resort personnel, factory workers, and truck drivers to parts of Europe.
- PTC Insurance began catering to the risk management needs across business units.

2023

- In the area of international professional placement, Lifelinks expanded its global footprint starting with an initial successful deployment of medical professionals to the United States.

Shipping

IN NUMBERS

As of Dec 2023

SHIP MANAGEMENT

24	26
Vessels Under Technical Management	Vessels Under Crew Management

CREW MANAGEMENT

66,134	40,750
Total Crew Deployments	Crew Onboard 1,396 Vessels

LOGISTICS

STORING, MOVING, AND TRADING END-TO-END SUPPLY CHAIN SOLUTIONS

OUTSOURCING SOLUTIONS

256
Vessels with Back Office Support

EDUCATION AND TRAINING

628	448	22,000
Graduates	Cadets	Trainees Annually

2022

- PTCI and Jebesen-PTC drive the transition by upskilling and reskilling GMPS professionals through the innovative Capstone and Cornerstone training programs.
- Evolving from a shipping giant to a dynamic logistics and trading platform, PTC Agency and Transport (PTCAT) provided a broader range of services, such as crew changes, Home Heroes' last-mile delivery, Farmacia ni Dok's pharmaceutical distribution, and beyond.
- First Maritime Shared Services continued to engage with key principals offering cost saving alternatives as a growing BPO solution to the maritime industry.

2023

- PTC managed the world's first-ever solar-powered catamaran – the Circular Explorer.
- PTC Shipping was recognized by the World Oceans Council as an Ocean Titan – one of only 50 organizations globally.
- Around 41,000 crew members on board were deployed to the world fleet at any given time – a roaring comeback for the Cluster from the pandemic challenges.
- PTCAT evolved into PTC Logistics, making supply chain easy as it partnered with Toyota Motors for warehouse management.
- The newest member of PTC Shipping was born. iPTC Pvt. Ltd, known as PTC International is operating in Singapore.



Corporate Citizenship, Public Policy and Sustainability

PROGRAMS	
NUTRITION AND EDUCATION	Growing Good to Great Kids (3G)
MARINE ENVIRONMENTAL PROTECTION	My Ocean, My Friend Ocean Plastic Recovery
MENTAL HEALTH	We Team
DISASTER RESILIENCY	PTC RISE Program
FOOD SECURITY	Rice, Inc.
INDUSTRY ENGAGEMENT	
DIVERSITY, EQUITY, AND INCLUSION IN MARITIME	All Aboard Alliance
DISASTER RISK PREPAREDNESS	ARISE
MAPPING OF GLOBAL POLLUTION AND MARITIME HAZARDS	EyeSea
OCEAN STEWARDSHIP COALITION	Maritime Just Transition Action Group
UNIVERSAL SUSTAINABILITY PRINCIPLES	UN Global Compact
GENDER EQUALITY, ENVIRONMENTAL PROTECTION, SAFE AND SECURE SHIPPING	Women in Maritime Philippines

Corporate Citizenship, Public Policy and Sustainability

ACADEMIC ENGAGEMENT

MARITIME AND OCEAN EDUCATION, RESEARCH, CAPACITY BUILDING AND ECONOMIC DEVELOPMENT

World Maritime
University

EDUCATION, RESEARCH AND INNOVATION

Massachusetts Institute
of Technology

DEVELOPING LEADERS FOR ASIA AND BEYOND

ASIA School
of Business

2022

- The PTC Group's CODA was launched.
- The maiden issue of the Group's Sustainability report was published.
- Youth programs such as My Ship, My World; Sea Mariners; Growing Good to Great Kids; and, Sikap, Tulong, Sulong continued to help impact and educate future generations.
- The Group strengthened its commitment to disaster preparedness with the PTC RISE Program and promoted mental wellness through WeTeam.
- PTC joined the United Nations Global Compact and continued its commitment to sustainable development as a member of the Maritime Just Transition action group and the All Aboard Alliance.

2023

- PTC participated in COP28 discussions in Dubai, supporting the country's race to resilience through the Department of Environment and Natural Resources (DENR).
- The Department of Transportation invited PTC to chair MARINA's Multisectoral Governance Council for the implementation of its 10-year Maritime Industry Development Plan.
- PTC Shipping received accolades in 2023 including the Crew Welfare Award and the Crew Connect Global Seafarer of the Year Award, alongside a Women in Maritime recognition, the Maritime SheEO of the Year Award presented to Karen Avelino, and a Lifetime Achievement Award bestowed upon Ambassador Carlos Salinas.
- PTC Shipping and PTC-CSJ Foundation were named finalists at the 2023 Nordic Sustainability Awards.
- The PTC Group crafted its Climate Ambition – our pledge to achieve net zero by 2050.
- The PTC Group developed its Climate Action Plan – our group-wide approach to guide business units in our journey to net zero.

Our Approach to Sustainability



Our Sustainability Commitment & Policy

Our Sustainability Committee

OUR COMMITMENT

In our commitment to actively promote people, planet, and prosperity, the PTC Group embraces sustainability as we strive to effect change and move the world in more ways than one. As a Group, we are focused on improving the lives of Filipinos and aim to contribute to the development of communities and the country. Anchored on our values, we have set out on a mission to not only move the world, but to also look after it.

OUR POLICY

PTC Holdings Corporation has adopted sound and sustainable management practices, social and environmental responsibilities, and good governance. It is the duty and responsibility of management and employees to:

- Integrate sustainability considerations in our operations and all our business decisions;
- Comply with all applicable legislation, regulations, and codes of practice;
- Minimize any negative impact of our operations on people, communities, and the environment;
- Streamline our business processes to ensure that we lessen our emissions and waste, and use less water and energy; and
- Monitor, review, report, and continually strive to improve our sustainability performance.

In 2023, we formed the first PTC Group Sustainability Committee. The committee drives our strategic vision, direction, and implementation of the Group's sustainability ambitions. Members of the committee actively champion sustainability practices by working with their respective business units for implementation.

The committee is chaired by the Executive Director for Corporate Policy, Risks, and Sustainability and it is comprised of one senior leader from each of the seven clusters and one representative from each business unit. This ensures that the cluster and business units provide strategic input and cascade directives from Group Sustainability on an operational level.

The formation of the PTC Group's sustainability committee marks a milestone in our journey.

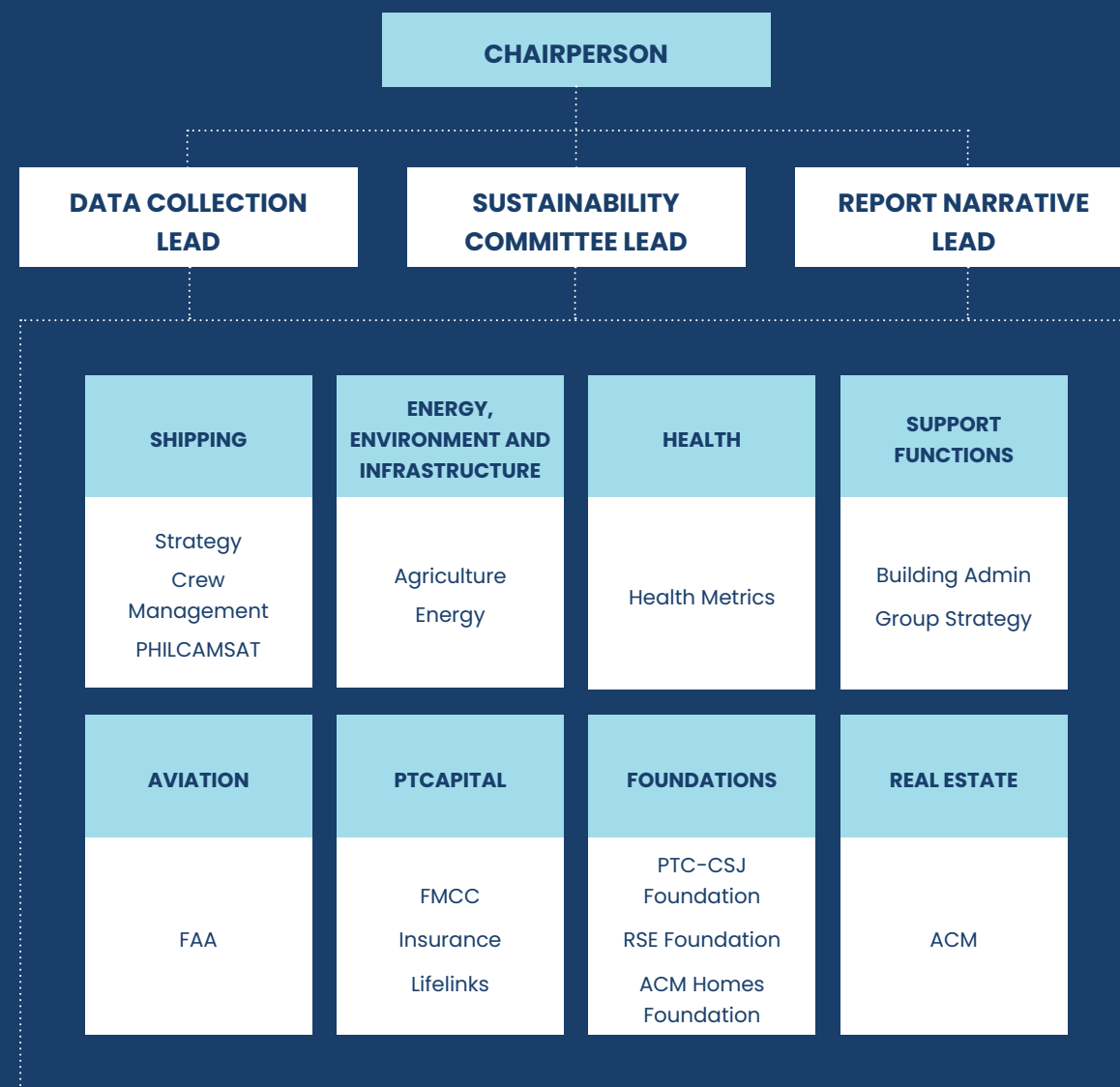
Having a governance structure in place ensures transparency and accountability, and underpins our core values: integrity, sustainability, and a purposeful pursuit of doing good.

MAJ. GEN. RESTITUTO PADILLA, JR

Sustainability Committee Chair, Executive Director for Corporate Policy, Risks, and Sustainability



Our Sustainability Committee



PTC and the UN Sustainable Development Goals

We acknowledge the crucial role that we play in contributing to the achievement of global goals. We align our corporate sustainability goals with the UN Sustainable Development Goals and the 10 Principles of the UN Global Compact, responding to the universal call to action to end poverty, protect the planet, and ensure that peace and prosperity are within reach for all.





We protect human rights.

UN GLOBAL COMPACT PRINCIPLES 1 AND 2

We align with the UN Global Compact's 10 Principles by ensuring that we protect Human Rights.

IN THE WORKPLACE

- By providing safe and healthy working conditions;
- By guaranteeing freedom of association;
- By ensuring non-discrimination in personnel practices;
- By ensuring that we do not use directly or indirectly forced labor or child labor;
- By providing access to basic healthcare for our people and their families;
- By respecting employees' religious observances and practices.

IN THE COMMUNITY

- By preventing the forcible displacement of individuals, groups or communities;
- By working to protect the economic livelihood of local communities;
- By contributing to public dialogue with all levels of government to express views on matters that affect our people, our operations, our stakeholders and communities of which we are a part;
- By providing access to essential goods and services;
- by fostering opportunities for women and girls to be educated, to empower them to broader access to livelihood;
- by providing decent work that improves lives, especially for the marginalized and other vulnerable groups; and
- By ensuring that we abide by international guidelines and standards to ensure the safety and security of our people.

We uphold labor principles.

UN GLOBAL COMPACT PRINCIPLES 3, 4, 5, AND 6

We uphold Labor Principles and take specific actions to address discrimination and be more purposeful in eliminating it.

IN THE WORKPLACE

- By instituting policies and procedures which make qualifications, skill and experience the basis for the recruitment, placement, training and advancement of staff at all levels;
- By keeping records on recruitment, training and promotion that provide a transparent view of opportunities for employees and their progression within the organization;
- By conducting unconscious bias, diversity and inclusivity training, including disability awareness to ensure health and safety of employees and visitors with disabilities;
- By developing programs to promote access to skills development training.



Our ESG Framework

We promote environmental responsibility.

UN GLOBAL COMPACT PRINCIPLES 7, 8, AND 9

We undertake initiatives to promote greater Environmental Responsibility.

AS AN ORGANIZATION, WE:

- Integrate environmental considerations in our policies and strategies that support sustainable development — economic prosperity, environmental quality and social equity;
- Develop sustainability goals and indicators;
- Measure, track and communicate progress on incorporating sustainability principles into business practices, including reporting against global operating standards. Assess results and apply strategies for continued improvement; and
- Ensure transparency and unbiased dialogue with stakeholders.

Our ESG framework is a visual representation of the interconnectedness of our initiatives with ESG factors. It maps out how we have integrated sustainability into the way we work, from our day-to-day operations, collaborations and partnerships, and through our flagship programs.

ENVIRONMENT

ENVIRONMENTAL STEWARDSHIP

- Energy & GHG emissions reduction (PTC Group / Bldg Admin)
- Circular Explorer (Ship Management)
- My Ocean, My Friend (PTC Group)
- Education for Sustainable Development (PTC-CSJ Foundation)
- Ocean Stewardship Coalition (with UNGC)

RESILIENCE

- Mangrove Project (PTC Group)
- PTC RISE Program (PTCI)
- Health Metrics (HMI)
- Mental Health (WeTeam)



SOCIAL

HUMAN CAPITAL DEVELOPMENT

- Sea Mariners (Shipping)
- My Ship My World (PTC-CSJ Foundation)
- 2C Program (PHILCAMSAT)
- Maritime Just Transition (Shipping)
- GMP recruitment, training, deployment (Crew Management)
- Pilot and cabin crew training (Aviation)
- International career opportunities (Lifelinks)
- Growing Good to Great Kids/3G Program (PTC-CSJ Foundation)



GOVERNANCE

INCLUSIVE GROWTH

- Agriculture (RICE, Inc.)
- All Aboard Alliance and Diversity@Sea (Crew Management)
- Family and Crew relations activities (FCR)
- Financial literacy and access to loans (FMCC)



Our Sustainability Anchors



HUMAN CAPITAL
DEVELOPMENT



RESILIENCE



ENVIRONMENTAL
STEWARDSHIP



INCLUSIVE
GROWTH



*Integrating sustainability
in the way that we work*

Human Capital Development

MY SHIP, MY WORLD

My Ship, My World (MSMW) introduces the world of shipping to Grades 4-7 students by integrating shipping-related concepts in Science, Math, English, and Araling Panlipunan (AP) curricula.

MSMW is adapted from the Adopt-A-Ship Program initiated by the Cyprus Shipping Chamber, CYMEPA.

The Adopt-A-Ship Program was promoted by InterManager and piloted by the PTC-CSJ Foundation in the Philippines in 2017.

In 2018, PTC-CSJ expanded MSMW in coordination with the Department of Education and through ship owners whose ships and Captains participated in the MSMW Program.

In 2022 and 2023, MSMW reached out to higher grade levels, Grades 7-10, to present maritime as an education and a career to these students who would have started thinking about higher education courses.



TOTAL REACH
(2022)

800

Grades 7 and 8 students from Sisters of Mary School – Adlas Boystown in Silang, Cavite.

TOTAL REACH
(2023)

Over 1,700

Grades 9 and 10 students from Tunasan National High School in Muntinlupa City.

TOTAL
REACH

34,926

Students reached over the years

Human Capital Development

SEA MARINERS

The Sea Mariners program was created to instill an awareness and appreciation of the maritime industry in Filipino youth. The program is designed to develop the officers of tomorrow with the necessary mastery of Science, Technology, Engineering, the Arts, and Mathematics.

The Sea Mariners program extends its reach across the local community and the school activities of senior high school students designed to promote marine conservation awareness and foster an appreciation of our country's maritime heritage.



TOTAL
NUMBER (2022)

166
Sea Mariners

TOTAL
NUMBER (2023)

285
Sea Mariners

NURTURING FUTURE SEAFARERS (PTC-CSJ FOUNDATION)

The Nurturing Future Seafarers project promotes shipping as a career path by offering full scholarships and pastoral and welfare support to students pursuing BS Marine Transportation and BS Marine Engineering degrees. It is supported by TK Foundation through a grant administered by the Orange County Community Foundation.



TOTAL
NUMBER (2022)

6
Scholars

TOTAL
NUMBER (2023)

10
Scholars

NFS IMPACT
THROUGH THE YEARS

505
Students reached

TOTAL GRADUATES
NOW EMPLOYED ON
SHIPS (2023)

2
B.S. Marine Engineering

Human Capital Development

SHIPPING CLUSTER

Filipino global maritime professionals play a pivotal role in driving global commerce, contributing significantly to the maritime industry's portion of the \$24.9 trillion worth of goods traded worldwide in 2022. With 80% of these goods transported by sea, Filipino GMPs, who make up 25% of the world's maritime workforce, account for a remarkable \$4.9 trillion of this value. This contribution is more than ten times the size of the Philippine economy, emphasizing the global significance of our seafarers.

Providing 10% of the world's Filipino global maritime professionals, we are dedicated to preserving their status as the "World's Seafarer of Choice." Our approach is comprehensive, focusing not merely on recruitment but on managing careers of talent from end to end. This ensures that our seafarers not only remain competitive, but also continue to be highly valued across the global maritime industry.

Our strategy begins with talent acquisition, where we engage young individuals early on, cultivating their interest in maritime careers to ensure a steady supply of skilled professionals. We also invest in talent development, providing continuous education and training to keep our seafarers ahead of industry trends and technological advancements. Finally, our talent deployment efforts are designed to create dynamic and forward-looking career paths, ensuring that our maritime professionals are equipped to navigate the future with confidence and expertise.

*Nurturing talent not just for today
but also for tomorrow*

Building a Pipeline of Quality Talent



STARTING EARLY IN THE LIFE CYCLE

Introducing the maritime industry to primary, secondary and tertiary level students



EDUCATIONAL ROADMAP

Partnering with maritime institutions
Continuous learning and professional training



LEVERAGING A STRONG AND TRUSTED PTC BRAND

Providing best-in-class seafarer application experience
Executing an aggressive marketing campaign



DYNAMIC CAREER CYCLE

Offering local and international careers at sea
Transforming seafarers into Global Maritime Professionals (GMPs)



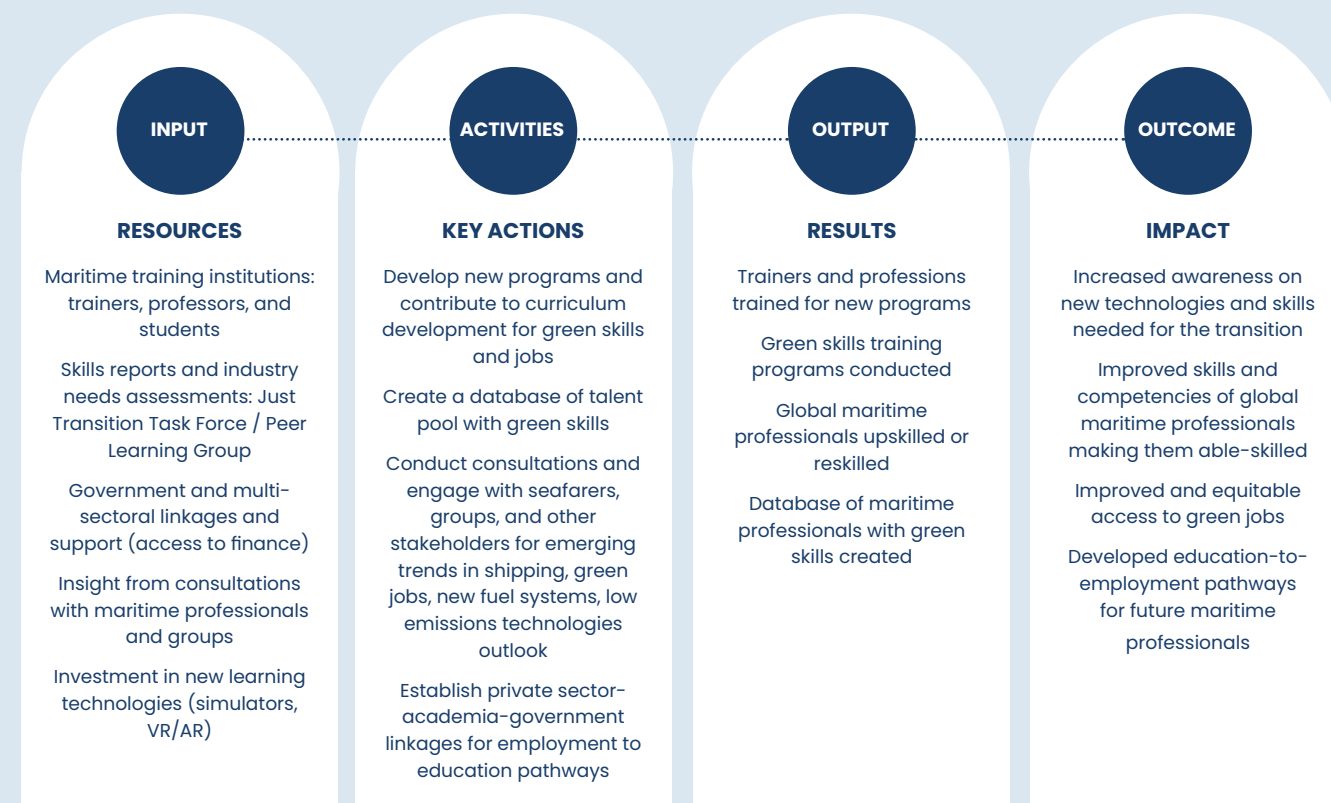
Human Capital Development

ENSURING A JUST TRANSITION IN MARITIME (SHIPPING CLUSTER)

The Maritime Just Transition Task Force was founded by the International Chamber of Shipping, the International Transport Workers' Federation, and the UN Global Compact.

As home to the world's seafarer of choice, we remain committed to ensuring that the key role Filipino Global Maritime Professionals (GMPs)

play in the industry is sustained through training programs that will help them develop the necessary knowledge, skills, and behaviors to fuel the industry's green transition. We are proud to be a private sector supporter of the Maritime Just Transition Task Force.



PTC'S JUST TRANSITION FRAMEWORK

Goal: Ensure a timely and just transition for GMPs.

CORNERSTONE AND CAPSTONE PROGRAM (PHILCAMSAT)

The Cornerstone and Capstone Program (2C) is PHILCAMSAT's strategic tool to support our Group's continuous growth, increase in productivity, and the ability to develop world-class and globally accepted maritime professionals. We recalibrated the 2C Program to ensure a just and equitable transition for Filipino seafarers through green skilling and able-skilling our GMPs. The 2C program ensures the following goals are achieved.

- Develop quality and world-class Global Maritime Professionals (GMPs)
- Propel the promotion readiness of all GMPs
- Address the skills and competence gaps
- Promote diversity, equity, and inclusion
- Create a culture of learning
- Increase GMP's productivity and contribution in achieving business growth
- Keep up and stay ahead of the changes in the maritime industry

Reskilling, upskilling, and green skilling of GMPs in the MJT involve the provision of training and education programs that focus on environmentally sustainable practices and the use of clean energy technologies in the shipping industry.



Human Capital Development

AVIATION CLUSTER

Our Aviation cluster is committed to preparing individuals for rewarding careers in the aviation industry, both locally and internationally. Through our management of First Aviation Academy Incorporated (FAA) and the PTC Aviation Training Center, we strive to develop world-class aviation professionals.

First Aviation Academy, Inc., is a partnership between MacroAsia Corporation and PTC Holdings Corporation. Our academy features a modern fleet of Tecnam and Cessna aircraft, advanced simulators, and an unwavering focus on safety. Since opening our doors in 2019, we have successfully graduated 44 pilots, including 16 former PAL aviation cadets. Today, we are proud to support over 100 trainees with 11 aircraft and 4 RedBird flight simulators.

In line with our commitment to innovation and accessibility, we recently partnered with PATTS College of Aeronautics to extend our training capabilities. This partnership includes the installation of a flight simulator at the PATTS campus in Parañaque, providing young aviators with a more immersive, hands-on flight training experience.

Established in 2016, our PTC Aviation Training Center offers a wide range of programs

including flight attendant training, aircraft maintenance, and flight dispatch. Located near the Ninoy Aquino International Airport (NAIA) in Manila, we provide state-of-the-art training facilities, including an actual Airbus A320 cabin for realistic cabin crew training.

Our focus spans multiple disciplines, preparing students for various aviation careers through our comprehensive training programs:

- **Flight Attendant (FA) Training:** We use a full Airbus A320 cabin mockup, replicating the training environment of major airlines worldwide. This allows for highly realistic and immersive cabin crew training.
- **Aircraft Maintenance:** Our program equips students with the knowledge and skills necessary for successful careers in aircraft maintenance, guided by industry-experienced instructors.
- **Flight Dispatch:** We prepare individuals for the critical role of flight dispatchers, ensuring the smooth and safe operation of flights.
- **Commitment to Quality:** We prioritize delivering high-quality instruction to all our students. We invest heavily in faculty development and utilize industry-standard training tools and equipment to ensure our students receive world-class aviation education right here in the Philippines.

- **Industry Partnerships:** We actively seek partnerships to enhance our programs and expand opportunities for our students. By collaborating with universities, colleges, airlines, and other aviation organizations, we provide practical exposure and open doors to potential job opportunities for our graduates. Both of our academies are dedicated to excellence, combining top-tier instruction, cutting-edge equipment, and a steadfast commitment to helping our graduates achieve success in the aviation industry.

**PILOTS
TRAINED (2022)**

72
Pilots

**PILOTS
TRAINED (2023)**

85
Pilots

*Flying high
to move the world*



Resilience

PTC RISE PROGRAM (PTCI)

We at PTC equate sustainability with resilience, as both are essential for the long-term success of any business. We've prioritized the development of risk and quality management strategies, while also ensuring that we equip our people and the communities we serve with tools and plans to prepare and respond to unexpected events.

Our flagship program on resilience is the PTC RISE Program – which stands for Resilience Improvement, Support, and Education for Seafarer Communities. Through the PTC RISE Program, our GMPs who are trained first responders, are certified to become Master Trainers on disaster risk reduction management (DRRM). They help bring the program to scale by engaging their communities including local government units and the youth to contribute to ongoing national efforts on DRRM. To date, we have 6 model seafarer community partners, 34 schools, 350 barangays with the PTC RISE Program presence, 650 certified Master Trainers, and 10,733 barangay youth and residents who have undergone the citizen training program. The PTC RISE Program has also been nominated for Safety4Sea's Crew Welfare Awards – a testament of how this initiative has been making excellent strides in enabling resilience.



MODEL SEAFARER
PARTNERS

6

Communities

SCHOOL AND
BARANGAY
PARTNERS

34

Schools

350

Barangays

MASTER TRAINERS
FOR DISASTER RISK
REDUCTION MANAGEMENT

650

Master Trainers

CITIZEN TRAINING
PROGRAM

10,733

Citizens

HEALTH METRICS INC. (HMI)

HMI offers complete diagnostic services delivered by trained and experienced medical professionals. Working in tandem with skilled dental, optical, and nursing practitioners, as well as medical-imaging technologists and technicians, HMI's facilities are complemented by a range of healthcare services that provide GMPs, employees, and their families with quality patient care. The healthcare managers and administrative staff at HMI clinics carry with them years of experience and expertise in the management and administration of health delivery systems ensuring unique and incomparable service to its clientele.



PRE-EMPLOYMENT
MEDICAL EXAMINATIONS
(2022)

72,821

Examinations

PRE-EMPLOYMENT
MEDICAL EXAMINATIONS
(2023)

74,349

Examinations

MOBILE CLINICS
DEPLOYED

10

In 2022

12

In 2023

PATIENTS
REACHED

2,593

In 2022

2,921

In 2023

Your partner
in health

Resilience

MENTAL HEALTH

We recognize that the mental well-being of our global maritime professionals (GMPs) is vital to sustaining a resilient and healthy workforce. The demanding nature of life at sea, marked by long periods away from family, isolation, and challenging work conditions, requires strong support systems. Through the efforts of Health Metrics, Inc. (HMI) and PHILCAMSAT, we have developed initiatives that address these needs as part of our commitment to the welfare of our GMPs.

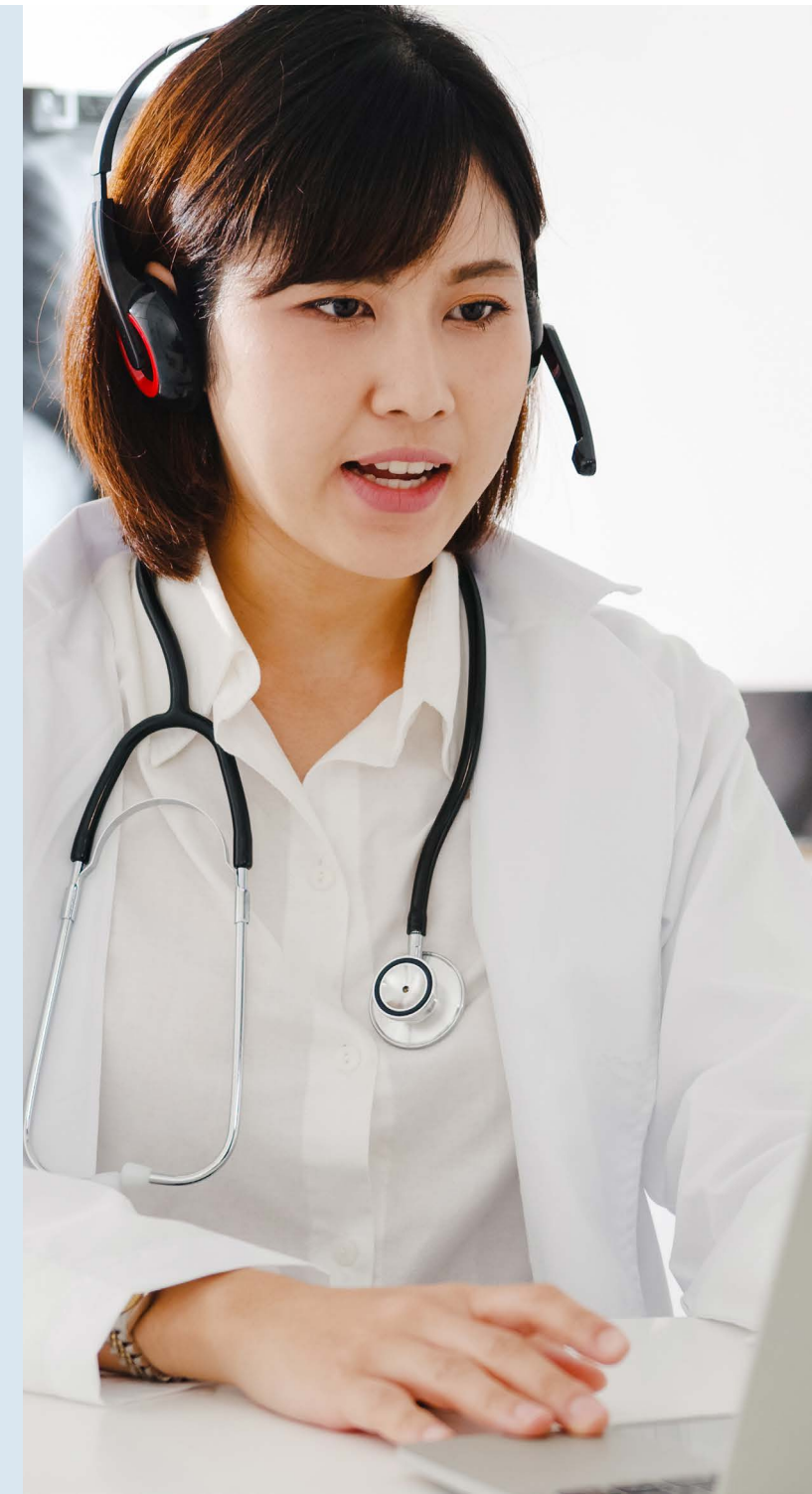
We prioritize keeping our seafarers connected to loved ones through reliable internet access, which helps ease loneliness. Kumustahan sessions (from kumusta, meaning “how are you?”) provide safe spaces for conversations, and team-building activities foster camaraderie among crew members. Mental health training and having a mental health worker onboard ensure that support is available whenever needed.



PHILCAMSAT’s BRIDGE program (Building Resiliency in Diverse Global Environments), launched in 2019, strengthens these efforts by providing mental health awareness, training, and regular well-being monitoring. This program proved invaluable during the COVID-19 pandemic, offering crucial support when seafarers faced additional challenges due to travel restrictions.

Additionally, in partnership with the Synergy Marine Group, the WeTeam helpline offers free, 24/7 confidential counseling services via Viber or WhatsApp in Filipino, English, and Indian languages. This service ensures professional support is always within reach of our GMPs.

With these initiatives, we make the mental health of our seafarers a top priority as they navigate the seas for extended periods.



Environmental Stewardship

CIRCULAR EXPLORER (SHIP MANAGEMENT)

The Circular Explorer is a research vessel powered entirely by solar energy and is designed to collect marine litter along Manila Bay.

Through PTC Shipmanagement, we provide bareboat chartering, time chartering, and ship management services to One Earth, One Ocean (OEOO). It can recover up to four tons of plastic waste per day to help preserve vital marine ecosystems in a sustainable way. PTC Shipmanagement provides bareboat chartering, time chartering, and ship management services to OEOO, including the Circular Explorer. This partnership represents a significant step towards greener shipping solutions, showcasing innovative approaches to environmental responsibility.

Helmed by a Filipina captain, the Circular Explorer is fitted with vertically and horizontally swiveling solar modules mounted on its carousel, aligning with the sun for optimal efficiency. This system can fully charge the vessel's two batteries with 32 kW in just one day.

Beyond plastic collection and upcycling, the Circular Explorer serves as a hub for youth engagement and education on marine pollution and environmental conservation. Students from four partner schools have embarked on educational journeys aboard the vessel, learning firsthand from OEOO and PTC's global maritime professionals about the significance and urgency of ocean sustainability. With plans for expansion to schools nationwide, the initiative aims to cultivate widespread awareness and action.

Our ship management team is also at the forefront of marine conservation and sustainability, spearheading both immediate responses and long-term initiatives to safeguard our oceans.

Together with OEOO, we responded to an oil spill in Oriental Mindoro on February 28, 2023, triggered by the sinking of an oil tanker carrying approximately 800,000 liters of industrial fuel. To support the clean-up efforts along the affected shores of the town of Pola, we donated 700 kilos of oil-absorbent wool to the Department of Environment and Natural Resources (DENR).



MARINE LITTER
COLLECTED FROM
MANILA BAY

40,000
Kilograms

PLASTIC WASTE
COLLECTED FROM
MANILA BAY

16,000
Kilograms

*A significant step towards
greener shipping solutions*

Environmental Stewardship

OCEAN STEWARDSHIP

Protecting our oceans is vital to the health of the planet as it plays a key role in regulating global climate, driving the global economy through industries such as shipping, and supporting biodiversity and ecosystems. We take proactive measures to protect and conserve ocean resources and mitigate the impacts of pollution. Activities such as coastal cleanups are our way of demonstrating our dedication to ocean stewardship and engaging with communities.

In 2022, we took part in a coastal cleanup at the Las Pinas-Paranaque Wetland Park (LPPWP), in collaboration with the Embassy of Sweden in the Philippines. Fifty PTC Sea Mariners from Noveleta National High School joined Ambassador Annika Thunborg, ASSIST

Asia volunteers and Amway Representatives in the event, resulting in a total of 520 kilograms of waste collected and prevented from polluting our waterways and seas.

In 2023, we remained committed to our promise of ocean stewardship by continuing with our coastal cleanup drives and community engagement activities. The activities were held in Barangay Calaparan, Arevalo, Iloilo; Las Piñas-Parañaque Wetland Park Freedom Island; and Barangay Bucana, Nasugbu, Batangas. Our efforts resulted in the collection of 5,075 kilograms of marine litter, gathered by approximately 470 volunteers from PTC, Sea Mariners, and partner communities, all united by a common goal of environmental stewardship.

We also aid communities in Batangas in diverting their domestic plastic waste. Our work helps protect the critical marine biodiversity in Verde Island Passage, which is one of the most diverse coral biodiversity zone in the planet. Through partnerships and collaboration with local governments, we contribute to the conservation of critical coastal and marine environments.



MARINE LITTER
COLLECTED
(2022)

520
Kilograms

MARINE LITTER
COLLECTED
(2023)

5,075
Kilograms

*Demonstrating our dedication
to ocean stewardship and
community engagement*

Environmental Stewardship

MANGROVE RESTORATION PROJECT

To align with our Group’s climate ambition of achieving net zero by 2050, we are investing in restoration of mangrove forests as a sustainable strategy for safeguarding coastal communities and mitigating the effects of climate change. In March 2023, we began by planting mangroves in areas where we conduct coastal cleanups and collaborating with partners and principals who share the same sustainability goals as we do.

Global Maritime Professionals (GMPs) from Berge Bulk and their families participated in the coastal cleanup and mangrove planting activities. They were joined by 50 Sea Mariners from Santo Rosario and Tanza National High School.



**MANGROVES
PLANTED
(2023)**

200

Mangrove Trees

EDUCATION FOR SUSTAINABLE DEVELOPMENT (ESD)

ESD is a program implemented by WWF Philippines and PTC-CSJ Foundation geared toward enabling schools and communities to identify and act in ways to achieve a more sustainable future by maintaining the balance of three pillars – the economy, society and environment. The aim is to increase the knowledge and awareness of teachers and students on environmental issues, discussing topics such as environmental conservation, climate change and sustainable lifestyles.

The ESD Program involves environmental education sessions with students, as well as Teachers’ Training to help them integrate sustainability in their lesson plans. The ESD Program is implemented in PTC-CSJ’s partner-schools in Muntinlupa.



**ESD
PROGRAM
(2022)**

97

Teachers trained
from 20 schools

1,173

Gr. 5-6 students
from 12 schools

**ESD
PROGRAM
(2023)**

110

Teachers trained
from 20 schools

1,800

Gr. 5-6 students
from 12 schools

**ESD PROGRAM
THROUGHOUT
THE YEARS**

800

Teachers

9,611

Students

Inclusive Growth

RICE PRODUCTION (PTC AGRI)

At PTC Agri, we are dedicated to building resilient and entrepreneurial farming communities through equitable partnerships rooted in conservation, community, culture, and commerce. By restoring and revitalizing ecosystems, we promote sustainable agricultural practices that benefit both people and the planet.

Aligned with our vision of creating sustainable cities and communities, we empower rural areas to thrive. Our conservation efforts focus on sustainable land use and ecosystem restoration, ensuring long-term environmental health. At the heart of our mission is community empowerment, equipping farmers with the tools and knowledge to create self-sustaining networks.

By blending traditional farming methods with innovative techniques, we enhance productivity and sustainability while respecting local culture. Through the creation of new market opportunities, we foster economic stability and entrepreneurship, ensuring that farming remains both economically viable and environmentally sustainable.

Sowing seeds for a sustainable future



TOTAL YIELD
PER HECTARE (2022)

7,134
Kilograms

TOTAL YIELD
PER HECTARE (2023)

8,762
Kilograms

PTC LOGISTICS

Our Logistics team embodies the commitment to Supply Chain Made Easy, addressing the environmental and social challenges within the Philippine supply chain. Through close collaboration with partners and clients, we actively explore sustainable solutions to reduce emissions, minimize waste, and optimize logistics operations—all while simplifying the movement of goods.

In 2023, we partnered with South Korean company Carnotfleet to bring innovative plug-and-play cold chain solutions to the Philippines. These technologies aim to transform non-refrigerated infrastructure into cost-efficient, eco-friendly systems. By addressing inefficiencies like poor temperature control and improper product handling, we enhance national food security while reducing plastic use and carbon emissions.

Guided by our core values, we are dedicated to moving life forward by making logistics easy, seamless and sustainable for a more equitable future.

Making supply chain easy



Inclusive Growth

ADVANCING DECENT WORK AND ECONOMIC GROWTH (LIFELINKS)

At Lifelinks, we are dedicated to advancing decent work and driving economic growth by connecting skilled Filipino professionals to meaningful land-based opportunities across the globe. Since our establishment in 2006, we have transformed countless lives through a culture of care, successfully placing thousands of professionals in key sectors such as healthcare, hospitality, and technical industries.

Through the years, we have deployed:

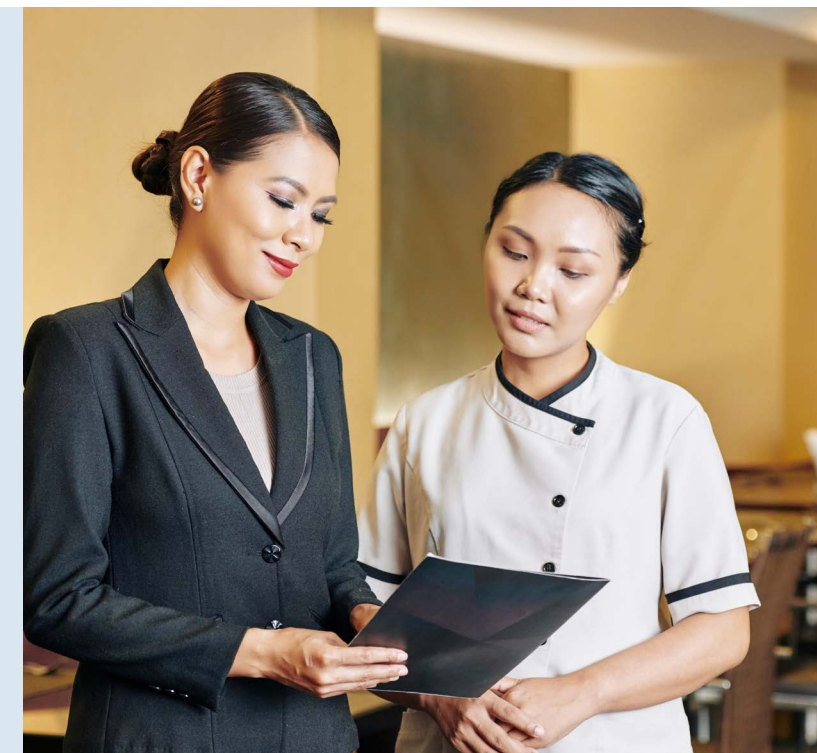
- 1,015 healthcare professionals, making substantial contributions to high-quality patient care and helping to address critical shortages in healthcare services.
- 1,587 hospitality professionals, elevating customer service standards and exemplifying our culture of care and excellence.

- 1,810 technical and skilled workers, fulfilling specialized roles in engineering, construction, warehousing, trucking, and IT to meet the growing global demand for expertise.

With a strong global presence, we have extended our reach to support both developed and emerging markets. Our professionals are currently deployed in countries such as Qatar, Saudi Arabia, the UAE, Germany, the USA, Finland, Japan, Norway, Hungary, and the United Kingdom. Through the dedication of our team, rigorous recruitment processes, and comprehensive support services, we have become a trusted partner for both Filipino professionals and international businesses.

By fostering a culture rooted in excellence and care, we are not only opening doors for individuals but also making a lasting impact on their lives, their communities, and the industries they serve worldwide.

Guided by our mission and values, we remain committed to empowering Filipino professionals and contributing to global workforce development while ensuring a sustainable, compassionate approach in everything we do.



HEALTHCARE
PROFESSIONALS
DEPLOYED

1,015
Healthcare professionals

HOSPITALITY
PROFESSIONALS
PLACED

1,587
Hospitality professionals

TECHNICAL AND
SKILLED WORKERS
DEPLOYED

1,810
Workers

A trusted partner for both Filipino professionals and international businesses

Inclusive Growth

FIRST MARITIME CREDIT CORPORATION (FMCC)

Through the work of FMCC, we support our GMPs in building financial stability. By offering low-cost loans tailored to their unique needs, we help them provide for their families and secure a brighter future.

Guided by the principles of UN SDG 8, we promote economic growth and financial inclusion, fully understanding the challenges seafarers face in accessing fair financial services.

Beyond practical loan solutions, we empower our GMPs through financial management seminars designed to equip them and their families with the skills needed to manage finances wisely, create sustainable income streams, and explore new opportunities. These programs are part of our mission to help them build a more secure and prosperous future.

In 2022, we granted 4,541 loans totaling PHP 329 million, and in 2023, this grew significantly to 7,356 loans—a 62% increase—amounting to PHP 526 million. This remarkable growth reflects our unwavering dedication to improving the lives of seafarers and empowering them to take control of their financial future.



LOAN VALUE
(2022)

PHP 329M

Total value for 4,541 loans

LOAN VALUE
(2023)

PHP 526M

Total value for 7,356 loans

FAMILY AND CREW RELATIONS

Always concerned with the welfare of our GMPs, our family and crew relations programs have been created to strengthen seafarer communities, safeguard health and mental wellness and guarantee economic freedom for PTC GMPs and their families.

LIFE SKILLS WORKSHOPS

GMP life skills workshop topics range from financial literacy, professionalism, and adaptation to migration. The online workshops are aimed to empower GMPs with vital financial management skills, helping them adjust to new work environments, and ensuring they have the necessary skills to thrive on board. Other topics range from stress management techniques and strategies for building resilience at sea.



Inclusive Growth

BUILDING ENDURING VALUE (ACM HOMES)

At ACM Homes, we are dedicated to supporting seafarers and their families by creating living communities that foster inclusive growth and provide a nurturing foundation for their well-being. We understand the unique challenges seafarers face, such as extended periods away from home, and we are committed to designing spaces that offer a sense of stability, security, and connection.

Our communities are thoughtfully crafted to balance usability, cost efficiency, environmental sustainability, and aesthetics. These spaces are more than just houses—they are environments where families can thrive and grow together, even when loved ones are far away.

With our 3rd generation homes, we are integrating smart home features and renewable energy solutions. By blending technology with sustainability, we aim to create modern homes that not only meet the needs of today’s families but also contribute to a more sustainable future for generations to come.

Our Erica Model House is a prime example of our commitment to resource efficiency. Its design significantly reduces environmental impact, achieving:

- 29% reduction in energy use
- 47% reduction in water consumption
- 25% reduction in embodied energy in materials

Through these innovations, we remain steadfast in our mission to provide homes that build enduring value and inspire a brighter future for seafarers and their families.

UNITS BUILT IN
HANA SOUTH,
TRECE MARTIRES

495
Units

ESTIMATED
SAVINGS PER
YEAR

2,709.50
MWh/Year in Energy Savings

11,867,627.52
Cum/Year in Water Savings

1,308
tCO₂/Year in Operational Carbon Savings

2,364,809.93
GJ in Embodied Energy Savings



Materiality Assessment

To ensure that we are addressing the issues that matter most to our stakeholders, we conducted our first materiality assessment in 2023. This process is the bedrock of our sustainability strategy and reporting, enabling us to channel our efforts on the topics that are most relevant to our stakeholders and have the most impact on our business. Better understanding, managing, and disclosing our most significant impacts allow us to make decisions more strategically, mitigate potential risks, identify business opportunities, and strengthen stakeholder relationships.



FORMATION OF THE PTC GROUP SUSTAINABILITY COMMITTEE

We formed the PTC Group Sustainability Committee as a first step in embedding sustainability within our operations. The committee is comprised of one senior leader from each of the seven clusters and one representative from each of the business units. This is to ensure that the cluster and business units can provide valuable input on their respective operations and topics material to their businesses.



STAKEHOLDER MAPPING

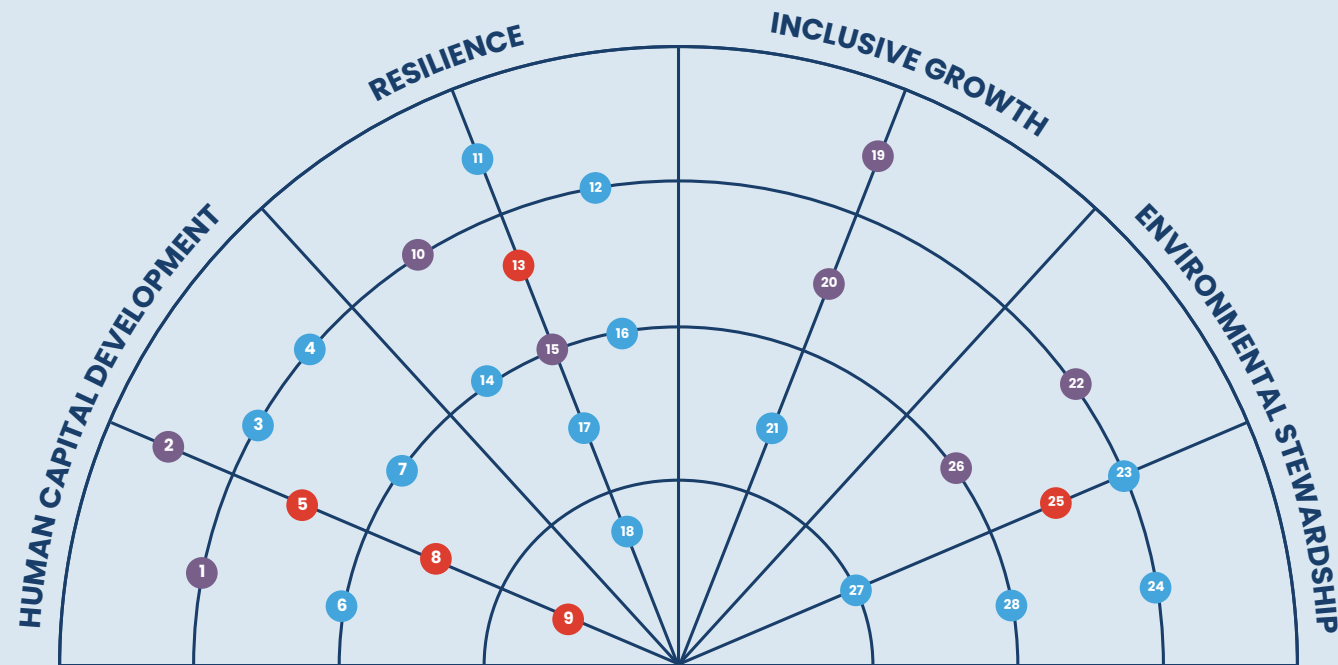
Our Sustainability Committee participated in materiality workshops where representatives from each of the business units identified, prioritized, and mapped our Group's stakeholders.

MATERIALITY ASSESSMENT

As a result of our materiality process, we were able to identify the following material topics and how they integrate with our sustainability anchors. We then mapped out our approach, dependencies, and impacts on the stakeholders that we had identified from the previous step of the process. Through this assessment, we determined the most relevant ESG topics and how we can align them with global standards such as the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) for our next reporting year.

Materiality Map

- GRI
- SASB
- GRI and SASB



Our Climate Ambition

We align with the global movement for climate action and aim to achieve **NET ZERO** by 2050.

We commit to reduce our emissions, lessen our waste, and make a positive impact on the communities we serve as we strive to move a sustainable world.



HUMAN CAPITAL DEVELOPMENT

- 1 Training and Human Capital Development
- 2 Health, Safety and Wellbeing
- 3 Occupational Health and Safety
- 4 Product Safety and Quality
- 5 Diversity, Equality, and Inclusion
- 6 Security Practices
- 7 Collective Bargaining Agreement
- 8 Philanthropy Initiatives
- 9 Community Involvement in Social Programs

RESILIENCE

- 10 Data and Cyber Security
- 11 Customer Privacy
- 12 Regulatory Compliance Statistics
- 13 Quality Management System
- 14 Public Policy
- 15 Business Ethics and Values
- 16 Anti-Corruption
- 17 Governance Structure and Composition
- 18 Board Diversity and Structure

INCLUSIVE GROWTH

- 19 Supply Chain Sustainability
- 20 Economic Performance
- 21 Tax

ENVIRONMENTAL STEWARDSHIP

- 22 GHG Emissions
- 23 Climate Change
- 24 Waste and Hazardous Material Management
- 25 Renewable Energy
- 26 Biodiversity
- 27 Supplier Environmental Assessment
- 28 Environmental Programs



2030
Energy Transition



2040
Carbon Neutral



2050
Net Zero

Our Climate Ambition

Our Climate Ambition is our commitment to further reduce our emissions, lessen our waste, and make a positive impact on communities as we strive to move a sustainable world.

With this, we aim to:

- Reduce our footprint and overall emissions to reach our 2040 goal of carbon neutrality and 2050 goal of net zero.
- Protect natural capital and biodiversity, and promote nature-based solutions which support climate and environmental objectives.
- Support Just Transitions in people and communities directly impacted by the low-carbon energy transition.
- Accelerate investments in solutions and innovations that enable resilience and mitigate the effects of climate change.

This is a key element of our overall strategic efforts, recognizing the responsibility to “do the right thing because it is the right thing to do,” particularly towards the people and the communities we serve. Our mantra to move the world in more ways than one is only as effective as our ensuring that we look after the world as well.



OUR CLIMATE ACTION PLAN

In our journey towards net zero, we have set climate targets and developed a plan to guide the different business units of the PTC Group in achieving our climate ambition. Our climate action plan puts into focus three priority areas: people, planet, and prosperity. Each priority area has an overarching objective spanning from ensuring a just and equitable transition for people, reduction of our footprint and overall emissions, pursuing nature-based solutions, and accelerating investments in solutions that enable resilience.

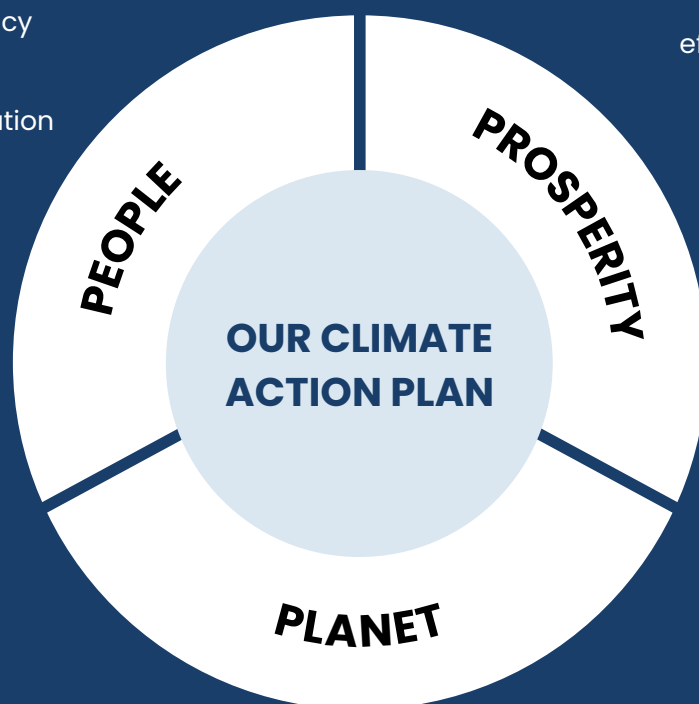
Climate targets have been broadly set for the PTC Group and they are outlined in our action plan.



Our Climate Action Plan

PEOPLE

- Support just transitions in people and communities
- Skills and competency development
- Upskilling in preparation for green jobs and able-skilling our GMPs



PLANET

- Reduce our footprint and overall emissions to reach our goal of net zero by 2050
- Reduce our energy, waste, and water consumption, emissions by 30% by 2030
- Reduce and offset carbon emissions so that operations are carbon neutral by 2040 (reduce by 50% by 2040)

PROSPERITY

- Accelerate investments in solutions that enable resilience and mitigate effects of climate change
- Transition to using renewable energy and low-carbon technology across all our business operations

Our ESG Impact in Numbers (2022-2023)

HUMAN CAPITAL DEVELOPMENT	2022	2023
SEA MARINERS		
No. of youth engaged	166	285
No. of learning modules developed	44	49
MY SHIP, MY WORLD (PTC CSJ FOUNDATION)		
No. of elementary students reached	-	1,700
2C PROGRAM (PHILCAMSAT)		
No. of GMPs trained under the 2C Program	1,444	6,509
No. of sustainability training modules and programs developed	12	16
TALENT ACQUISITION, DEVELOPMENT, AND DEPLOYMENT		
No. of GMPs trained	10,183	17,826
No. of crew on board (as of year-end)	34,840	40,750
Total GMP deployment	58,076	66,134
PILOT AND CABIN CREW TRAINING (AVIATION)		
No. of pilots trained	72	85
No. of cabin crew trained	1,407	1,766
No. of aircraft mechanics trained	273	307
No. of graduates	24	25
INTERNATIONAL PLACEMENTS (LIFELINKS)		
No. of international placements	420	857

Our ESG Impact in Numbers (2022-2023)

RESILIENCE	2022	2023
RISE PROGRAM		
No. of RISE Master Trainers	649	229
No. of Seafarer Communities / LGUs trained	5	6
No. of citizens trained	10,371	10,733
No. of GMPs and Family Members trained on Disaster Preparedness	0	240
No. of Resilience Partners / Collaborators	4	7
HEALTH METRICS		
No. of people reached by mobile clinic	2,593	2,921
ENVIRONMENTAL STEWARDSHIP		
ENERGY & GHG EMISSIONS REDUCTION		
Total Energy used (kilowatt-hour)	2,395,964	3,104,656
Total volume of CO2 emissions (metric tons)	999	1,294
Total volume of water used (cubic meters)	20,326	33,306
CIRCULAR EXPLORER		
Volume of marine litter gathered from Manila Bay (kilograms)	-	40,000
COASTAL CLEANUP		
Volume of waste gathered from coastal cleanup (kilograms)	520	5,075
Number of volunteers	50	470
List of coastal areas cleaned	LPPWP	Batangas, Iloilo, Navotas and LPPWP

ENVIRONMENTAL STEWARDSHIP	2022	2023
COASTAL CLEANUP		
Volume of waste gathered from coastal cleanup (kilograms)	520	5,075
Number of volunteers	50	470
List of coastal areas cleaned	LPPWP	Batangas, Iloilo, Navotas and LPPWP
MANGROVE RESTORATION PROJECT		
No. of mangroves planted	200	
Equivalent CO2 captured per year (metric tons)	2	
COMMUNITY GREENING PROGRAM (ACM)		
No of trees planted	516	150
Estimated CO2 captured (metric tons)	31.2	9.1
Total number of volunteers participated	271	112
List of areas where tree planting was conducted	Imus	Iloilo
WASTE MANAGEMENT		
Solid Waste generated (kilograms)	20,352	
Hazardous Waste generated (kilograms)	1,080	
Plastic Waste generated (kilograms)	1,014	



Our ESG Impact in Numbers (2022-2023)



INCLUSIVE GROWTH	2022	2023
RICE, INC (AGRI)		
No. of farmers	46	8
Average increase in farmers income (Percentage)	6	11
No. of hectares	133	21
Total yield per hectare (kilograms)	7,134	8,762
Milled rice (kilograms)	111,344	
DIVERSITY@SEA (ALL ABOARD ALLIANCE)		
No. of women GMPs deployed	10,588	14,560
AVIATION		
No. of female pilots trained	12	
No. of female cabin crew trained	1,195	1,424
No. of female aircraft mechanics	37	27
FAMILY AND CREW RELATIONS ACTIVITIES		
No. of GMPs for Life Skills Workshop	364	1,750
No. of participants for Day of the Seafarer activities	1,500	2,000

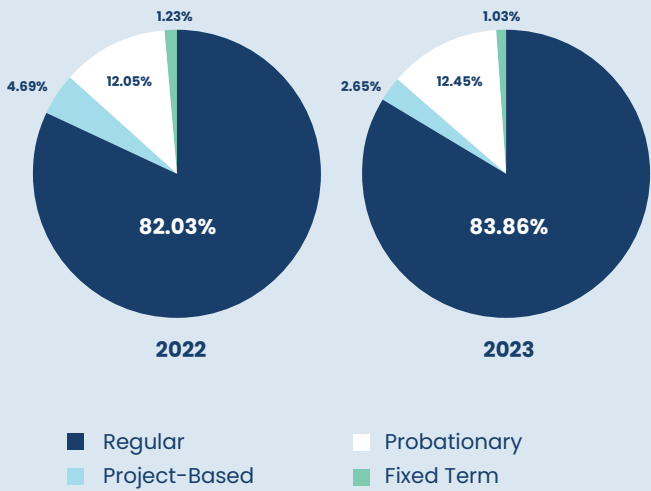
INCLUSIVE GROWTH	2022	2023
ACCESS TO FINANCIAL SERVICES (FMCC)		
No of financial literacy participants	0	190
No. of loans granted	4,541	7,356
Total value of loans granted (PHP)	330 million	526 million

Our Policy Commitments



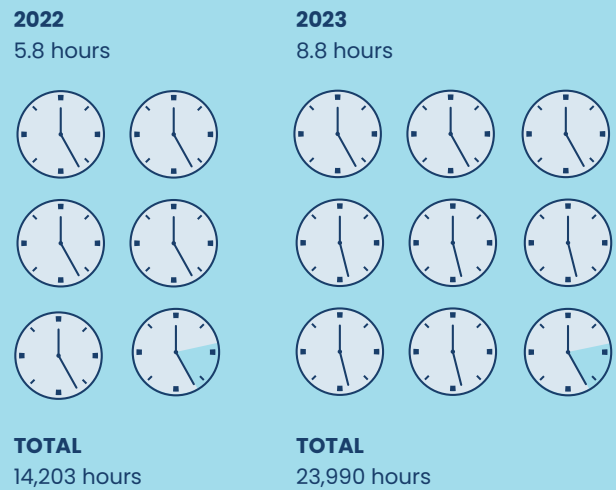
Our People Highlights

Contract Type

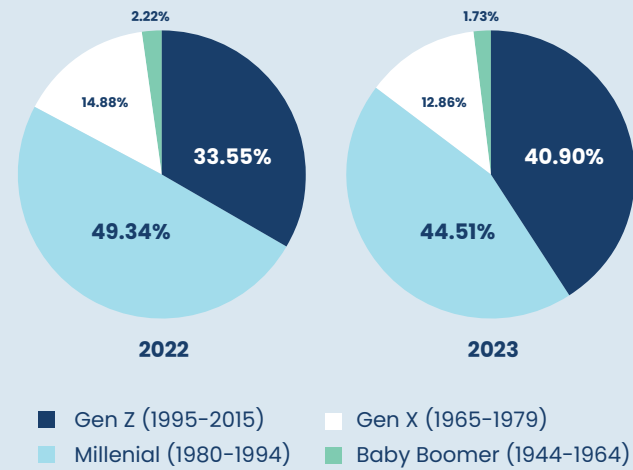


Training Hours

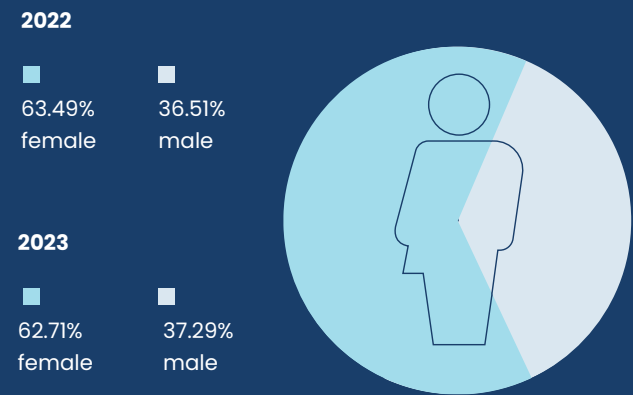
Average training hours per employee



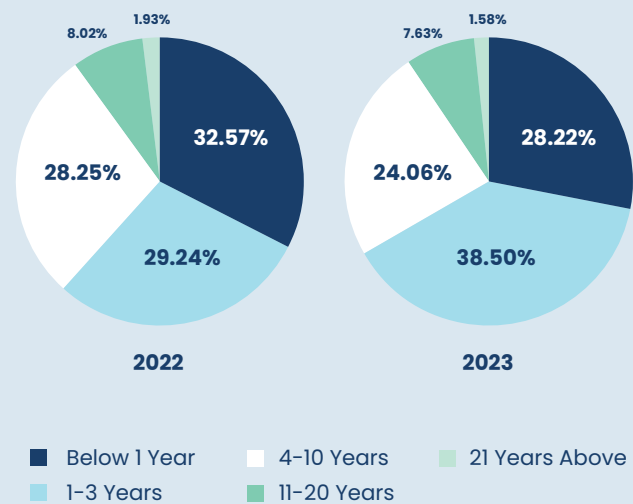
Generational Diversity



Workforce Diversity



Tenure



EMPLOYEE LEVEL	2022			2023		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
RANK & FILE	631	1174	1805	748	1304	2052
SUPERVISOR	100	205	305	116	220	336
ASSISTANT MANAGER	23	36	59	22	36	58
MANAGER	97	107	204	94	118	212
EXECUTIVE	37	22	59	32	24	56
TOTAL	888	1544	2432	1012	1702	2714

AGE	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
GEN-Z (1995-2015)	223	593	816	321	789	1110
MILLENNIAL (1980-1994)	437	763	1200	473	735	1208
GEN X (1965-1979)	194	168	362	192	157	349
BABY BOOMER (1944-1964)	33	21	54	26	21	47
TOTAL	887	1545	2432	1012	1702	2714

CONTRACT TYPE	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
REGULAR	745	1250	1995	874	1402	2276
PROJECT-BASED	41	73	114	27	45	72
PROBATIONARY	82	211	293	91	247	338
FIXED TERM	20	10	30	20	8	28
TOTAL	888	1544	2432	1012	1702	2714

TENURE	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
BELOW 1 YEAR	237	555	792	279	487	766
1-3 YEARS	315	396	711	398	647	1045
4-10 YEARS	257	430	687	259	394	653
11-20 YEARS	66	129	195	69	138	207
21 YEARS ABOVE	10	37	47	6	37	43
TOTAL	885	1547	2432	1011	1703	2714

TRAINING HOURS	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
RANK & FILE	3314	9705	13019	5617	15696	21313
SUPERVISOR	80	331	411	208	1095	1303
ASSISTANT MANAGER	37	22	59	32	191	223
MANAGER	112	256	368	577	461	1038
EXECUTIVE	261	85	346	91	22	113
TOTAL	3804	10399	14203	6625	17465	23990

Ensuring a safe, secure, and sustainable workplace



It is in our best interest to uphold the welfare and well-being of our people. This is why we provide and maintain a healthy, safe working environment and minimize the risks to our employees, contractors, visitors and others who may be affected by our activities and operations, while fulfilling our respective duties and responsibilities.

Our Health and Safety Policy includes actions such as raising awareness of employees' responsibilities to prevent accidents, illnesses, and injury. We also provide adequate training needs and supply proper supervision and enforcement of safe work practices. We continue to abide by and comply with government mandated laws pertaining to occupational health, safety, and security in the workplace. Health Metrics Inc., through our internal broadcast, sends health reminders and informative wellness articles to all employees weekly.

All employees regardless of rank, visitors, contractors and customers are expected to abide and comply with our Health and Safety Policy.



CLEAN WATER

A water filtration system that generates clean drinking water for employees can be found on all floors of First Maritime Place, our head office in Makati. Having a water filtration system in our workplace is crucial for ensuring the health and well-being of our employees. Access to clean and safe drinking water can significantly reduce the risk of waterborne diseases, which can lead to increased absenteeism and decreased productivity.

Our water filtration system removes contaminants such as bacteria, viruses, heavy metals, and chemicals, providing our employees with potable drinking water.



CLEAN AIR

UV sterilization technology is installed within our building's ventilation system which filters the air circulating within our building. Incorporating UV sterilization technology into our building's ventilation system is vital for maintaining a healthy indoor environment and improving overall air quality. Investing in this technology not only protects the health of our employees but also demonstrates a proactive approach to maintaining a clean and safe work environment.

Operating Responsibly

At the core of everything we do is a promise to not only move the world but also look after it. We thrive in a culture of care for our staff and our global Filipino professionals, built on a foundation of both people-centric and planet-centric values and programs.

REDUCTION IN ENERGY CONSUMPTION AND SHIFTING TOWARDS RENEWABLE ENERGY SOURCES

In our effort to reduce our consumption and emissions, a Group-wide energy conservation program and accounting of our electricity and water use was established in 2022.

Reducing our electricity and water use through our energy conservation program is led by our Building Administration team and cascaded down to all our facilities.

In the past five years, the Group has prevented 2,082 tons of CO2 emissions. This is due to the reduction and replacement of 18-units 10hp AHU motors to 7.5 hp, resulting in a 25% reduction.

As part of our energy transition plan, First Maritime Place, our headquarters in Makati, is powered by electricity sourced from renewable energy. This shift has enabled us to avoid CO2 emissions. We aim to monitor and measure the impact of this transition to renewables in 2024.

To sustain and scale our efforts, our Building Administration team regularly reviews and updates the Building Administration Manual and the Environmental Management System (EMS) Manual. The team develops ways and solutions to maximize our mechanical, electrical, and plumbing / sanitary utilities. All this to ensure that we conserve, reduce, recycle, and re-use resources for the preservation and protection of the environment.

WASTE MANAGEMENT AND CIRCULAR SOLUTIONS

Solid waste management is among the relevant topics identified in our materiality assessment. We continue to monitor and report this monthly.

Our target is to reduce our waste generation by 30% in 2030.

Energy Consumption From 2018-2023

CO2 EMISSIONS PREVENTED **2,082** tons

Waste Management In 2023

SOLID WASTE GENERATED **20,532.16** kgs

HAZARDOUS WASTE GENERATED **5.31%** of total solid waste generated

PLASTIC WASTE GENERATED **4.98%** of total solid waste generated

TARGET REDUCTION BY 2030 **-30%** waste generated



Our Policy Commitments

ANTI-CORRUPTION AND WHISTLEBLOWER POLICY

DATA PRIVACY POLICY

DIVERSITY, EQUITY, INCLUSION POLICY

ENVIRONMENTAL MANAGEMENT POLICY

OCCUPATIONAL SAFETY AND HEALTH POLICY

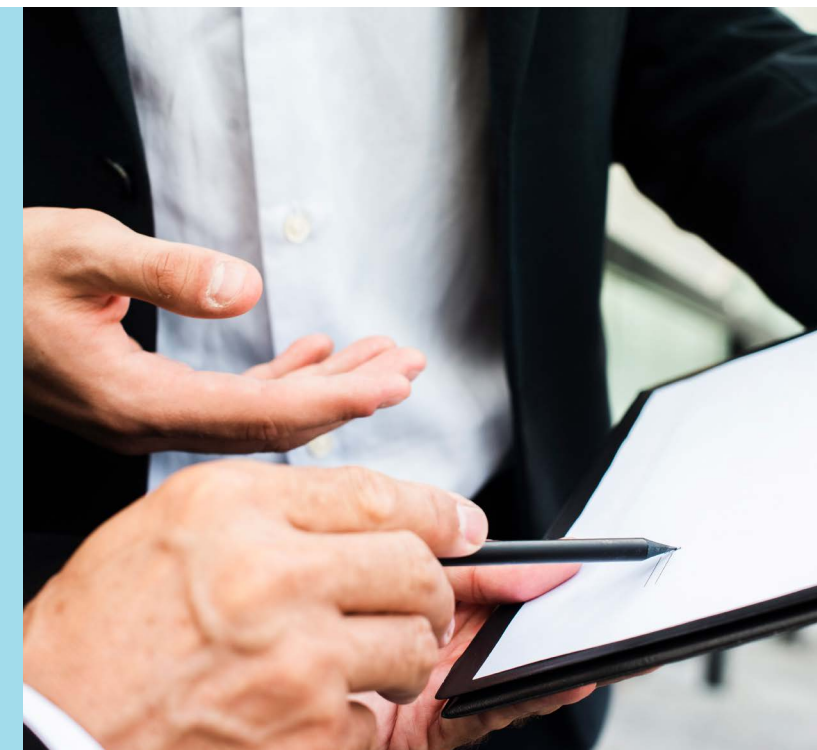
QUALITY POLICY

RISK MANAGEMENT POLICY

Anti-Corruption and Whistleblower Policy

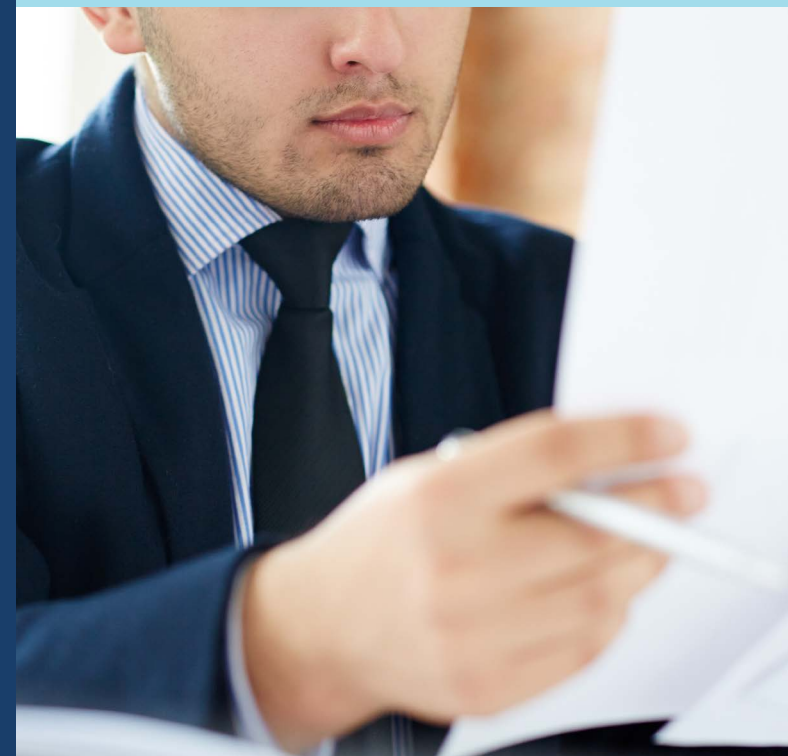
We seek to promote a culture of active ethics and integrity. In order to achieve this objective, we recognize the importance of having a clear framework for the reporting and handling of Suspected Violations. This Policy discusses the following topics:

- Reporting of Suspected Violations
- Investigations of Suspected Violations
- Protections available to Reporting Persons and subjects of investigations
- Availability and communication of this Policy



This Policy supplements our Group's Standards of Business Conduct. Our officers, directors and employees receive in person and annual integrity training, the scope of which includes the reporting of Suspected Violations under this Policy.

Third parties doing business with us are required to comply with business ethics' laws, and they may be expected, on a risk-assessed basis, to certify or acknowledge our Standards of Business Conduct, which includes a summary of these reporting provisions.



Data Privacy Policy

We adhere to and comply with the prescribed principles of Data Privacy as mandated by the Data Privacy Act of 2012.

All processing of Personal Data should be conducted in compliance with the following data privacy principles as espoused in the Data Privacy Act:

- a. **Transparency.** The Data Subject must be aware of the nature, purpose, and extent of the processing of his or her Personal Data, including the risks and safeguards involved, the identity of persons and entities involved in processing his or her Personal Data, his or her rights as a Data Subject, and how these can be exercised. Any information and communication relating to the processing of Personal Data should be easy to access and understand, using clear and plain language.
- b. **Legitimate purpose.** The processing of Personal Data shall be compatible with a declared and specified purpose which must not be contrary to law, morals, or public policy.
- c. **Proportionality.** The processing of Personal Data shall be adequate, relevant, suitable, necessary, and not excessive in relation to a declared and specified purpose.

Personal Data shall be processed only if the purpose of the processing cannot reasonably be fulfilled by other means.

Data Privacy Initiatives:

- A continuous Data Privacy Learning Program to create awareness among our employees about the compliance requirements with all applicable data privacy laws in the context of the industry or sector where we operate in;
- Privacy Impact Assessment Program that periodically identifies and assesses risks to the privacy and security of any personally identifiable information or information assets under our control which includes the implementation of controls to manage those risks;
- Regular review of our business units' Data Privacy Manual to confirm that the policies and procedures written there are appropriate, sufficient, and updated to address data privacy and information security requirements of the data owned or under our control;
- Regular simulation exercises for Information Security Incidents and Data Breach Management to determine improvements to our Incident Management Process and Procedures.

Diversity, Equity, Inclusion Policy

We are committed to promote diversity, equity, and inclusion (DEI) while we conduct our businesses anchored on our vision to move the world in more ways than one. We acknowledge that bringing a diverse workforce with different cultures and perspectives will help us advance our businesses through innovation, fostering equity across systems and advancing a culture of inclusion.

Our DEI policy is applicable to all aspects of our corporate systems and applies to all employees and anyone conducting work on behalf of our Group and our operating companies.

Diversity

Diversity includes our practices that involve individuals from a range of different social and ethnic backgrounds and of different genders, sexual orientations, and physical state.

Equity

Equity ensures that we provide opportunities for all. This includes the quality of being fair and impartial.

Inclusion

Inclusion is a way of recognizing, valuing, and leveraging employees' difference to drive meaningful impact. It empowers individuals by amplifying their voices and encouraging participation in decision-making.

Environmental Management Policy



We recognize that protecting and maintaining the quality of the environment is an integral part of our operations. We also acknowledge our duty to ensure that our services, products, and wastes are handled, transported, used, and disposed of safely and without risk to the environment.

It is therefore the responsibility of our management and employees to ensure that this is adhered to.

As we drive a culture of sustainability and environmental protection, we at the PTC Group strive to empower our people to commit to the following:

- Identify and evaluate continuous improvement opportunities to reduce any negative impact from our operations on the environment and local community;
- Assess the environmental impact of any new processes, services, or products we intend to introduce;
- Set environmental performance targets and objectives, and measure results to determine effectiveness of our management system;
- Comply with the requirements of applicable environmental legal requirements and with other requirements to which we subscribe and relate to;

We will be reviewing this policy on a regular basis to ensure ongoing suitability. We are likewise committed to comply with the International Standards of the Environmental Management System (ISO 14001:2015).

Occupational Safety and Health Policy



Safety is of principal importance to us. It is essential that we at the PTC Group conduct our operations in such a way that will protect the safety and health of our employees, partners, contractors, and all those affected by our business services and activities.

As we drive a culture of Safety and Health, we strive to empower our people to commit to the following:

- Develop an effective and efficient Health and Safety Management System setting safety standards, procedures and performance objectives, measure results, assess and continually improve processes;
- Prevent and minimize work injuries, lost workdays or work-related illnesses of our employees, customers, and nearby communities;
- Identify, evaluate and manage hazards and risks involved in our operations;
- Emphasize safety and health standard protocols both on and off work sites ensuring proper training and desired responses are implemented during emergencies;

- Perform a regular audit of our operations to ensure compliance and continued suitability of the Occupational Safety and Health management system.
- Comply with laws, government regulations and globally accepted standards to which we subscribe and relate, pertaining to the enhancement and promotion of occupation safety and health.

These commitments are critical to our business success to minimize health and safety incidents, accidents, and related consequences. It shall be regularly reviewed to ensure ongoing suitability.

Quality Policy

Quality drives our success. Our vision is to set the benchmark in the industries we serve by delivering innovative, sustainable, and people-centered solutions that uphold operational excellence, safety, and growth of global Filipino professionals.

As we drive a culture of Quality we strive to empower our people to commit to the following:

- Comply with all applicable legislation and requirements such as industry standards, codes of practice, our policies and standards, and other customer requirements;
- Identify and evaluate continuous improvement opportunities for the services we provide;
- Implement a documented management system which meets the requirements of ISO 9001 and;
- Set annual measurable objectives and targets for continuous improvement, including the effectiveness of the management system, reporting and reviewing performance, and providing sufficient resources to address implementation needs.

These commitments are critical to our business success to ensure that we continually meet the needs and expectations of our customers and other stakeholders more effectively. It shall be regularly reviewed to ensure ongoing suitability.



Risk Management Policy

We recognize that risks are present in all business activities of maritime support services, including human resource, information, and communications technology, procurement, financial, building, facilities, and security management services.

To manage these risks, we have developed a Risk Management Framework that integrates the process for managing risk into our Group's overall policies, governance, strategy and planning, management, and reporting processes, thus increasing the likelihood of meeting our business objectives and improving stakeholder value, confidence and trust.

As we drive a culture of risk awareness, we at the PTC Group strive to empower our people to commit to the following:

- Identify and generate a comprehensive list of all potential risks to the organization which covers all possible outcomes under the various risk categories;
- Develop an understanding of the risks which involves consideration of the causes and sources, their positive and negative consequences, and the likelihood those consequences can occur; existing controls and their effectiveness and efficiency are also considered;



Partnerships, Engagements & Affiliations



ALL ABOARD ALLIANCE

The All Aboard Alliance brings together senior leaders from across the maritime industry, united by a collaborative drive towards increasing diversity, equity, and inclusion in all organizations, at sea and onshore – in order for maritime to become the sustainable, forward-looking, and innovative industry we can all be proud of. The All Aboard Alliance is supported by Founding Knowledge Partners: Global Maritime Forum, Diversity Study Group, and Swiss Re.

We are proud to be the first Philippine company to join the Alliance, participating in collaborative work for two action groups, particularly Diversity@Sea and Diversifying Maritime Leadership. These efforts aim to find solutions through strategic collaboration with partners from around the world and drive improvements in diversity, equity, and inclusion in maritime.



ARISE- PHILIPPINES

We are a member of ARISE Philippines, the local network of ARISE (the Private Sector Alliance for Disaster Resilient Societies). Led by the United Nations Office for Disaster Risk Reduction (UNDRR), the network commits to support and implement the Sendai Framework, aligned with the 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs) and the Paris Climate Agreement.

To date, ARISE has a member network of 146 private sector organizations that share the vision of a resilient, prosperous future where fewer lives are lost to disasters, capital assets and investments are risk-informed, and infrastructure is resilient to natural and man-made hazards.

The PTC RISE Program (Resilience Improvement, Support, and Education for Seafarer Communities) is among the projects that we have shared with the Global ARISE network as a local example of a private sector project on disaster risk reduction.



INTERNATIONAL ADVISORY COMMITTEE ON GLOBAL MARITIME AFFAIRS (IACGMA)

Following President Marcos' directive, the Department of Migrant Workers (DMW) established the International Advisory Committee on Global Maritime Affairs (IACGMA) to address key maritime issues, focusing on maritime training, labor practices, and preparing Filipino seafarers for upcoming industry shifts, including the adoption of new fuels and technologies.

The IACGMA is composed of the European Community Shipowners' Associations (ECSA), the International Chamber of Shipping (ICS), the International Maritime Employers' Council (IMEC), and the International Transport Workers' Federation (ITF). We are proud to represent the ICS within the IACGMA to contribute to the development of strategies that ensure Filipino seafarers are well-prepared for the future of the maritime sector.



MULTI-SECTOR GOVERNANCE COUNCIL (MSGC)

Established to guide the Maritime Industry Authority (MARINA) in shaping the country's maritime industry, the MSGC is an advisory body that promotes effective governance, policy formulation, and strategic planning to drive industry progress. We are proud to serve as Chair of the MSGC.

Composed of five specialized working groups, the MSGC addresses critical maritime industry areas:

- **Maritime Safety:** Enhancing safety standards and preventing maritime accidents.
- **Governance, Incentives, and Ease of Doing Business:** Improving MARINA's governance framework and fostering a favorable business climate for the maritime sector.
- **Education and Training:** Developing a highly skilled maritime workforce capable of sustainable shipping operations.

Through these focused efforts, the MSGC actively contributes to the development and implementation of policies and strategies that promote environmental stewardship, social responsibility, and good governance within the Philippine maritime sector.

CEO Statement of Continued Support for the UN Global Compact

TO OUR STAKEHOLDERS,

I am pleased to confirm that PTC Holdings Corp. reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment, and Anti-Corruption.

In our annual Communication on Progress, we disclose our continuous efforts to intergrate and contribute to the Ten Principles into our business strategy, culture, and daily operations, and contribute to United Nations goals, particularly the Sustainable Development Goals.

Sincerely,

GERARDO A. BORROMEO

Chief Executive Officer
PTC Holdings Corporation



United Nations
Global Compact

UNITED NATIONS GLOBAL COMPACT (UNGC)

The UN Global Compact is the world's largest corporate sustainability initiative. Companies are called to align strategies and operations with universal principles on human rights, labor, environment, and anti-corruption. We signed on to be a part of this global initiative in 2022 and report on the progress of our implementation through the UNGC's Communication on Progress (CoP), which we disclose publicly each year.

Our involvement with the UNGC has resulted in multiple engagements with the UNGC's global and local networks such as:

1. Ocean Stewardship Coalition

As part of the UN Global Compact's renewed strategic ambition to accelerate the collective global impact of businesses, the Ocean Stewardship Coalition was developed to convene governments, companies, NGOs, and academic institutions to drive action across ocean industries. The Ocean Stewardship Coalition seeks to drive meaningful change through leveraging cross-sectoral synergies, innovation, and knowledge. In 2023, we joined leading multinational companies to support the work of the Coalition and scale-up the collective global impact of sustainable ocean business.



United Nations
Global Compact

UNITED NATIONS GLOBAL COMPACT (UNGC)

2. Maritime Just Transition

The Maritime Just Transition task force seeks to strengthen and coordinate collaboration between governments, industry, workers, and academia towards a safe, equitable, and people-centered approach to the transition towards a decarbonized shipping industry. To support the work of the task force, we formed a team to participate in discussions and contribute to the formation of programs and policies that ensure Filipino seafarers are not left behind when the shipping sector decarbonizes. Our Maritime Just Transition internal team is led by our CEO, the Head and Lead of our Sustainability Committee, and the Heads of our Shipping Cluster.

3. Global Compact Network Philippines (GCNP)

We support the work of the UNGC through their local network in the Philippines. We are represented in two pillars – the People Pillar and the Planet Pillar – of the GCNP's Private Sector Champions initiative. Through the work of the People and Planet Pillars, we are able to contribute to the country's efforts to help MSMEs on food security, health, and solid waste management.



US-PHILIPPINES SOCIETY

The US-Philippines Society was created to serve as a vital platform for raising the Philippines' profile in the United States and enhancing cooperation between the two nations. Its mission is to build on the strong historical ties between the United States and the Philippines, while adapting this relationship to meet the evolving dynamics of the 21st century.

Our engagement in the Society is led by our CEO, Gerardo Borromeo. The organization is dedicated to promoting both basic and applied research in key areas such as security, trade, investments, tourism, the environment, history, education, and culture, thereby contributing to the enrichment of both American and Filipino communities.



WOMEN IN MARITIME PHILIPPINES (WIMAPHIL)

Our commitment to integrating women into the maritime sector is highlighted by our role as a co-founder of WIMAPHIL. WIMAPHIL was created in alignment with the United Nations' call for increased female participation across all maritime sectors and the IMO's Women in Maritime Program, which has also led to the formation of similar groups in the Pacific.

Today, WIMAPHIL brings together women from various areas of the maritime industry, including education, training, crew management, shipping operations, and government. It functions as a crucial network, empowering women within the industry and promoting greater female representation in maritime roles and advocacies.

UN Global Compact Index



We are a signatory of the UN Global Compact and we abide by its Ten Principles on Human Rights, Labor, Environment, and Anti-Corruption. In this index, we outline our Group’s goals and disclosures aligned with the Ten Principles and how these principles contribute to the achievement of the UN Sustainable Development Goals.

UN GLOBAL COMPACT’S PRINCIPLES

UN SUSTAINABLE DEVELOPMENT GOALS

REPORT SECTION/LINK

HUMAN RIGHTS



[Our alignment with UN SDGs and UNGC’s 10 principles](#)

[Ensuring a safe, secure, sustainable workplace](#)

[Occupational Health and Safety Policy](#)

[Diversity, Equity, Inclusion Policy](#)

[Risk Management Policy](#)

UN GLOBAL COMPACT’S PRINCIPLES

UN SUSTAINABLE DEVELOPMENT GOALS

REPORT SECTION/LINK

LABOR



[Our alignment with UN SDGs and UNGC’s 10 principles](#)

[Ensuring a safe, secure, sustainable workplace](#)

[Occupational Health and Safety Policy](#)

[Diversity, Equity, Inclusion Policy](#)

ENVIRONMENT



[Our alignment with UN SDGs and UNGC’s 10 principles](#)

[Sustainability Policy](#)

[Environmental Management Policy](#)

[ESG Framework](#)

[Climate Ambition](#)

[Climate Action Plan](#)

[Operating Responsibly](#)

ANTI-CORRUPTION



[PTC CODA](#)

[Our alignment with UN SDGs and UNGC’s 10 principles](#)

[Whistleblower Policy](#)

[Risk Management Policy](#)

ISO Certifications

ISO 9001: 2015

Quality Management Systems

ISO 45001: 2018

Occupational Health and Safety
Management Systems

ISO 14001: 2015

Environmental Management Systems

ISO 22301: 2019

Security and Resilience – Business
Continuity Management Systems

ISO 31000: 2018

Risk Management Systems

Corporate Information

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ABOUT THIS REPORT

Concept and design:
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PTC Group Marketing and Communications