

**GREENERGY HOLDINGS INCORPORATED
2021 SUSTAINABILITY REPORT**

CONTEXTUAL INFORMATION

Company Details	
Name of Organization	Greenergy Holdings Incorporated ("GHI")
Location of Headquarters	54 National Road, Dampol II-A, Pulilan, Bulacan
Location of Operations	GHI and its subsidiaries conduct businesses in the Philippines particularly in Metro Manila, Bulacan and Batangas. Yakuru Group Pty. Limited ("YGPL"), one of the subsidiaries of GHI, operates in New South Wales, Australia.
Report Boundaries: Legal entities (e.g. subsidiaries) included in this report*	<p>This report covers GHI and whenever material, its operating subsidiaries, Sunchamp Real Estate Development Corp. ("SREDC"), Winsun Green Ventures, Inc. ("WGVI") and YGPL.</p> <p>The other subsidiaries, namely, Agrinurture Development Holdings, Inc., Lite Speed Technologies, Inc., Total Waste Recovery System, Inc. and Ocean Biochemistry Technology Research, Inc. have not yet started their commercial operations.</p> <p>Data from GHI, SREDC, WGVI and YGPL for the calendar year 2021 are consolidated where they are applicable and available. Data collection have been limited. Hence, the boundaries are further specified per disclosure.</p>
Business Model, Including Primary Activities, Brands, Products, and Services	GHI operates as a holding company for a group of companies with business interest in renewable energy, real estate development, agri-tourism, food and agriculture, information technology, development and marketing and distribution of medical hemp, pharmaceutical, nutraceutical and alternative medicine.
Reporting Period	1 January 2021 to 31 December 2021
Highest Ranking Persons responsible for this report	<p>Kenneth S. Tan Treasurer and Chief Financial Officer Investor Relations</p> <p>Jhane A. Teoxon Corporate Information Officer</p> <p>Rosana C. Planco Compliance Officer</p>

MATERIALITY PROCESS

Focus group discussions were conducted in order to initiate the materiality assessment in defining the scope and the discussions in the Sustainability Report.

The participants were composed of those capable of representing the companies as well as its stakeholders. The objective is to identify the salient aspects of GHI's, SREDC's, WGVI's and YGPL's (collectively, the "Group") operations that have the most impact to its economic, social, and environmental performances.

The boundary of the report is limited to the Group considering that the other subsidiaries are not yet operational as of reporting date. The participants identified the key areas that are materially relevant in order for the Group to achieve long-term sustainable operations.

The following are the material indicators, significantly influencing the actions and decisions of the stakeholders:

- a. energy consumption;
- b. waste management;
- c. Economic, Social, and Governance ("ESG") risk management;
- d. community relations/impacts on local communities;
- e. plastic use management;
- f. greenhouse gas emission;
- g. habitat protection/biodiversity;
- h. labor conditions/employee welfare;
- i. employee health and safety;
- j. employee skills and competency;
- k. regulatory requirements/compliance;
- l. guest experience/satisfaction;
- m. food safety;
- n. data privacy/customer privacy; and
- o. ESG strategy for suppliers.¹

All the above-mentioned material aspects present the Group with opportunities for better and long-term value creation. Conversely, they may pose risk to the operations of the Group if they are not properly monitored or managed.

After the materiality process, the Group was provided with the opportunity to identify the necessary management actions in order to address the risks and the foregoing material aspects, to wit:

- a. provide company leaders and managers with more opportunities to be exposed to the external environment concerning material ESG impacts;
- b. receive proper training to use the information and knowledge in their decision-making during the planning and day-to-day operations in order to address the ESG impacts, properly address community relations and assess the impact on local communities;
- c. monitor and analyze markets and data in order to anticipate changes and sufficiently respond to any development on the abovementioned material aspects; and
- d. continuously monitor, train, recruit, and deploy excellent personnel.

These voluntary selected goals will be subject for reassessment by top management in the year 2022.

¹ Items g, l and m are only applicable to SREDC since it operates as a self-sustaining agri-tourism park.

ECONOMIC

Economic Performance

Direct economic value generated and distributed

Disclosure	Amount	Units
Direct economic value generated (revenue)	30,282,437	PhP
Direct economic value distributed:	64,845,761	PhP
a. Operating costs	17,398,991	PhP
b. Employee wages and benefits	4,535,094	PhP
c. Payment to suppliers and other operating costs	34,510,311	PhP
d. Dividends given to stockholders and interest payments to loan providers	-	PhP
e. Taxes given to government	8,301,365	PhP
f. Investments to community (e.g., donations, CSR)	100,000	PhP
Direct economic value retained	(34,563,324)	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
There is a direct impact to the Group's sales and over-all operations. The Group's revenue is distributed through payment to suppliers and service providers, salaries/wages and benefits, and taxes due to the government, among others.	Employees, Suppliers, and the Government	<p>The Group has adopted the following approach:</p> <ul style="list-style-type: none"> a. identify long-term growth targets of the Group as a whole and of each subsidiary in order to reach the target; b. develop and review on a regular basis policies and action plans to meet the target; c. continuously identify and quantify risks related to the policies and action plans; and d. regularly track results against targets and constantly improve projected results.
Direct economic value is distributed to the community through indirect improvements, benefits, and increase in foot traffic attributable to the development of SREDC's agri-tourism park.	Community and the Government	The Group will continue to develop its agri-tourism park and provide employment and revenues to the local community and nearby communities.
What are the risk(s) identified?	Which stakeholders are affected?	Management approach
Changes in government policies, laws, rules and regulations may affect the business operations as well as the extent and capability of the Group to acquire, maximize, and operate their assets.	Customers, Employees, Suppliers, and the Government	The Group ensures compliance with the government by regularly keeping abreast of existing government policies, laws, rules and regulations in relation to its business and transferring the information to its employees through discussion and training to keep them updated of the recent changes regarding government requirements.

What are the opportunity(ies) identified?	Which stakeholders are affected?	Management approach
This presents an opportunity for the Group to generate a sustainable rate of growth through improvement and expansion of operations.	Customers, Employees, Suppliers, the Government, and Shareholders	The Group continues to do a more comprehensive approach in consolidating and understanding these risks. This will include risk identification from a non-financial standpoint and development of mitigation plans and testing them.

Climate-related risks and opportunities

Governance	
Disclose the organization's governance around climate-related risks and opportunities	
a. Describe the board's oversight of climate-related risks and opportunities	The Board of Directors of the Group currently does not have defined roles and functions in relation to overseeing climate-related risks. However, the Group intends to adopt a policy to include well-defined roles and functions of the Board of Directors with regard to overseeing climate-related risks.
b. Describe the management's role in assessing and managing climate-related risks and opportunities	The management identifies and assesses the impact of climate-related risks in order to identify opportunity areas for mitigation and reduction.
Strategy	
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material	
a. Describe the climate-related risks and opportunities that the organization has identified over its short, medium, and long terms	Frequent and intense storms and other natural calamities which result to increased costs to maintain the business operations are the climate-related risks identified for SREDC and YGPL. Government policies and regulations that address climate change create opportunities for the Group to improve its strategies to address these challenges.
b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	Climate-related risks and opportunities affect SREDC business operation as these climate-related risks cause disruption to operations as well as damage to its properties. The opportunity to improve its operations to be resilient from storms and other natural calamities affects financial revenue, budget and targets.
c. Describe the resilience of the organization's strategy, taking into consideration, different climate-related scenarios including a 2 °C or lower scenario	The management intends to come up with a more deliberate strategy and commitment towards climate action.
Risk Management	
Disclose how the organization identifies, assesses, and manages climate-related risks	
a. Describe the organization's processes for identifying and assessing climate-related risks	The Group currently has no formal process for identifying and assessing climate-related risks. However, the Group is looking into formulating a formal process to identify and assess climate-related risks and to fully understand the Group's exposure to said risks and their implications in order to identify opportunity areas for mitigation and reduction.
b. Describe the organization's processes for managing climate-related risks	The Group currently has no formal process for managing climate-related risks. However, the Group is looking into developing mitigation plans that are tailored to manage and address them.

c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	The Group currently has not formally integrated these processes into its overall risk management. Once a defined policy involving processes in identifying, assessing and managing climate-related risks is formulated, the same will be implemented by the management of the Group.
Metrics and Targets	
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	
a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	The Group currently has no defined metrics to assess climate-related risks and opportunities. Moving forward, the Group will look into applicable metrics used by similar industries.
b. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	The Group currently has no defined targets. Moving forward, the Group will look into applicable targets used by similar industries.

Procurement Practices

Proportion of spending on local suppliers

Disclosure	Quantity	Units
Percentage of procurement budget used for significant locations of operations that is spent* on local suppliers	90	%

* Based on issued purchase orders from vendors/suppliers for the year

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected	Management approach
Due to its minimal operations and requirements, no material impact can be determined on procurement practices for GHI. With respect to SREDC, WGVI and YGPL, procurement practices have material impact in relation to product trading and development, and acquisition and development of assets.	Suppliers/Service Providers	The Group applies conventional business measures in monitoring and controlling procurement of supplies.
What are the Risk(s) identified?	Which stakeholders are affected?	Management approach
Poor quality of some supplies and services and delay in delivery	Suppliers/Service Providers	Close monitoring and control of procurement practices
What are Opportunity(ies) identified?	Which stakeholders are affected?	Management approach
Reduction of procurement costs	Suppliers, Community, and the Shareholders	Close monitoring and control of procurement practices

Anti-corruption

Training on anti-corruption policies and procedures

Disclosure	Quantity	Units
Percentage of employees to whom the organization's anti-corruption on policies and procedures have been communicated to	GHI – 0%	%
	SREDC – 0%	
	WGVI – N.A.	
	YGPL – N.A.	
Percentage of business partners to whom the organization's anti-corruption policies and procedures have been communicated to	GHI – 0%	%
	SREDC – 0%	
	WGVI – 0%	
	YGPL – 0%	
Percentage of directors and management that have received anti-corruption training	GHI – 31%	%
	SREDC – 0%	
	WGVI – 50%	
	YGPL – 0 %	
Percentage of employees that have received anti-corruption training	GHI – 0%	%
	SREDC – 0%	
	WGVI – N.A.	
	YGPL – N.A.	

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected	Management approach
Anti-corruption practices have direct impact to the Group's business operations, relationship in the workplace and supply chain. The Group takes initiative to prevent incidents of corruption by carefully selecting its suppliers and ensuring that its employees conduct business on a sound, fair and prudent manner.	Employees, Suppliers, and Government	The Group is committed to ensure compliance with applicable laws, rules and regulations on anti-corruption and anti-bribery, among others; as well as adherence to standards of conduct to prevent the offer or receipt of gifts or other advantages that may induce dishonest, improper or illegal conduct, or which may create an actual or potential conflict of interest. The Group ensures that the agreements it enters with business partners have provisions on highest standards of fair trade, fair competition and business ethics.
What are the Risk(s) identified?	Which stakeholders are affected?	Management approach
Any incidence of corruption could pose a reputational risk to the Group. This could also affect GHI in several ways such as reduction in share price and market share.	Employees, Suppliers, Shareholders and Government	The Group does not condone any dishonest, unethical, or unprofessional behavior and actions displayed by an employee, officer or director, regardless of his/her level of authority. It is the responsibility of each employee, officer and director to report legitimate concerns so that issues can be properly investigated or resolved and corrective measures can be instituted.

		The Group ensures that all transactions comply with relevant laws and regulations. Any deficiencies are immediately rectified.
What are Opportunity(ies) identified?	Which stakeholders are affected?	Management approach
This presents an opportunity to strengthen the Group's procurement process in order to be compliant with the relevant laws. Anti-corruption practices also boost the morale of employees.	Employees, Suppliers, and Government	The Group will take this opportunity to evaluate and improve on its procurement process and the venue through which complaints may be filed.

Incidents of Corruption

Disclosure	Quantity	Units
Number of incidents in which the board of 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	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected	Management approach
Corruption could compromise the Group's business operations, relationship in the workplace, and reputation.	Employees, Suppliers, Stockholders, and Government	The Group is committed to ensure compliance with applicable laws, rules and regulations on anti-corruption and anti-bribery, among others; as well as adherence to standards of conduct to prevent the offer or receipt of gifts or other advantages that may induce dishonest, improper or illegal conduct, or which may create an actual or potential conflict of interest.
What are the Risk(s) identified?	Which stakeholders are affected?	Management approach
Any incidence of corruption could pose a reputational risk to the Group. This could also affect GHI in several ways such as reduction in share price and market share and YGPL which operates in Australia.	Employees, Suppliers, Shareholders, and Government	The Group does not condone any dishonest, unethical, or unprofessional behavior and actions displayed by an employee, officer or director, regardless of his/her level of authority. It is the responsibility of each employee, officer or director to report legitimate concerns so that issues can be properly investigated or resolved and

		<p>corrective measures can be instituted.</p> <p>The Group ensures that all transactions comply with relevant laws and regulations. Any deficiencies are immediately rectified.</p>
What are Opportunity(ies) identified?	Which stakeholders are affected?	Management approach
This presents an opportunity for the Group to further monitor their directors, officers and employees in order to properly formulate and implement the appropriate formal policies and procedures on anti-corruption.	Employees, Suppliers, Stockholders, and Government	The Group will continue to closely monitor all the directors, officers and employees. The Group will likewise evaluate its current policies and procedures.

ENVIRONMENT

Resource Management

Energy consumption within the organization

Disclosure	Quantity	Units
Energy consumption (renewable sources)	SREDC-0	GJ
Energy consumption (gasoline)	GHI- 0	liters
	SREDC- 6,706	
Energy consumption (LPG)	GHI – 0	kg
	SREDC – 132	
Energy consumption (diesel)	GHI- 0	liters
	SREDC- 16,180	
Energy consumption (electricity)	GHI- 3,422.1	kWh
	SREDC-27,296	

Reduction of energy consumption

Disclosure	Quantity	Units
Energy consumption (gasoline)	No specific data can be provided due to its immateriality of the information to the operations of the Group.	GJ
Energy consumption (LPG)	No specific data can be provided due to its immateriality of the information to the operations of the Group.	GJ
Energy consumption (diesel)	No specific data can be provided due to its immateriality of the information to the operations of the Group.	GJ
Energy consumption (electricity)	No specific data can be provided due to its immateriality of the information to the operations of the Group.	kWh

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
The Group recognizes that the use of electricity and other fuels have an impact on the environment in terms of greenhouse gas emissions and air pollutants as a result of generating energy.	Employees, Shareholders and Suppliers	The Group will continue to monitor its energy efficiency and find ways to minimize and/or improve utilization of various energy sources.
What are the Risk/s identified?	Which stakeholders are affected?	Management Approach
Dependence on fossil fuels exposes the country to fluctuations in energy prices, which, in turn, impacts the Group.	Community, Shareholders and the Government	The Group will continue to monitor its energy efficiency and find ways to minimize and/or improve utilization of various energy sources.

What are the Opportunity/ies identified?	Which stakeholders are affected?	Management Approach
As an aspiring leader in renewable energy and a company pillared to forge local and international partnerships for sustainable growth, the Group sees this as an opportunity to educate the Philippine market in the advantages of using renewable energy as alternative to fossil fuel, which, in turn, will help promote and market the renewable energy business of WGVI.	Community, Shareholders and the Government.	The Group, through WGVI, shall continue to venture in projects that are dedicated to exploring and utilizing renewable energy.

Water consumption within the organization

Disclosure	Quantity	Units
Water withdrawal	GHI – 0	Cubic meters
	SREDC – No specific data can be provided as the water supply is sourced from deep well pumps	
Water consumption	GHI – 23	Cubic Meters
	SREDC – No specific data can be provided as the water supply is sourced from deep well pumps	
Water recycled and reused	GHI – 0	Cubic meters
	SREDC – No specific data can be provided as the water supply is sourced from deep well pumps	

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Water consumption impacts the water supply of the community where the Group is operating. Conserving water is important not only to reduce operational costs but also in being mindful of the Group's impact to the community and the local ecosystem.	Employees, Shareholders and Supplier.	The Group will continue to monitor its water consumption and look into programs that would promote water conservation, recycling and reuse.
What are the Risk/s identified?	Which stakeholders are affected?	Management Approach
The Group recognizes the risk of possible water shortage due to increased competing demand from agriculture,	Employees, Shareholders, and the Community.	The Group will continue to monitor its water consumption and look into programs that would promote water

energy, industrial, domestic and other sectors. El Nino and climate change may also play a role.		conservation, recycling and reuse. The Group will likewise ensure that it has a secure source of water for its agri-tourism park.
What are the Opportunity/ies identified?	Which stakeholders are affected?	Management Approach
The Group identifies the following opportunities to manage water risks: <ul style="list-style-type: none"> • cut wastewater and improve its quality; and • include education on water recycling and reuse. 	Employees, Shareholders, and the Community.	The Group will continue to monitor its water consumption and look into programs that would promote water conservation, recycling and reuse.

Materials used by the organization

Disclosure	Quantity	Units
Materials used by weight or volume		
• Renewable	GHI-7 kgs SREDC-15 kgs	kg/liters
• Non-renewable	GHI- 0.7 kg SREDC-3 kgs	kg/liters
Percentage of recycle input materials used to manufacture the organization's primary products and services	0	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
The Group is not primarily engaged in manufacturing activities, which use raw materials. Hence, materials used are minimal.	Community and the Government	The Group will continue to look into digitization of internal documents, reduction of paper usage in its offices and recycling of materials.
What are the Risk/s identified?	Which stakeholders are affected?	Management Approach
There is a risk of scarcity of materials used in the long run.	Shareholders and Suppliers	The Group will continue to look into the use of recycled materials and of suitable alternative materials to ensure continuous supply.
What are the Opportunity/ies identified?	Which stakeholders are affected?	Management Approach
There is an opportunity to incorporate the use of recycled materials within the Group.	Employees, Community and Shareholders	The Group will continue to look into digitization of internal documents, reduction of paper usage in its offices and recycling of materials.

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

Disclosure	Quantity	Units
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity outside protected areas	0	
Habitats protected or restored	0	Ha
IUCN ² Red List species and national conservation list species with habitats in areas affected by operations	0	

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 Applicable (The Group does not own or lease any property that is located in or is near a protected area.)	Not Applicable (The Group does not own or lease any property that is located in or is near a protected area.)	Not Applicable (The Group does not own or lease any property that is located in or is near a protected area.)
What are the Risk/s identified?	Which stakeholders are affected?	Management Approach
Not Applicable (The Group does not own or lease any property that is located in or is near a protected area.)	Not Applicable (The Group does not own or lease any property that is located in or is near a protected area.)	Not Applicable (The Group does not own or lease any property that is located in or is near a protected area.)
What are the Opportunity/ies identified?	Which stakeholders are affected?	Management Approach
Not Applicable (The Group does not own or lease any property that is located in or is near a protected area.)	Not Applicable (The Group does not own or lease any property that is located in or is near a protected area.)	Not Applicable (The Group does not own or lease any property that is located in or is near a protected area.)

² International Union for Conservation of Nature.

Environmental impact management

Air Emissions

GHG

Disclosure	Quantity	Units
Direct (Scope 1) GHG Emissions	Not Applicable	Metric Tons
Energy indirect (Scope 2) GHG Emissions	GHI – 1.5	Metric Tons
	SREDC – 11.8	
Emissions of ozone-depleting substances 9ods0	Not Applicable	Tonnes

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 Applicable (The Group is not engaged in manufacturing activities affecting GHG and other emissions.)	Not Applicable (The Group is not engaged in manufacturing activities affecting GHG and other emissions.)	Not Applicable (The Group is not engaged in manufacturing activities affecting GHG and other emissions.)
What are the Risk/s identified?	Which stakeholders are affected?	Management Approach
Not Applicable (The Group is not engaged in manufacturing activities affecting GHG and other emissions.)	Not Applicable (The Group is not engaged in manufacturing activities affecting GHG and other emissions.)	Not Applicable (The Group is not engaged in manufacturing activities affecting GHG and other emissions.)
What are the Opportunity/ies identified?	Which stakeholders are affected?	Management Approach
Not Applicable (The Group is not engaged in manufacturing activities affecting GHG and other emissions.)	Not Applicable (The Group is not engaged in manufacturing activities affecting GHG and other emissions.)	Not Applicable (The Group is not engaged in manufacturing activities affecting GHG and other emissions.)

Air pollutants

Disclosure	Quantity	Units
Nox	No specific data can be provided due to its immateriality of the information to the operations of the Group.	Kg
Sox	No specific data can be provided due to its immateriality of the information to the operations of the Group.	Kg
Persistent organic pollutants (POPs)	No specific data can be provided due to its immateriality of the information to the operations of the Group.	Kg
Volatile organic compounds (VOCs)	No specific data can be provided due to its	Kg

	immateriality of the information to the operations of the Group.	
Hazardous air pollutants (HAPs)	No specific data can be provided due to its immateriality of the information to the operations of the Group.	Kg
Particulate matter (PM)	No specific data can be provided due to its immateriality of the information to the operations of the Group.	Kg

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
The business operations of the Group have negligible contribution to air pollutants. However, it recognizes that air pollution can affect the health of its employees and the community it belongs to.	Community, Shareholders and Employees	The Group complies with the standards mandated by the Clean Air Act and applicable laws in Australia for YGPL. Vehicles and machineries used are regularly maintained and checked to ensure there are no leakages and potential air pollutants are reduced to levels not detrimental to health and the environment.
What are the Risk/s identified?	Which stakeholders are affected?	Management Approach
The Group recognize that air pollution poses health risks to its employees and the community.	Employees and the Community	The Group complies with the standards mandated by the Clean Air Act and applicable laws in Australia for YGPL. Vehicles and machineries used are regularly maintained and checked to ensure there are no leakages and potential air pollutants are reduced to levels not detrimental to health and the environment.
What are the Opportunity/ies identified?	Which stakeholders are affected?	Management Approach
GHI finds opportunity to improve its processes and invest in better technology to help reduce its contribution to air pollution.	Community, Customers and Shareholders	The Group complies with the standards mandated by the Clean Air Act and applicable laws in Australia for YGPL. Vehicles and machineries used are regularly maintained and checked to ensure there are no leakages and potential air pollutants are reduced to levels not detrimental to health and the environment.

Solid and Hazardous Wastes

Solid Waste

Disclosure	Quantity	Units
Total solid waste generated		Kg
<ul style="list-style-type: none"> Reusable 	No specific data can be provided due to its immateriality of the information to the operations of the Group.	Kg
<ul style="list-style-type: none"> Recyclable 	No specific data can be provided due to its immateriality of the information to the operations of the Group.	Kg
<ul style="list-style-type: none"> Composted 	No specific data can be provided due to its immateriality of the information to the operations of the Group.	Kg
<ul style="list-style-type: none"> Incinerated 	No specific data can be provided due to its immateriality of the information to the operations of the Group.	Kg
<ul style="list-style-type: none"> Residuals/Landfilled 	No specific data can be provided due to its immateriality of the information to the operations of the Group.	Kg

Hazardous Waste

Disclosure	Quantity	Units
Total weight of hazardous waste generated	No specific data can be provided due to its immateriality of the information to the operations of the Group.	Kg
Total weight of hazardous waste transported	No specific data can be provided due to its immateriality of the information to the operations of the Group.	kg

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
The Group ensures that waste generated by each company within the Group are properly disposed of. The Group recognizes that improperly handled waste can result in regulatory sanctions.	Community, Shareholders, Government and Employees	The Group observes proper waste management in compliance with relevant laws, rules and regulations where they operate.

What are the Risk/s identified?	Which stakeholders are affected?	Management Approach
The Group recognizes the following risks: (i) the sanctions that may be imposed on improper waste disposal, and (ii) effects on the health of its employees and the community.	Shareholders, Employees, Government and Community	The Group observes proper waste management in compliance with relevant laws, rules and regulations where they operate.
What are the Opportunity/ies identified?	Which stakeholders are affected?	Management Approach
The Group sees an opportunity in partnering with the business sector and local government units in promoting waste management through its subsidiary, Total Waste Management Recovery System, Inc. ("TWMRSI").	Community, Government and Shareholders	The Group shall continue to invest in the waste management projects of TWMRSI and explore investment in projects of the same nature.

Effluents

Disclosure	Quantity	Units
Total volume of water discharges	No specific data can be provided due to its immateriality of the information to the operations of the Group.	Cubic meters
Percent of wastewater recycled	No specific data can be provided due to its immateriality of the information to the operations of the Group.	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
The Group recognizes that effluents can contaminate water supply if improperly disposed.	Community and Shareholders	The Group employs the use of recycled water and rainwater harvesting when possible. Conservation efforts by improving employee practices are also practiced.
What are the Risk/s identified?	Which stakeholders are affected?	Management Approach
The Group recognizes that improper disposal of wastewater adversely affects the environment.	Community	The Group employs the use of recycled water and rainwater harvesting when possible. Conservation efforts by improving employee practices are also practiced.
What are the Opportunity/ies identified?	Which stakeholders are affected?	Management Approach
The Group sees an opportunity in upgrading its water facilities.	Shareholders and Community	The Group will continue to monitor and evaluate its wastewater disposal to determine ways to improve the same.

Environmental compliance

Non-compliance with Environmental Laws and Regulations

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

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Non-compliance with environmental laws and/or regulations can impact the Group through monetary penalties, sanctions, litigation and reputational risk.	Community, Government and Shareholders	The Group shall continue to comply and monitor compliance with environmental laws and regulations in all areas where they operate.
What are the Risk/s identified?	Which stakeholders are affected?	Management Approach
Non-compliance with environmental laws and/or regulations could have implications to the Group such as monetary penalties, stoppage of operations and other sanctions.	Community and the Government	The Group shall continue to comply and monitor compliance with environmental laws and regulations in all areas where they operate.
What are the Opportunity/ies identified?	Which stakeholders are affected?	Management Approach
The Group sees opportunity in partnering with the government and provide expertise in renewable energy to improve and ensure environmental policy compliance.	Shareholders, Community the Government	The Group is looking into investing not only on profitable enterprises, but also on businesses that advocate environmental preservation and sustainability.

SOCIAL

Employee Management
Employee Hiring and Benefits

Employee data

Disclosure	Quantity	Units
Total number of employees	GHI- 4	#
	SREDC-96	
a. Number of female employees	GHI-2	#
	SREDC-35	
b. Number of male employees	GHI-2	#
	SREC-61	
Attrition rate	GHI-0	rate
	SREDC-0	
Ratio of lowest paid employee against minimum wage	0	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	0 (for GHI)	0 (for GHI)
		0 (for SREDC)	0 (for SREDC)
PhilHealth	Y	0 (for GHI)	0 (for GHI)
		0 (for SREDC)	0 (for SREDC)
Pag-ibig	Y	0 (for GHI)	0 (for GHI)
		0 (for SREDC)	0 (for SREDC)
Parental leaves	Y	0 (for GHI)	0 (for GHI)
		0 (for SREDC)	16.39% (for SREDC)
Vacation leaves	Y	100% (for GHI)	100% (for GHI)
		54.29% (for SREDC)	50.82% (for SREDC)
Sick leaves	Y	100% (for GHI)	100% (for GHI)
		22.86% (for SREDC)	14.75% (for SREDC)
Medical benefits (aside from PhilHealth)	Y	0 (for GHI)	0 (for GHI)
		0 (for SREDC)	0 (for SREDC)
Housing assistance (aside from Pag-ibig)	N	0	0

Retirement fund (aside from SSS)	N	0	0
Further education support	N	0	0
Company stock options	N	0	0
Telecommuting	Y	100% (for GHI)	100% (for GHI)
		0 (for SREDC)	0 (for SREDC)
Flexible-working Hours	Y	100% (for GHI)	100% (for GHI)
		0 (for SREDC)	0 (for SREDC)
(Others)	N	0	0

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
The Group recognizes the vital impact of proper employee management to sustain productivity and company growth.	The Group abides by the labor standards and policies set by the Department of Labor and Employment. The Group likewise complies with the mandatory benefits required by existing labor laws.
What are the Risk/s Identified?	Management Approach
As with any company, there is always a risk of employee attrition which could have an effect on company productivity and ability to retain good employees.	The Group regularly evaluates employee benefits and conducts dialogue with employees from time to time to get feedback on how to better improve relationship with the employees. The Group likewise honors loyalty of long-time employees.
What are the Opportunity/ies Identified?	Management Approach
The opportunity identified includes looking into providing employee benefits which exceed employees' expectations resulting in increased loyalty and retention.	The Group commits to continue honoring loyalty of long-time employees and to look into improving employee benefits and work conditions.

Employee Training and Development

Disclosure	Quantity	Units
Total training hours provided to employees		
a. Female employees	GHI-0	hours
	SREDC-0	
b. Male employees	GHI-0	hours
	SREDC-0	
Average training hours provided to employees		
a. Female employees	GHI-0	hours/employee
	SREDC-0	
b. Male employees	GHI-0	hours/employee
	SREDC-0	

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Training and development programs are vital to the Group's business operations as they increase operational efficiency which is instrumental to generate high revenue and maximize profit. In the same way, training of employees increases employee satisfaction and motivation that will substantially help them in performing their respective functions.	The Group is looking into providing training to its employees to keep them well-informed of the latest trends and issues in relation to the nature of their respective jobs. Further, the Group has been providing and maintaining a work environment that encourages employees to participate actively in the realization of the Group's goals and in its governance.
What are the Risk/s Identified?	Management Approach
Working hours allotted to company trainings and developments may lessen employees' personal time that could lead to resistance.	Physical trainings on weekends or after-office hours, if possible, are not offered to employees. Engagement programs are conducted in a safe work environment and employees are given the opportunity to provide feedback.
What are the Opportunity/ies Identified?	Management Approach
Allowing the employees to participate in training and development programs will equip the Group's employees with skills and work experience that make them competent and achieve increased productivity and adherence to quality standards.	Trainings relate to programs that enhance and update employees' skills, work experience, leadership and behavior may be provided.

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
Good labor management relations is crucial in overall productivity and maintaining harmony in the workplace.	The Group is open to hearing its employees' concerns and opinion, if any. These concerns are considered and acted upon, when necessary. The Group will conduct more consultations as needed.
What are the Risk/s Identified?	Management Approach
When disagreements and grievances are not addressed as expected by the employee, there is a risk of labor unrest and labor suits.	The Group ensures that their grievance procedures and labor policies comply with the Labor Code and other labor laws.
What are the Opportunity/ies Identified?	Management Approach
Proper management of labor relations offers opportunity for operational efficiency, productivity and sustained growth.	The Group ensures that their grievance procedures and labor policies comply with the Labor Code and other labor laws.

Diversity and Equal Opportunity

Disclosure	Quantity	Units
% of female workers in the workforce	GHI-50%	%
	SREDC-36.46%	
% of male workers in the workforce	GHI-50%	%
	SREDC- 63.54%	
Number of employees from indigenous communities and/or vulnerable sector*	GHI-0	#
	SREDC-11	

*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).

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Diversity and equality in the workforce have impact on the Group's business operations in terms of employee productivity, engagement and range of skills.	The Group does not discriminate employees based on gender, age, race or religion. Hiring and promotion assessments are purely based on skill sets and qualification relevant to the job. Disciplinary cases are also decided based on the facts of the case and applicable company policies and labor laws, rules and regulations.
What are the Risk/s Identified?	Management Approach
Diversity in workplace may produce poor communication and potential conflict among employees.	The Group is committed to educating employees on cultural awareness and acceptance of differences to encourage them to openly discuss their different viewpoints on things as opposed to avoiding interaction or getting into conflict.
What are the Opportunity/ies Identified?	Management Approach
Diversity and equality in human capital offers an opportunity to formulate policies in relation thereto to minimize the risks identified.	The Group will continue to provide work opportunities for people belonging to the vulnerable sector.

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

Disclosure	Quantity	Units
Safe Man-Hours		Man-hours
No. of work-related injuries	GHI - 0 SREDC -1	#
No. of work-related fatalities	0	#
No. of work-related ill-health	0	#
No. of safety drills	0	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Considering that GHI is a holding company, only minor injuries and medically-related injuries are foreseen to occur in the workplace. However, for SREDC, since work may include physical activities,	The Group provides safe and healthy working conditions to protect employees from injuries and to prevent damage to properties and equipment in compliance with existing laws,

work-related injuries may materially affect operational productivity.	rules and regulations on workplace conditions. In addition, the Group commits to implement a workplace risk assessment to evaluate potential workplace hazards. Further, the Group continues to ensure that it is compliant with the safety protocols and guidelines imposed by existing laws, rules and regulations to prevent the spread of COVID-19 in the workplace.
What are the Risk/s Identified?	Management Approach
Failure to meet health and safety standards and regulations could cost the Group penalties from regulators, suspension of operations, attrition, and damage to reputation.	The Group ensures compliance with laws, rules and regulations relating to workplace conditions, labor standards, and Occupational Health and Safety standards.
What are the Opportunity/ies Identified?	Management Approach
This presents an opportunity to improve policies and data relating to health, safety and welfare of employees.	The Group is committed to enhance workplace safety requirements and protocols already being implemented in the organization.

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	N	The Group adopts and complies with relevant laws, rules and regulations relating to the protection of human rights and labor.
Child labor	N	
Human Rights	N	

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Non-compliance with labor laws and human rights in the workplace may impact the Group's productivity, employee retention and employee engagement.	The Group will continue to protect its employees' human rights and comply with labor laws, rules and regulations.
What are the Risk/s Identified?	Management Approach
Human rights and labor law violations could have regulatory implications against the Group which could negatively affect the Group's reputation.	The Group will continue to protect its employees' human rights and comply with labor laws, rules and regulations.
What are the Opportunity/ies Identified?	Management Approach
Being compliant with labor laws will make the Group attractive to potential employees. It will also foster loyalty within the organization.	The Group will continue to protect its employees' human rights and comply with labor laws, rules and regulations.

Supply Chain Management

Do you have a supplier accreditation policy? If yes, please attach the policy or link to the policy: No.

Do you consider the following sustainability topics when accrediting suppliers?

Topic	Y/N	If Yes, cite reference in the supplier policy
Environmental performance	Y	The Group conducts due diligence to ensure its suppliers'/service provider's legitimacy and performance capabilities, as well as to ensure that they meet its high standards in areas including safety, conducts, workplace facility standards, human rights, and environmental awareness. The Group commits to formulate a supplier accreditation policy that is compliant with existing rules and regulations.
Forced labor	Y	
Child labor	Y	
Human rights	Y	
Bribery and corruption	Y	

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Supply chain management has a material impact in SREDC, WGVI and YGPLF's services, business operations and relationship with supplier.	The Group trains its employees in charge of procurement on responsible sourcing.
What are the Risk/s Identified?	Management Approach
There is a risk of late or non-delivery of goods and services resulting to losses in sales and revenue.	The Group trains its employees in charge of procurement on responsible sourcing.
What are the Opportunity/ies Identified?	Management Approach
This presents an opportunity to evaluate and improve the Group's procurement process.	The Group will continue to maintain a healthy relationship and promote sustainable shared growth with our suppliers.

Relationship with Community
Significant Impacts on Local Communities

Operations with significant (positive or negative) impacts on local communities (exclude CSR projects; this has to be business operations)	Location	Vulnerable groups (if applicable)*	Does the particular operation have impacts on indigenous people (Y/N)?	Collective or individual rights that have been identified that or particular concern for the community	Mitigating measures (if negative) or enhancement measures (if positive)
Due to minimal operations and requirements, there are no identified operations with significant impacts on local communities with respect to GHI.	For SREDC- Barangay Bayawang, Rosario, Batangas	SREDC does not discriminate against vulnerable sectors in terms of employment. As of 31 December 2021, SREDC has under its	No	None	To further boost its economic benefits on the local community, SREDC commits to further develop its agri-tourism park.

As regards SREDC, the operation of agri-tourism park has a positive impact on local communities as it creates employment, economic benefits and venue for educational activities.		employment solo parents, senior citizens and a person with disabilities.			
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*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: N.A.

Certificates	Quantity	Units
FPIC process is still undergoing	Not Applicable	#
CP secured	Not Applicable	#

What are the Risk/s Identified?	Management Approach
Not Applicable (The Group's business operations do not affect IPs)	Not Applicable (The Group's business operations do not affect IPs)
What are the Opportunity/ies Identified?	Management Approach
Not Applicable (The Group's business operations do not affect IPs)	Not Applicable (The Group's business operations do not affect IPs)

Customer Management

Customer Satisfaction

Disclosure	Score	Did a third party conduct the customer satisfaction study (Y/N)?
Customer satisfaction	None	No

Health and Safety

Disclosure	Quantity	Units
No. of substantiated complaints on product or service health and safety*	0	#
No. of complaints addressed	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.

Marketing and labelling

Disclosure	Quantity	Units
No. of substantiated complaints on marketing and labelling*	0	#
No. of complaints addressed	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.

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.

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
GHI, being a holding company, has no direct customers. However, customer management and satisfaction of SREDC, WGVI and YGPL affect the Group's reputation. Also, when customers are satisfied with SREDC, WGVI and YGPL's products and services, the Group is assured of customer loyalty and retention.	The management evaluates customer experience by getting customer feedback and concerns, understanding changing customer expectations, and finding ways to address their concerns. By properly identifying and addressing the customer concerns, the management will be able to improve on the customer experience in all aspects.
What are the Risk/s Identified?	Management Approach
Unresolved customer complaints (e.g., issues relating to customer experience, products and services, and privacy) could lead to a decrease in customer satisfaction and negative perception on the products and services of SREDC and YGPL.	The management reviews customer complaints and addresses the same without delay. It also evaluates these concerns to determine areas for improvement.
What are the Opportunity/ies Identified?	Management Approach
This offers opportunity for the Group to think of ways to improve customer experience.	The management will continue to evaluate and improve on customer experience by getting customer feedback, understanding changing customer expectations, and finding ways to address concerns. By properly identifying and addressing the customer concerns, the management will be able to improve on the customer experience in all aspects.

Data Security

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

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Data security has material impact on data management and reputation of the Group.	The Group adopts and complies with laws, rules and regulations relating to data privacy.
What are the Risk/s Identified?	Management Approach
Aside from regulatory sanctions, data security breach and cyberattacks could place the Group's sensitive and confidential information at risk of being used against it or used to gain unfair advantage over it. Leaks of personal data information of employees, customers and suppliers could also pose threats on the person's safety and security.	The Group adopts and complies with laws, rules and regulations relating to data privacy. The Group likewise updates their antivirus software to protect them from cyber threats and cyberattacks. Softwares are installed only in their computers and devices are up-to-date and compatible.
What are the Opportunity/ies Identified?	Management Approach
Data security presents opportunity for the Group to continuously improve their current data management system.	The Group will look into procuring products, and processes and participation in trainings that improves its current data management system.

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
Renewable energy system (solar products)	SDG 7: Ensure access to affordable, reliable, sustainable and modern energy for all	No material negative impact	WGVI ensures that it only engages with reputable local and international partnerships for sustainable growth.
Crops, fruits, and vegetables (for SREDC)	SDG 2: Contribute to food security and improved nutrition and promote sustainable agriculture	No material negative impact	SREDC extensively uses greenhouses and other agricultural technologies and turns its waste into fertilizers.