

# Premium Leisure Corp.

## Sustainability Reporting Template

### Contextual Information

Company Details	
Name of Organization	Premium Leisure Corp. (“PLC” or the “Corporation”)
Location of Headquarters	5 <sup>th</sup> Floor, Tower A, Two E-Com Center, Palm Coast Avenue, Mall of Asia Complex, Pasay City, Metro Manila
Location of Operations	<p>PLC’s principal address is 5<sup>th</sup> Floor, Tower A, Two E-Com Center, Palm Coast Avenue, Mall of Asia Complex, Pasay City, Metro Manila.</p> <p>As an investments holding company, the Corporation is invested in companies operating and located in the Philippines. Among its subsidiaries is PremiumLeisure and Amusement, Inc. (“PLAI”), which holds office at 5<sup>th</sup> Floor, Tower A, Two E-Com Center, Palm Coast Avenue, Mall of Asia Complex, Pasay City.</p>
Report Boundary: Legal entities (e.g. subsidiaries) included in this report	Within PLC and PLAI
Business Model, including Primary Activities, Brands, Products, and Services	<p>Premium Leisure Corp., formerly Sinophil Corporation, (“PLC” or the “Corporation”), incorporated and registered with the Philippine Securities and Exchange Commission (“SEC”) as Sinophil Exploration Co., Inc. on November 26, 1993, was originally organized with oil and gas exploration and development as its primary purpose and investments and development as among its secondary purposes. On June 3, 1997, the SEC approved PLC’s application for a change in its primary purpose from oil and gas exploration and development to investment holding and real estate development. On September 5, 2014, the SEC approved the change in PLC’s primary purpose to that of engagement and/or investment in gaming-related businesses.</p> <p>PLC, a publicly-listed company traded in the Philippine Stock Exchange (“PSE”), is 79.78% (direct and indirect) owned by Belle Corporation (“Belle”) and the rest by the public as of December 31, 2021. PLC and its subsidiaries have an investment portfolio consisting of investment holding, gaming business and lottery equipment leasing, distribution and others.</p> <p>Meanwhile, PLAI, a fully owned subsidiary of PLC, is a grantee by the Philippine Amusement and Gaming Corporation of a license to operate integrated resorts, including casinos, within</p>

	<p>PAGCOR's Entertainment City in Paranaque City, Metro Manila. Through its partnership with Melco Resorts and Entertainment (Philippines) Corporation, a leading developer, owner and operator of casino gaming and entertainment resort facilities in Asia, PLAI has an interest in the development of City of Dreams Manila, an integrated entertainment and gaming complex located at the PAGCOR Entertainment City, and from where PLAI receives its share in gaming revenues.</p> <p>Pacific Online Systems Corporation ("Pacific Online"), PLC's subsidiary, leases online betting equipment to the Philippine Charity Sweepstakes Office for their lottery operations.</p>
Reporting Period	January 1 to December 31, 2021
Highest Ranking Person responsible for this report	Mr. Armin Antonio B. Raquel Santos, President and Chief Executive Officer of the Corporation

## Materiality Process

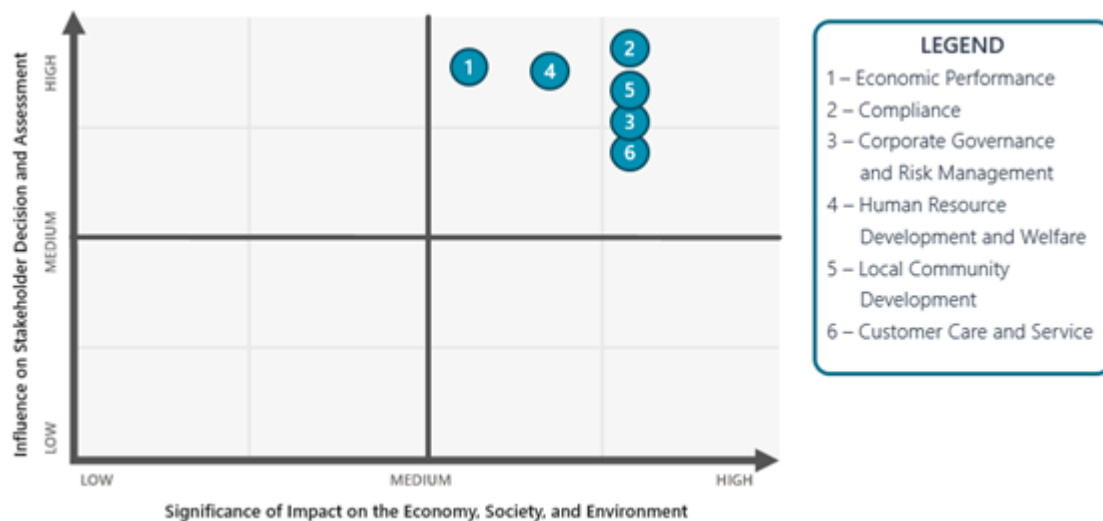
**Explain how you applied the materiality principle (or the materiality process) in identifying your material topics.**

To identify our Corporation's material economic, environmental, social, and governance topics, we went through the following process:

### Materiality Process

	1	2	3	4	5
Steps Taken	<b>Build Corporate Capacity</b>	<b>Review of Business Model with Senior Management and Employees</b>	<b>Identify Material Topics</b>	<b>Prioritize Material Topics</b>	<b>Process Review</b>
Description	Participation and attendance to SEC workshops on sustainability reporting, and internal training	Review of vision, operations, policies and practices, and identification of aspects which have critical impact on the economy, society, and environment	Identification of material topics based on review of business	Engagement with internal and external stakeholders through dialogues and online surveys	Review of material topics and existing disclosures

### Materiality Matrix



## ECONOMIC

### Economic Performance

#### Direct Economic Value Generated and Distributed

Disclosure	Amount	Units
Direct economic value generated (revenue)	1,429,682,601	PhP
Direct economic value distributed:	1,508,071,102	PhP
a. Operating costs	163,955,776	PhP
b. Employee wages and benefits	17,116,531	PhP
c. Payments to suppliers, other operating costs	-	PhP
d. Dividends given to stockholders and interest payments to loan providers	1,288,812,883	PhP
e. Taxes given to government	38,185,912	PhP
f. Investments to community (e.g. donations, CSR) (as a co-licensee, 2% of the gaming revenue share is allotted for social development fund)	-	PhP

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Primary business operations and supply chain of the organization	Employees, investors / shareholders, suppliers, business partners, host communities, local government units	<p>PLC endeavors to deliver and sustain direct economic impact despite business disruptions and uncertainties brought forward by the pandemic. It generates and distributes economic value to various stakeholders in its primary business operations and supply chain.</p> <p>The Corporation recognizes the importance of sustainability to its businesses. To be able to uphold its sustainability programs, the Corporation, through its parent company, Belle, has adopted a global standard guiding principle aligned to the United Nations Global Compact to ensure proper implementation of current practices and to seek for further enhancements.</p> <p>Led by its Board of Directors and Management, the Corporation regularly engages with its stakeholders in order to safeguard their interests.</p>

		<p>In alignment with Belle and other co-subsidiaries, and as part of the SM Group of Companies, the Corporation anchored its sustainable development strategy to the seventeen (17) Sustainable Development Goals of the United Nations.</p> <p>Having a strategic and diverse portfolio of businesses that delivers stable and reliable economic returns is a manifestation of PLC's approach to doing business and sustainability.</p>
<b>What are the Risk/s Identified?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
<p><b>Competition Risk</b></p> <p>As Entertainment City Manila expands and accommodates more tourist arrivals and players, the increase in competition poses a risk to the Corporation especially as it obtains gaming share revenue, through PLAI, from City of Dreams Manila, whose operations may be affected by the increase of players in the market. Aside from Entertainment City Manila, new developments are also expected in other parts of Metro Manila as well as in other cities such as Cebu.</p>	<p>Employees, host community members, investors/shareholders, suppliers, business partners, and customers/clients</p>	<p>Despite increased competition, growth in the number of players in the gaming industry is a boon to the Philippines' ability to attract more foreign and domestic players to Entertainment City Manila, thereby further enhancing the Philippine gaming industry's growth prospects and making it more robust. The Corporation also monitors its performance and of its competitors. PLC also remains up-to-date on market trends.</p>
<p><b>Credit Risk</b></p> <p>Credit risk is the risk that the Corporation will incur a loss because its counterparties failed to discharge their contractual obligations. Credit risk arises from the Corporation's financial assets, which are composed of cash and cash equivalents, trade</p>	<p>Employees, host community members, investors/shareholders, suppliers, business partners, and customers/clients</p>	<p>High grade financial assets pertain to receivables from related parties or customers that consistently pay on or before the maturity date, while medium grade includes those financial assets being collected on due dates with an effort of collection.</p> <p>The Corporation assessed its cash in bank and cash equivalents as high grade since this is deposited with reputable banks.</p>

receivables and others, financial assets at FVOCI and AFS financial assets.		
<p><b>Liquidity Risk</b></p> <p>Liquidity risk is the risk that the Corporation will encounter difficulty in meeting obligations associated with financial liabilities, which are settled by paying cash or other financial assets.</p>	<p>Employees, host community members, investors/shareholders, suppliers/business partners, and customers/clients</p>	<p>PLC seeks to manage its liquidity profile to be able to finance its investments and pay its outstanding liabilities. To limit this risk, the Corporation closely monitors its cash flows and ensures that credit facilities are available to meet its obligations as and when they fall due. To cover its financing requirements, the Corporation uses internally generated funds as well as a committed line of credit that it can access to meet liquidity needs.</p> <p>PLC maintains sufficient cash to finance its operations. Any excess cash is invested in short-term money market placements. These placements are maintained to meet the requirements for additional capital expenditures, maturing obligations and cash dividends.</p>
<p><b>Equity Price Risk</b></p> <p>Equity price risk is the risk that the fair value of quoted investment held for trading, AFS financial assets, and financial assets at fair value through other comprehensive income decrease as the result of changes in the value of individual stocks. The Corporation's exposure to equity price risk is primarily due to the Corporation's quoted investments held for trading, AFS financial assets and financial assets at FVOCI.</p>	<p>Employees, host community members, investors/shareholders, suppliers, business partners, and customers/clients</p>	<p>The Corporation monitors the equity investments based on market expectations. Significant movements within the portfolio are managed on an individual basis, and all buy and sell decisions are approved by the BOD.</p>

What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
Increase of PLC's shareholder value for investors and partners	Employees, host community members, suppliers, business partners, customers/clients, and investors/shareholders	The Corporation is committed to looking for various opportunities for growth through profitable and sustainable investments, which will can help improve the economic value it generates and distributes to its stakeholders.

Climate-related risks and opportunities<sup>1</sup>

- Not material to the Corporation

Governance	Strategy	Risk Management	Metrics and Targets
Not material			
<b>Recommended Disclosures</b>			
Not material			

Procurement Practices

Proportion of spending on local suppliers

- Not material to the Corporation

Disclosure	Quantity	Units
Percentage of procurement budget used for significant locations of operations that is spent on local suppliers	Not material	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Not material		
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
Not material		
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
Not material		

<sup>1</sup> Adopted from the Recommendations of the Task Force on Climate-Related Financial Disclosures. The TCFD Recommendations apply to non-financial companies and financial-sector organizations, including banks, insurance companies, asset managers and asset owners.

## Anti-corruption

### Training on Anti-corruption Policies and Procedures

Disclosure	Quantity	Units
Percentage of employees to whom the organization's anti-corruption policies and procedures have been communicated to	100	%
Percentage of business partners to whom the organization's anti-corruption policies and procedures have been communicated to	100	%
Percentage of directors and management that have received anti-corruption training	100	%
Percentage of employees that have received anti-corruption training	100	%
What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Established anti-corruption policies, standards, and practices due to information dissemination campaigns	Employees, host community members, suppliers, business partners, customers/clients, and investors/shareholders	<p>The Board has been identifying areas for continuing education on corporate governance topics, which covers anti-corruption. To keep the Board and key officers well informed of good governance practices and standards, regular annual education programs are conducted in coordination with SM Investments Corporation (SMIC) and training providers duly accredited by the Securities and Exchange Commission (SEC), while employees and business partners are being informed of the Corporation's governance-related policies and practices upon on-boarding and timely updates.</p> <p>The Corporation also has an existing policy on whistle-blowing. Furthermore, the Ethics Committee (Management level) was formed to receive reports on questionable activities, unethical conduct, fraud or malpractice in strictest confidence without the fear of retaliation. Composed of the Heads of Human Resources, Internal Audit and Governance Departments, they will</p>



		collectively evaluate, and conduct an immediate investigation, as necessary.  <a href="https://www.premiumleisurecorp.com/governance-plc/corporate-policies">https://www.premiumleisurecorp.com/governance-plc/corporate-policies</a>
<b>What are the Risk/s Identified?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
The Corporation will be put in a disadvantageous position due to conflict of interests, which could trigger loss of trust and integrity issues.	Employees, suppliers, business partners	Guided by the principles of good governance, the Corporation constantly reviews its policies on anti-corruption, amends them as necessary, and cascades to all concerned thereafter.
<b>What are the Opportunity/ies Identified?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
To maintain and increase stakeholders' trust and confidence to the Corporation, which can possibly influence potential investors and business partners, and be recognized as one of the leading corporations for its good governance practices.	Employees, host community members, suppliers, business partners, customers/clients, and investors/shareholders	PLC upholds its commitment to the enhancement of stakeholder value by continuously seeking enhancements on the Corporation's policies, processes, and procedures, especially on corporate governance <a href="https://www.premiumleisurecorp.com/governance-plc/corporate-policies">https://www.premiumleisurecorp.com/governance-plc/corporate-policies</a> ), particularly on anti-corruption.

### Incidents of Corruption

<b>Disclosure</b>	<b>Quantity</b>	<b>Units</b>
Number of incidents in which directors were removed or disciplined for corruption	0	#
Number of incidents in which employees were dismissed or disciplined for corruption	0	#
Number of incidents when contracts with business partners were terminated due to incidents of corruption	0	#

<b>What is the impact and where does it occur? What is the organization's involvement in the impact?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
Primary business operations and supply chain caused by the	Employees, host community members, suppliers, business	The Board has been identifying areas of continuing education on corporate governance topics, which cover anti-

organization and through its business relationship	partners, customers/clients, and investors/shareholders	<p>corruption. To keep the Board and key officers well informed of good governance practices and standards, regular annual education programs are conducted in coordination with SMIC and training providers duly accredited by the SEC, while employees and business partners are regularly informed of the Corporation's governance-related policies and practices upon onboarding and timely updates.</p> <p>The Corporation also has an existing policy on whistle-blowing. Furthermore, the Ethics Committee (Management level) was formed to receive reports on questionable activities, unethical conduct fraud or malpractice in strictest confidence without the fear of retaliation. Composed of the Heads of Human Resources, Internal Audit and Governance Departments, they will collectively evaluate and conduct an immediate investigation, as necessary.</p>
<b>What are the Risk/s Identified?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
The Corporation will be put in a disadvantageous position due to conflict of interests, which could trigger loss of trust and integrity issues.	Employees, suppliers, business partners	Guided by the principles of good governance, the Corporation constantly reviews, amends as necessary, and communicates to all concerned its policies on anti-corruption.
<b>What are the Opportunity/ies Identified?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
To maintain and increase stakeholders' trust and confidence in the Corporation, which can possibly influence potential investors and business partners, and be recognized as one of the leading corporations for its good governance practices.	Employees, host community members, suppliers, business partners, customers/clients, and investors/shareholders	PLC upholds its commitment to the enhancement of stakeholder value by continuously seeking for improvements on the Corporation's policies, processes, and procedures, particularly on corporate governance ( <a href="https://www.premiumleisurecorp.com/governance-plc/corporate-policies">https://www.premiumleisurecorp.com/governance-plc/corporate-policies</a> ), and anti-corruption.

## ENVIRONMENT

### Resource Management

Energy consumption within the organization:

- Not material to the Corporation

Disclosure	Quantity	Units
Energy consumption (renewable sources)	Not material	GJ
Energy consumption (gasoline)	Not material	GJ
Energy consumption (LPG)	Not material	GJ
Energy consumption (diesel)	Not material	GJ
Energy consumption (electricity)	Not material	kWh

Reduction of energy consumption

- Not material to the Corporation

Disclosure	Quantity	Units
Energy reduction (gasoline)	Not material	GJ
Energy reduction (LPG)	Not material	GJ
Energy reduction (diesel)	Not material	GJ
Energy reduction (electricity)	Not material	kWh
Energy reduction (gasoline)	Not material	GJ

<b>What is the impact and where does it occur? What is the organization's involvement in the impact?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
Not material		
<b>What are the Risk/s Identified?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
Not material		
<b>What are the Opportunity/ies Identified?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
Not material		

Water consumption within the organization

- Not material

Disclosure	Quantity	Units
Water withdrawal	Not material	Cubic meters
Water consumption	Not material	Cubic meters
Water recycled and reused	Not material	Cubic meters

<b>What is the impact and where does it occur? What is the organization's involvement in the impact?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
Not material		
<b>What are the Risk/s Identified?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
Not material		
<b>What are the Opportunity/ies Identified?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
Not material		

Materials used by the organization

- Not material to the Corporation

Disclosure	Quantity	Units
Materials used by weight or volume	Not material	
• renewable	Not material	kg/liters
• non-renewable	Not material	kg/liters
Percentage of recycled input materials used to manufacture the organization's primary products and services	Not material	%

<b>What is the impact and where does it occur? What is the organization's involvement in the impact?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
Not material		

<b>What are the Risk/s Identified?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
Not material		
<b>What are the Opportunity/ies Identified?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
Not material		

Ecosystems and biodiversity (whether in upland/watershed or coastal/marine)

- Not material to the Corporation

<b>Disclosure</b>	<b>Quantity</b>	<b>Units</b>
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	(identify all sites) Not material	
Habitats protected or restored	Not material	ha
IUCN <sup>2</sup> Red List species and national conservation list species with habitats in areas affected by operations	(list) Not material	

<b>What is the impact and where does it occur? What is the organization’s involvement in the impact?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
Not material		
<b>What are the Risk/s Identified?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
Not material		
<b>What are the Opportunity/ies Identified?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
Not material		

<sup>2</sup> International Union for Conservation of Nature

## Environmental impact management

### Air Emissions

#### GHG

- Not material to the Corporation

Disclosure	Quantity	Units
Direct (Scope 1) GHG Emissions	Not material	Tonnes CO2e
Energy indirect (Scope 2) GHG Emissions	Not material	Tonnes CO2e
Emissions of ozone-depleting substances (ODS)	Not material	Tonnes

<b>What is the impact and where does it occur? What is the organization's involvement in the impact?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
Not material		
<b>What are the Risk/s Identified?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
Not material		
<b>What are the Opportunity/ies Identified?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
Not material		

### Air pollutants

- Not material

Disclosure	Quantity	Units
NOx	Not material	kg
Sox	Not material	kg
Persistent organic pollutants (POPs)	Not material	kg
Volatile organic compounds (VOCs)	Not material	kg
Hazardous air pollutants (HAPs)	Not material	kg
Particulate matter (PM)	Not material	kg

<b>What is the impact and where does it occur? What is the organization's involvement in the impact?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
Not material		

<b>What are the Risk/s Identified?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
Not material		
<b>What are the Opportunity/ies Identified?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
Not material		

## Solid and Hazardous Wastes

### Solid Waste

- Not material to the Corporation

<b>Disclosure</b>	<b>Quantity</b>	<b>Units</b>
Total solid waste generated	Not material	kg
Reusable	Not material	kg
Recyclable	Not material	kg
Composted	Not material	kg
Incinerated	Not material	kg
Residuals/Landfilled	Not material	kg

<b>What is the impact and where does it occur? What is the organization's involvement in the impact?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
Not material		
Not material		
<b>What are the Opportunity/ies Identified?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
Not material		

### Hazardous Waste

- Not material to the Corporation

<b>Disclosure</b>	<b>Quantity</b>	<b>Units</b>
Total weight of hazardous waste generated	Not material	kg
Total weight of hazardous waste transported	Not material	kg

<b>What is the impact and where does it occur? What is the organization's involvement in the impact?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
Not material		
<b>What are the Risk/s Identified?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
Not material		
<b>What are the Opportunity/ies Identified?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
Not material		

### Effluents

- Not material to the Corporation

<b>Disclosure</b>	<b>Quantity</b>	<b>Units</b>
Total volume of water discharges	Not material	Cubic meters
Percent of wastewater recycled	Not material	%

<b>What is the impact and where does it occur? What is the organization's involvement in the impact?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
Not material		
<b>What are the Risk/s Identified?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
Not material		
<b>What are the Opportunity/ies Identified?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
Not material		



## Environmental compliance

### Non-compliance with Environmental Laws and Regulations

- Not material to the Corporation

Disclosure	Quantity	Units
Total amount of monetary fines for non-compliance with environmental laws and/or regulations	Not material	PhP
No. of non-monetary sanctions for non-compliance with environmental laws and/or regulations	Not material	#
No. of cases resolved through dispute resolution mechanism	Not material	#

<b>What is the impact and where does it occur? What is the organization's involvement in the impact?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
Not material		
<b>What are the Risk/s Identified?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
Not material		
<b>What are the Opportunity/ies Identified?</b>	<b>Which stakeholders are affected?</b>	<b>Management Approach</b>
Not material		

## SOCIAL

### Employee Management

#### Employee Hiring and Benefits

##### Employee data

Disclosure	Quantity	Units
Total number of employees <sup>3</sup>	6	#
a. Number of female employees	4	#
b. Number of male employees	2	#
Attrition rate <sup>4</sup>	-	rate (%)
Ratio of lowest paid employee against minimum wage	Not available	ratio

##### Employee benefits

List of Benefits	Y/N	% of female employees who availed for the year	% of male employees who availed for the year
SSS	Y	100%	100%
PhilHealth	Y	100%	100%
Pag-ibig	Y	100%	100%
Parental leaves	Y	0%	0%
Vacation leaves	Y	100%	100%
Sick leaves	Y	100%	100%
Medical benefits (aside from PhilHealth))	Y	100%	100%
Housing assistance (aside from Pag-ibig)	N	-	-
Retirement fund (aside from SSS)	N	-	-
Further education support	N	-	-
Company stock options	N	-	-
Telecommuting	N	-	-
Flexible-working Hours	N	-	-
(Others)	N	-	-

<b>What is the impact and where does it occur? What is the organization's involvement in the impact?</b>	<b>Management Approach</b>
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<sup>3</sup> Employees are individuals who are in an employment relationship with the organization, according to national law or its application ([GRI Standards 2016 Glossary](#))

<sup>4</sup> Attrition are = (no. of new hires – no. of turnover)/(average of total no. of employees of previous year and total no. of employees of current year)

<p>Primary business operations caused by the organization – Having an average of 6.6 years of retention among the employees</p>	<p>PLC values and gives importance to its employees by empowering them and fulfilling their career aspirations to help progress their capabilities, and to encourage loyalty, dedication, passion and productivity at work. The Corporation also believes that investing in its people and developing a diverse talent pool are critical to its success and growth. PLC provides resources, services and facilities to equip its employees with the necessary knowledge and skills to better perform their duties as well as offer them various opportunities to continuously enhance their professional knowledge and skills, and to improve themselves as individuals and as members of the community.</p> <p>The Corporation also exerts its best effort to maintain a climate conducive to work and provides a substantial level of job security, benefits and personal rewards for their employees. The performance evaluation system has been designed and established to provide a common and equitable basis for evaluating the performance of individual employees. It also implements policies on promotions and salary adjustments in support of PLC/PLAI’s aim to empower and fulfill the career aspirations of employees.</p>
<p><b>What are the Risk/s Identified?</b></p>	<p><b>Management Approach</b></p>
<p>One of the risks identified is the possibility of higher attrition rate, which could hamper the operations and consequently affect the delivery of services. Aside from incurring costs due to onboarding and training provided, time spent for training could have been allotted to business operations.</p>	<p>All our employees are treated fairly by providing opportunities for career development based on merit, regardless of gender, age.</p> <p>All officers and employees are selected, engaged, and compensated based on qualifications and performance. They are treated fairly and accorded respect and dignity. Their individual and collective rights are not violated.</p> <p>Opportunities for career advancement are provided based on clear performance and qualifications criteria. PLC also provides continuous learning and development opportunities to improve and increase their level of competency, efficiency and general well-being, leading to professional growth.</p>
<p><b>What are the Opportunity/ies Identified?</b></p>	<p><b>Management Approach</b></p>
<p>Talent motivation and retention, and assurance of internal pay equity</p>	<p>The Corporation constantly explores human resource developments and enhancements, particularly on employment, benefits and other prerequisites.</p>

### Employee Training and Development

Disclosure	Quantity	Units
Total training hours provided to employees*	6	
a. Female employees	2	Hours
b. Male employees	4	Hours
Average training hours provided to employees**		
a. Female employees	2	hours/employee
b. Male employees	2	hours/employee

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<p>Primary business operations caused by the organization – having a pool of specialized and skilled team players</p>	<p>PLC values and gives importance to its employees by empowering them and fulfilling their career aspirations to help progress their capabilities, and to encourage loyalty, dedication, passion and productivity at work. The Corporation also believes that investing in its people and developing a diverse talent pool are critical to its success and growth. PLC provides resources, services and facilities to equip its employees with the necessary knowledge and skills to better perform their duties as well as offer them various opportunities to continuously enhance their professional knowledge and skills, and to improve themselves as individuals and as members of the community.</p> <p>Upon being hired by the Corporation, an employee undergoes induction and orientation as may be determined by the Human Resources Department (HRD). Each newly hired employee is introduced to the organization and is oriented on the personnel policies, guidelines and benefits through a Corporate Orientation Program. An annual mandated Corporate Training is also done to refresh employees on the Corporation's Codes and Policies. Specific technical training and compliance to Continuing Professional Development are among Management's</p>

	approach to ensure learning and development of employees.
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What are the Risk/s Identified?	Management Approach
Time spent for training, which consume resources and result in opportunity cost	<p>All our employees are treated fairly by providing opportunities for career development based on merit, regardless of gender and age.</p> <p>All officers and employees are selected, engaged, and compensated based on qualifications and performance. They are treated fairly and accorded respect and dignity. Their individual and collective rights are not violated.</p> <p>Opportunities for career advancement are provided based on clear performance and qualifications criteria. PLC also provides continuous learning and development opportunities to improve and increase their level of competency, efficiency and general well-being leading to professional growth.</p>
What are the Opportunity/ies Identified?	Management Approach
Acquiring and implementing leading edge career advancement programs and succession plans	The Corporation constantly explores human resource trends and opportunities, particularly on employee training and development.

#### Labor-Management Relations

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

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Primary business operations caused by the organization and through the business relationship – effective cooperation between the management and labor workforce	PLC maintains open lines of communication among its directors and management, and among its management and its personnel.

	It is also a goal and part of the mission of the Corporation to enhance the positive atmosphere and goodwill and the maintenance of a productive work environment conducive to high performance and harmonious employer-employee relationship.
<b>What are the Risk/s Identified?</b>	<b>Management Approach</b>
Disagreements between management and employees leading to disruption of operations/suspension of services	The Corporation values the importance of its employees. It espouses leadership by example and establishes and continues to review its Code of Business Conduct and Ethics to serve as a guide for employee discipline and the grounds for disciplinary actions.  In order to create an environment where concerns are freely communicated, the Ethics Committee composed of the Heads of HRD, Internal Audit and Governance was formed. The Committee is tasked to hear grievances and accept whistle-blowing reports, evaluate and investigate, determine their authenticity, and recommend the sanctions as applicable for approval by the Board as endorsed by the Corporate Governance Committee.
<b>What are the Opportunity/ies Identified?</b>	<b>Management Approach</b>
A clear and systematic cascade of directions to achieve the Corporation's goals	Preserve communication mechanisms and channels, and maintain labor peace

### Diversity and Equal Opportunity

<b>Disclosure</b>	<b>Quantity</b>	<b>Units</b>
% of female workers in the workforce	67	%
% of male workers in the workforce	33	%
Number of employees from indigenous communities and/or vulnerable sector*	0	#

*\*Vulnerable sector includes, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E).*

<b>What is the impact and where does it occur? What is the organization's involvement in the impact?</b>	<b>Management Approach</b>
Primary business operations caused by the organization – Variety of equally treated individuals	The Corporation provides equal opportunities for its employees, regardless of age, gender, or creed

with diverse approach and viewpoints to realize a common goal	and adopted policies ( <a href="https://www.premiumleisurecorp.com/governance-plc/corporate-policies">https://www.premiumleisurecorp.com/governance-plc/corporate-policies</a> ) which promote and observe diversity and equality throughout the Corporation.  PLC encourages respect among its employees by setting policies and codes that support diversity in the workplace. It adheres to relevant labor standards that support vulnerable sectors of the community such as RA 9710, RA 9262, and etc.
<b>What are the Risk/s Identified?</b>	<b>Management Approach</b>
Discrimination in the workplace	Regardless of the location of operations and markets served of PLC – from the hiring and promotion of employees to selection of suppliers and contractors – the Corporation decides on the basis of merit and value to shareholders and does not discriminate on the basis of race, ethnicity, religion, or gender. All board members, officers, and employees are prohibited from practicing any form of discrimination or harassment in the workplace. This obligation to refrain from such behaviors extends to contractors, vendors, suppliers, or visitors, to the extent that their conduct affects the work environment.  ( <a href="https://www.premiumleisurecorp.com/governance-plc/code-ethics">https://www.premiumleisurecorp.com/governance-plc/code-ethics</a> )
<b>What are the Opportunity/ies Identified?</b>	<b>Management Approach</b>
Capturing different perspectives and ideas, with equal appreciation, with the intention of achieving the Corporation’s goals	Interminable improvement of the Corporation’s policies on governance, particularly on diversity and equality

## Workplace Conditions, Labor Standards, and Human Rights

### Occupational Health and Safety

Disclosure	Quantity	Units
Safe Man-Hours	13,355*	Man-hours
No. of work-related injuries	0	#
No. of work-related fatalities	0	#
No. of work related ill-health	0	#
No. of safety drills	3	#

\* Full year

<b>What is the impact and where does it occur? What is the organization's involvement in the impact?</b>	<b>Management Approach</b>
Primary business operations caused by the organization – having active and fit employees, and a working environment free from harm	<p>PLC strongly implements the strict compliance of the Corporation's safety, health and welfare policy.</p> <p>PLC provides medical/clinical benefits to all employees. Employees are entitled to a free standard check-up in the Medical Clinic and are provided the available medicine supplies from there.</p> <p>The Corporation also implements and conducts various health-related activities and programs including but not limited to a Drug-Free Workplace, Family Welfare Program, HIV and AIDS Prevention and Control in the Workplace Program, Workplace Policy on Hepatitis B, Program on Tuberculosis Prevention and Control in the Workplace, among others.</p> <p><a href="https://www.premiumleisurecorp.com/governance-plc/code-ethics">https://www.premiumleisurecorp.com/governance-plc/code-ethics</a></p>
<b>What are the Risk/s Identified?</b>	<b>Management Approach</b>
Due to the nature of our operations, the risk of injury is minimal.	While there is minimal risk, continuous review of requirements to compliance is done.
<b>What are the Opportunity/ies Identified?</b>	<b>Management Approach</b>
A more motivational and secure working atmosphere for the employees, including the maintenance of workplace safety	Continuing feedback mechanisms to consider and acknowledge insights from employees

#### Labor Laws and Human Rights

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

Do you have policies that explicitly disallows violations of labor laws and human rights (e.g. harassment, bullying) in the workplace?

Topic	Y/N	If Yes, cite reference in the company policy
Forced labor	Y	The Corporation has its Manual on Corporate Governance <a href="https://www.premiumleisurecorp.com/corporate-governance/governance-plc/manual-corporate-">https://www.premiumleisurecorp.com/corporate-governance/governance-plc/manual-corporate-</a>
Child labor	Y	
Human Rights	Y	



		<a href="#">governance</a> ), which contain best corporate governance practices and standards, and applicable laws, rules and regulations. This covers forced and child labor, and human rights.
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<b>What is the impact and where does it occur? What is the organization's involvement in the impact?</b>	<b>Management Approach</b>
Good standing for moral values for recognizing labor laws and human rights	PLC continues to pursue the observance to pertinent rules, and regularly look out for relevant issuances as provided for by law.  <a href="https://www.premiumleisurecorp.com/corporate-governance/governance-plc/manual-corporate-governance">https://www.premiumleisurecorp.com/corporate-governance/governance-plc/manual-corporate-governance</a>
<b>What are the Risk/s Identified?</b>	<b>Management Approach</b>
Risk of violation of labor laws leading to possible filing of lawsuits; loss of confidence from investors; demoralized employees	PLC strongly adheres to labor laws and protection of human rights as much as violations done by employees are not tolerated.  <a href="https://www.premiumleisurecorp.com/corporate-governance/governance-plc/manual-corporate-governance">https://www.premiumleisurecorp.com/corporate-governance/governance-plc/manual-corporate-governance</a>
<b>What are the Opportunity/ies Identified?</b>	<b>Management Approach</b>
To further the employees and other stakeholders' certainty and optimism towards the Management's labor laws and human rights initiatives	Issuance of certification of full compliance, and confirmation of data with zero complaints, through various reports

### Supply Chain Management

- Not material to the Corporation

Do you have a supplier accreditation policy? If yes, please attach the policy or link to the policy:

\_\_\_\_\_

Do you consider the following sustainability topics when accrediting suppliers?

Topic	Y/N	If Yes, cite reference in the supplier policy
Environmental performance	Not material	Not material
Forced labor	Not material	Not material
Child labor	Not material	Not material
Human rights	Not material	Not material
Bribery and corruption	Not material	Not material

<b>What is the impact and where does it occur? What is the organization's involvement in the impact?</b>	<b>Management Approach</b>
Not material	
<b>What are the Risk/s Identified?</b>	<b>Management Approach</b>
Not material	
<b>What are the Opportunity/ies Identified?</b>	<b>Management Approach</b>
Not material	

## Relationship with Community

### Significant Impacts on Local Communities

- Not material to the Corporation

<b>Operations with significant (positive or negative) impacts on local communities (exclude CSR projects; this has to be business operations)</b>	<b>Location</b>	<b>Vulnerable groups (if applicable)*</b>	<b>Does the particular operation have impacts on indigenous people (Y/N)?</b>	<b>Collective or individual rights that have been identified that or particular concern for the community</b>	<b>Mitigating measures (if negative) or enhancement measures (if positive)</b>
Not material					

*\*Vulnerable sector includes children and youth, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E)*

For operations that are affecting IPs, indicate the total number of Free and Prior Informed Consent (FPIC) undergoing consultations and Certification Preconditions (CPs) secured and still operational and provide a copy or link to the certificates if available: \_\_\_\_\_

<b>Certificates</b>	<b>Quantity</b>	<b>Units</b>
FPIC process is still undergoing	Not material	#
CP secured	Not material	#

<b>What are the Risk/s Identified?</b>	<b>Management Approach</b>
Not material	
<b>What are the Opportunity/ies Identified?</b>	<b>Management Approach</b>
Not material	

## Customer Management

### Customer Satisfaction

- Not material for the Corporation

Disclosure	Score	Did a third party conduct the customer satisfaction study (Y/N)?
Customer satisfaction	Not material	Not material

<b>What is the impact and where does it occur? What is the organization's involvement in the impact?</b>	<b>Management Approach</b>
Not material	
<b>What are the Risk/s Identified?</b>	<b>Management Approach</b>
Not material	
<b>What are the Opportunity/ies Identified?</b>	<b>Management Approach</b>
Not material	

### Health and Safety

- Not material to the Corporation

Disclosure	Quantity	Units
No. of substantiated complaints on product or service health and safety*		#
No. of complaints addressed		#

*\*Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.*

<b>What is the impact and where does it occur? What is the organization's involvement in the impact?</b>	<b>Management Approach</b>
Not material	
<b>What are the Risk/s Identified?</b>	<b>Management Approach</b>
Not material	
<b>What are the Opportunity/ies Identified?</b>	<b>Management Approach</b>
Not material	

Marketing and labelling

- Not material to the Corporation

Disclosure	Quantity	Units
No. of substantiated complaints on marketing and labelling*	Not material	#
No. of complaints addressed	Not material	#

*\*Substantiated complaints include complaints from customers that went through the organization’s formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.*

<b>What is the impact and where does it occur? What is the organization’s involvement in the impact?</b>	<b>Management Approach</b>
Not material	
<b>What are the Risk/s Identified?</b>	<b>Management Approach</b>
Not material	
<b>What are the Opportunity/ies Identified?</b>	<b>Management Approach</b>
Not material	

Customer privacy

Disclosure	Quantity	Units
No. of substantiated complaints on customer privacy*	0	#
No. of complaints addressed	0	#
No. of customers, users and account holders whose information is used for secondary purposes	0	#

*\*Substantiated complaints include complaints from customers that went through the organization’s formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.*

<b>What is the impact and where does it occur? What is the organization’s involvement in the impact?</b>	<b>Management Approach</b>
Secured data management through complex and layered safekeeping – no customer privacy complaints received during the reporting period	A policy on record management, aligned with the Data Privacy Act, is in place and has been properly implemented  <a href="https://www.premiumleisurecorp.com/governance-plc/corporate-policies">https://www.premiumleisurecorp.com/governance-plc/corporate-policies</a>

<b>What are the Risk/s Identified?</b>	<b>Management Approach</b>
PLC may be at risk for breach of data privacy as detailed information is gathered from customers and prospective buyers.	This risk is mitigated through company-wide orientation on the Data Privacy Act, the topics of which include legal bases and implementing rules and regulations, rights of the individuals owning the information, exercising breach reporting procedures and other advisories.
<b>What are the Opportunity/ies Identified?</b>	<b>Management Approach</b>
Opportunity in tightening measures to secure customer data privacy	The Corporation ensures the continuous review of the processes and systems in place.  The Corporation regularly reviews and evaluates the policies related to data privacy, and makes recommendations for their amendment as applicable for the Board to approve, management to implement and employees to adhere to.

### Data Security

<b>Disclosure</b>	<b>Quantity</b>	<b>Units</b>
No. of data breaches, including leaks, thefts and losses of data	0	#

<b>What is the impact and where does it occur? What is the organization's involvement in the impact?</b>	<b>Management Approach</b>
Secured data management through complex and layered safekeeping – no data security complaints received during the reporting period	A policy on record management, aligned with the Data Privacy Act, is in place and has been properly implemented
<b>What are the Risk/s Identified?</b>	<b>Management Approach</b>
PLC may be at risk for breach of data privacy as detailed information is gathered from its stakeholders.	This risk is mitigated through company-wide orientation on the Data Privacy Act, the topics of which include legal bases and implementing rules and regulations, rights of the individuals owning the information, exercising breach reporting procedures and other advisories.

What are the Opportunity/ies Identified?	Management Approach
Work actively with the Corporation's Information Technology Department to ensure that the integrity of the Corporation is protected; automate processes to increase overall efficiency	The Corporation ensures that its network system is secure and runs smoothly; hardware and software are updated; employs redundant security levels to guard against theft, hacking.

## Compliance

### Non-compliance with Laws and Regulations

Disclosure	Quantity	Units
Total amount of monetary fines for non-compliance with laws and/or regulations	0	PhP
No. of non-monetary sanctions for non-compliance with laws and/or regulations	0	#
No. of cases resolved through dispute resolution mechanism	-	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Full compliance with the Corporation's Manual on Corporate Governance, which mandates compliance with best corporate governance practices and standards, and applicable laws, rules and regulations.	Employees, host community members, suppliers, business partners, customers/clients, investors/shareholders, and regulators	The Board has been identifying areas of continuing education on corporate governance topics. To keep the Board and key officers well informed of good governance practices and standards, regular annual education programs are conducted in coordination with SMIC and training providers duly accredited by the SEC, while employees and business partners are being informed of the Corporation's governance-related policies and practices upon on-boarding.
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
Although laws and regulations are enacted for the common benefit, changes to these laws and regulations may create negative effects to the operating and financial condition of PLC, including its subsidiaries and affiliates.	Employees, host community members, suppliers, business partners, customers/clients, investors/shareholders, and regulators	In order to mitigate this risk, the Corporation continues to exercise fiscal prudence and adopts what it considers conservative financial and operational controls.

What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
To maintain and increase stakeholders' trust and confidence to the Corporation, which can possibly influence potential investors and business partners, and be recognized as one of leading corporations for its compliance and good governance practices	Employees, host community members, suppliers, business partners, customers/clients, and investors/shareholders	PLC upholds its commitment to the enhancement of stakeholder value by continuously seeking for improvements on the Corporation's policies, processes, and procedures, especially on corporate governance and sustainability.

### Local Community Development

Disclosure	Quantity	Units
Number of direct beneficiaries of corporate social responsibility initiative/s	2,926	#
Number of communities benefitted from corporate social responsibility initiative/s*	1	#

\* In coordination with Belle Kaagapay, the Corporate Social Responsibility Arm of PLC's parent company, Belle Corporation.

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
A vigorous collaboration between PLC, the Belle Group, and concerned localities in developing sustainable communities.	Constant cooperation with stakeholders by what method to espouse in maintaining and/or refining the Corporation's local community development initiatives such as full scholarship programs for college students, and provision of medical aid and assistance.
What are the Risk/s Identified?	Management Approach
Risk of malnutrition and illiteracy in host communities	PLC's focus on its CSR activities are geared towards providing access to basic social services in the areas of education and health.
What are the Opportunity/ies Identified?	Management Approach
Create a more active partnership with the host communities by providing opportunities such as livelihood programs, educational scholarships that will contribute to the improvement of their overall well-being.	PLC remains committed to look for various opportunities for growth through profitable investments that will increase the Corporation's shareholder value for partners and investors alike. It shall likewise continue to partner with its parent corporation's corporate social responsibility arm, Belle Kaagapay, to continue

	enhancing the quality of life for its host communities.
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## UN SUSTAINABLE DEVELOPMENT GOALS

### Product or Service Contribution to UN SDGs

Key products and services and its contribution to sustainable development.

Key Products and Services	Societal Value / Contribution to UN SDGs	Potential Negative Impact of Contribution	Management Approach to Negative Impact
Please refer to the Business Model, including Primary Activities, Brands, Products, and Services, under Contextual Information of this Report	<p>SDG 1: No Poverty</p> <p>PhP38,185,912 million taxes paid in 2021; and</p> <p>In partnership with Belle Kaagapay, the activities participated in by the Corporation promoted the spirit of volunteerism among the employees. In 2021, the efforts were directed toward environmental protection such as water and power conservation, tree-planting activities and recycling initiatives. In the same year, assistance came in the form of full college scholarships to deserving students. Recycling efforts and operational efficiency were also continued.</p>	None has been identified so far.	<p>PLC regularly pays taxes that help provide sustainable growth.</p> <p>The Corporation maintains a partnership with Melco Resorts and Entertainment (Philippines), Inc., manager-operator of City of Dreams Manila, from where it derives its share in the gaming revenues.</p>



	<p>SDG 8: Decent Work and Economic Growth</p>	<p>Insufficient opportunities for the vulnerable sector</p>	<p>The Corporation targets growth in accordance with national conditions, and full and productive employment for all women and men, including young and disabled people, with equal pay for work and value.</p> <p>The Corporation prioritizes the welfare of its employees, recognizes its top performers and provides a safe and healthy working environment. It also aspires to be an employer of choice by providing benefits, career growth, training and work-life balance, engagement programs, among others.</p> <p>Through its parent company's corporate social responsibility arm, Belle Kaagapay, the Corporation participates in various activities such as recycling initiatives, livelihood programs, and tree planting activities that help improve the lives of its host communities.</p> <p>The Corporation also developed various policies (please refer to the following links) to implement and ensure that overall employee and other stakeholders' welfare and interests are being valued.</p>
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			<a href="http://www.premiumleisurecorp.com/corporate-governance/governance-plc/manual-corporate-governance">www.premiumleisurecorp.com/corporate-governance/governance-plc/manual-corporate-governance</a> ; <a href="http://www.premiumleisurecorp.com/governance-plc/code-ethics">www.premiumleisurecorp.com/governance-plc/code-ethics</a> ; and <a href="http://www.premiumleisurecorp.com/governance-plc/corporate-policies">www.premiumleisurecorp.com/governance-plc/corporate-policies</a>
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*\* None/Not Applicable is not an acceptable answer. For holding companies, the services and products of its subsidiaries may be disclosed.*