



RISING OF AN EMPIRE

ReimAGIne
the Future

2022 ANNUAL AND SUSTAINABILITY REPORT



EMPERADOR INC.

ABOUT THE COVER

The cover features a modern, minimalist design with simple geometric lines and shapes along with vibrant colors. The curving lines and waves denote movement as Emperador Inc. continues to evolve, innovate, and push forward in its mission to bring its fantastic, superb, and iconic drinks to the world. The focal point of the cover is the silhouette of the iconic Emperador bottle with the liquid inside it ascending, which is the perfect symbol to present the reimAGIned future of a RISING EMPIRE.

ABOUT THE REPORT 2-1, 2-2, 2-3

REPORTING FRAMEWORK

- ◆ In accordance with the Global Reporting Initiative (GRI) Standards
- ◆ SEC Sustainability Reporting Guidelines for Publicly-Listed Companies

PERIOD COVERED

January 1 to December 31, 2022

SCOPE OF THE REPORT

This 2022 Annual and Sustainability Report (ASR) covers Emperador's financial, economic, environmental, and social performance. Its scope includes the following subsidiaries under Emperador Inc. (EMI): Emperador Distillers, Inc. (EDI), Grupo Emperador Spain (GES), and Whyte and Mackay Group Ltd. (WMG). This report has been prepared in accordance with the GRI Standards: Core option.

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FINANCIAL HIGHLIGHTS

PhP **62.8B**
Consolidated Revenues

PhP **40.7B**
Brandy Revenues

PhP **22.1B**
Whisky Revenues

PhP **19.1B**
Gross Profit

PhP **10.1B**
Net Profit

REVENUE SHARE



65% BRANDY



35% WHISKY

3-YEAR TREND*



◇ REVENUE



◇ EBITDA



◇ NET INCOME



*Numbers are in PhP billions.



CHAIRMAN'S MESSAGE 2-22

DEAR STAKEHOLDERS,

2022 was a landmark year for Emperador Inc. We made history as the first Philippine Stock Exchange, Inc. (PSE)-listed company to be dually listed on the Singapore Exchange Securities Trading Limited (SGX-ST) and the first Philippine company to be a constituent in the Straits Times Index (STI), the benchmark

index of the SGX. We take great pride in realizing these two feats as they affirm our status as a global company and provide numerous opportunities for us.

2022 was also an outstanding year for sales and operational performance as we recorded consolidated revenues of Php 62.8 billion, a 12% increase year on year. Brandy revenues grew 9% year on year to Php 40.7 billion, while whisky revenues grew 18% year on year to Php 22.1 billion. Our topline performance shows no signs of slowing down as demand for our market-leading brandies and world-renowned whiskies continues to be strong.

Though we achieved another banner year in revenues, 2022 was a tough year filled with challenges. As pandemic restrictions eased and conditions started to normalize, we began to see the consequences left by the global health crisis such as high inflation as well as supply chain and logistics challenges. Nevertheless, we were able to weather the storm and record a stable net income of Php 10.1 billion due to our diversified portfolio, varied markets, and our ability to respond quickly to changing landscapes.

Our brandy business had an exceptional year in 2022, showing good performance across all markets, particularly in the Philippines, Spain, Mexico, and North America. As we continue to strive towards brandy excellence and excite the market with innovations, we are confident that our brandies will remain well-loved across the world.

2022 was another excellent year for our whisky segment with business performing strongly around the world, particularly in the

UK, Europe, Asia, and North America. Our whiskies also shined in global travel retail in 2022 as we received awards for best product and nearly matched pre-pandemic sales. With our strong brand equities and spirit for tradition-grounded innovation, we will push forward as a whisky powerhouse.

As we further grow our business, we will continue to work towards a sustainable future. Ensuring that our operations contribute to the protection and betterment of people will remain our top priority.

To our stakeholders—our customers, employees, suppliers, partners, and shareholders—thank you for your support and trust. Without you, we would not have been able to achieve these milestones. We look forward to celebrating more successes with you in the future.

Our company has achieved great things in 2022. We have proven ourselves as a world-class liquor company with a strong portfolio of brandies and Scotch whiskies. Using our “contemporize, premiumize, and internationalize” strategy, we have conquered numerous markets and have made ourselves known globally. But we are not done yet—these are only the beginnings of an EMPIRE RISING.

DR. ANDREW L. TAN
CHAIRMAN

ABOUT EMPERADOR

2-1, 2-2, 2-6

Emperador Inc. (EMI or Emperador) is a leading global integrated manufacturer, bottler, and distributor of brandy, Scotch whisky, and other alcoholic beverages. A holding company with subsidiaries based in the Philippines, UK, Spain, and Mexico, it has a worldwide market presence with products distributed to over 100 countries around the globe. EMI is primarily listed on the Philippine Stock Exchange, Inc. (PSE) and secondarily listed on the Singapore Exchange Securities Trading Limited (SGX-ST).

EMI's subsidiaries include Emperador Distillers, Inc. (EDI), Whyte and Mackay Group Limited (WMG), and Grupo Emperador Spain (GES), which acquired Bodegas Fundador. Domecq Bodegas Las Copas (Domecq BLC) is a 50-50 joint venture company of Grupo Emperador Spain and Gonzales Byass.

Emperador is a subsidiary of Alliance Global Group, Inc. (AGI), one of the largest conglomerates in the Philippines. A publicly-listed company in the PSE, AGI is engaged in property development, food and beverage manufacturing and distribution, quick-service restaurants, and integrated tourism development.

HISTORY AND TIMELINE

- **1979:** Founded by Dr. Andrew L. Tan
- **1990:** Launch of Emperador Brandy (the Philippines' first brandy label)
- **2013:** Listed in the Philippine Stock Exchange, Inc.
- **2014:** Acquired Whyte and Mackay Group Ltd.
- **2015:** Acquired Bodegas Fundador
- **2017:** Acquired Casa Pedro Domecq through Bodegas Las Copas
- **2022:** Listed in the Singapore Exchange Securities Trading Limited

MISSION, VISION, VALUES

OUR MISSION

To provide fantastic, superb, and iconic drinks to consumers from all walks of life all over the globe.

OUR VISION

To bring world-class products to the Philippines and Emperador products to the rest of the world.

OUR VALUES

We strive to uphold these Filipino values:

- ◇ Loyalty
- ◇ Integrity
- ◇ Hard work
- ◇ Excellence
- ◇ Passion

BOARD OF DIRECTORS



ANDREW L. TAN
CHAIRMAN OF THE BOARD



WINSTON S. CO
DIRECTOR AND PRESIDENT



KATHERINE L. TAN
DIRECTOR AND TREASURER



KENDRICK ANDREW L. TAN
DIRECTOR



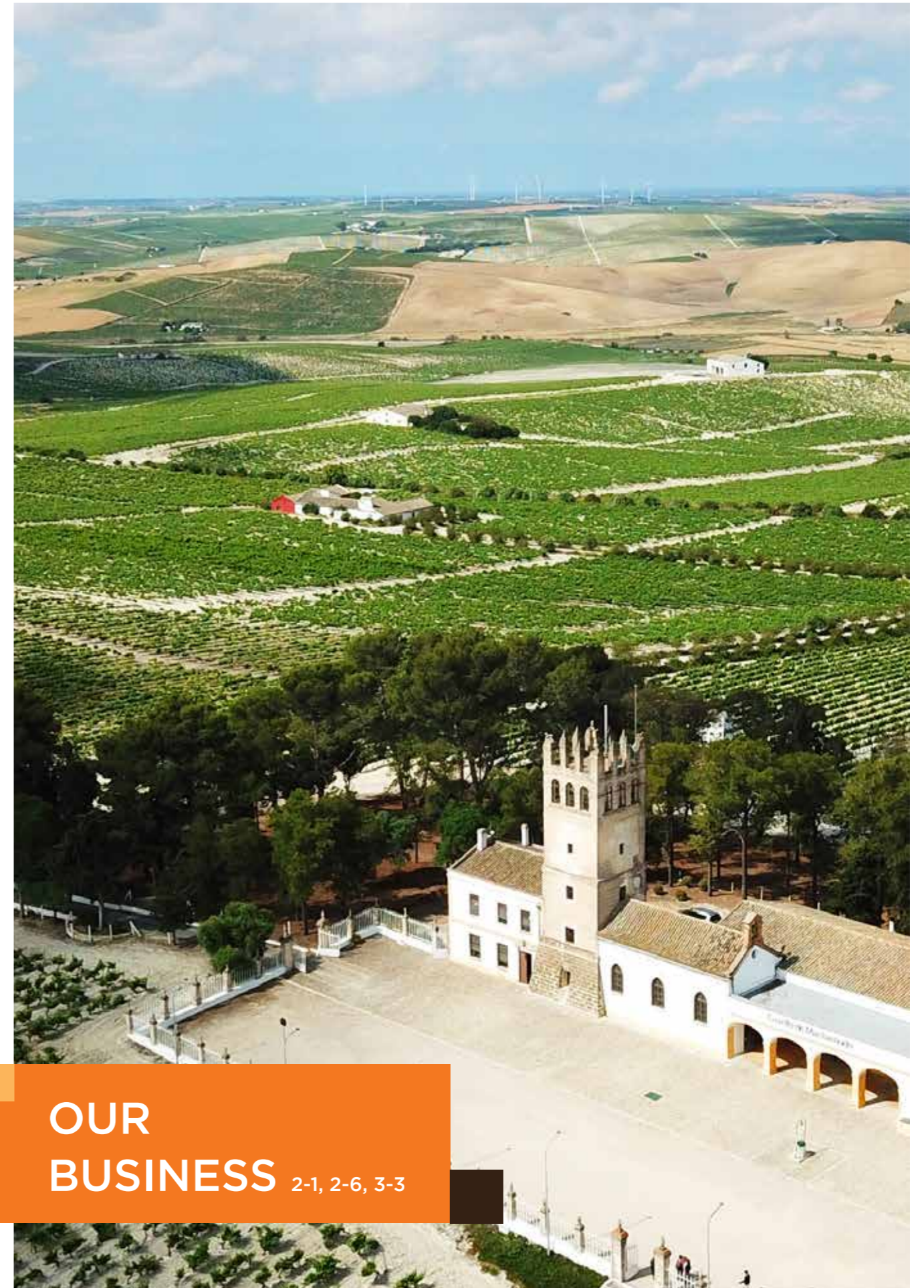
KEVIN ANDREW L. TAN
DIRECTOR



JESLI A. LAPUS
INDEPENDENT DIRECTOR



ENRIQUE M. SORIANO III
INDEPENDENT DIRECTOR



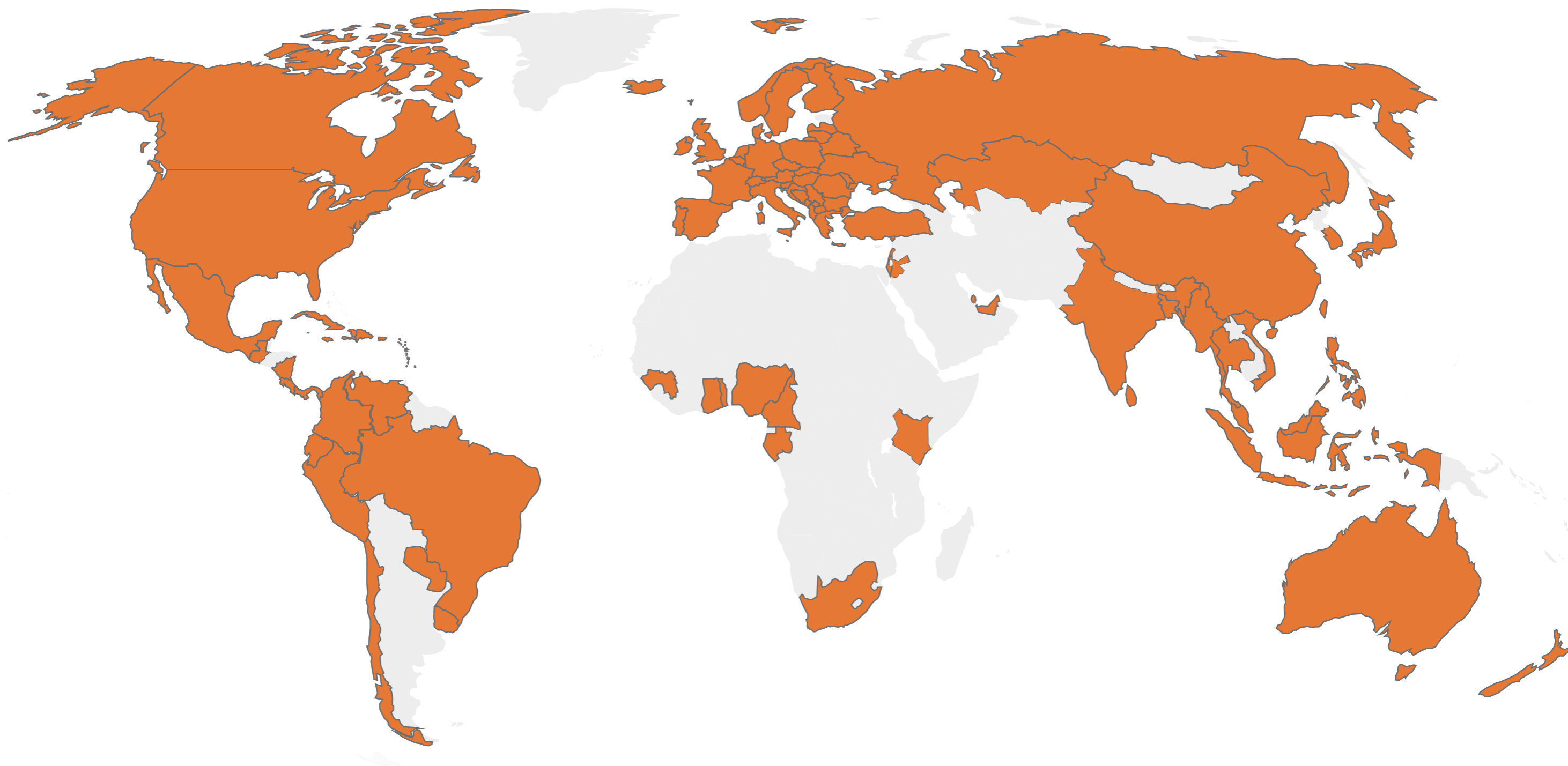
OUR BUSINESS 2-1, 2-6, 3-3

Emperador Inc. produces, markets, and distributes alcoholic beverages. The company's portfolio includes a range of categories including brandy, Scotch whisky, sherry, wine, vodka, gin, and rum, with the majority of its business being in brandy and Scotch whisky.

EMI products are distributed to over 100 countries across six continents. Emperador's products are present in many regions including the Philippines, Spain, Mexico, the United Kingdom, the United States, United Arab Emirates, Canada, the Middle East, and Greater China, and many hold market-leading positions. Our brandies also place

high in market rankings in many countries: Emperador Brandy is the no.1 brandy by volume in both the Philippines and the world; Terry is Spain's no.1 brandy while Presidente is Mexico's no.1 brandy. Meanwhile, Fundador is the first and largest brandy de Jerez company and is a driving force in premium Spanish brandy.

Whyte and Mackay whiskies are making waves in the industry as it makes large strides in establishing its brands worldwide. These whiskies have a considerable market share in many key markets. Its primary markets are Asia, the United Kingdom, Europe, and the United States. The Dalmore, Jura, and Tamnavulin are among the top 20 single malts globally by volume and value. Jura and Tamnavulin are also leading in the United Kingdom, Whyte and Mackay's home market.





EMPERADOR DISTILLERS, INC.

EMPERADOR DISTILLERS, INC.

Premium Brandy, Proudly Filipino

Emperador Distillers, Inc. (EDI), the Philippine subsidiary of EMI, is a manufacturer of brandy and other alcoholic products. It is the Philippines' largest liquor company, the Philippines' first brandy label, and the world's biggest brandy manufacturer. It owes its success as the Philippines' largest liquor company to its varied selection of blends that range from premium brandies imported from Spain to more experimental flavored gins. Among the brands produced by EDI include the iconic namesake Emperador Brandy, Smirnoff Mule, Zabana, So Nice, and The BaR. EDI also owns and operates a glass manufacturing plant.

When the company first began operations, it entered a domestic environment where interest mostly lay in other alcoholic beverages. Today, EDI's products have wide accessibility across the Philippines, from supermarkets in the metro to neighborhood sari-sari stores.

Globally, EDI distributes its products to more than 81 countries, with its biggest consumer bases located in the UAE and North America. The Emperador Brandy footprint covers Asia, Europe, and North America, and it has recently expanded to Mexico and Latin America. As the company grows globally, it continues to innovate its products and create drinks that cater to diverse tastes.



WHYTE & MACKAY

WHYTE AND MACKAY GROUP

*World-class Whisky Makers,
World-class Whisky*

Whyte and Mackay Group Limited (WMG), EMI's wholly-owned subsidiary based in Scotland, is a multi-awarded Scotch whisky producer and the 5th largest single malt Scotch whisky company by production capacity. It owns and operates four malt distilleries and a grain distillery. WMG's portfolio of Scotch whiskies included blended whiskies Whyte & Mackay, Shackleton, John Barr, and Claymore, as well as world-renowned single malt Scotch whiskies The Dalmore, Fettercairn, Jura, and Tamnavulin.

For almost 200 years, WMG has been producing Scotch whisky and premium spirits. Its craftsmanship has pushed it to become a leading player in the whisky industry and a top whisky supplier in its own country. Its products are now available in over 100 countries.



GRUPO EMPERADOR SPAIN

GRUPO EMPERADOR SPAIN

Historic Wines, Heritage Brandy

Grupe Emperador Spain (GES), EMI's subsidiary based in Spain, owns Bodegas Fundador (BF), a celebrated brandy and sherry winemaker and the oldest and largest Brandy de Jerez company in the world. BF owns the oldest winery in Jerez de la Frontera, which was established in 1730 and is best known for being the home of the first Spanish brandy. With close to 300 years of history, Bodegas Fundador continues to produce top-quality brandies, sherries, and other spirits, perfectly blending tradition and innovation. Some of its heritage-rich brands include Fundador, Terry, Tres Cepas, Garvey, and Harveys.

BF has a rich history as the former winemakers of Spanish royalty. In 1730, it produced one of the first liquors from the Jerez winery. This liquor came to be known as BF's marquee brand, Fundador, in 1874.

The company distributes its brandy and sherry products to more than 60 countries around the world. Its brandy product lines have the biggest reach in Asia-Pacific, Latin America, and Africa; while its sherry has the biggest reach in the Asia-Pacific and Middle East.

Also under GES is Domecq Bodegas Las Copas (Domecq BLC), which produces brandy and sherry. Brands under Domecq BLC include Mexican brandies Presidente, Don Pedro, and Azteca De Oro.



**PERFORMANCE
HIGHLIGHTS**

FINANCIAL PERFORMANCE

Emperador Inc. (EMI or the company) had another exceptional year in 2022. Consolidated revenues reached Php 62.8 billion, an increase of 12% from the previous year. The company's continued revenue growth is indicative of the strong demand for EMI's products.

Brandy revenues grew 9% year on year to Php 40.7 billion, performing well in numerous markets, particularly the Philippines, Spain, Mexico, and North America. Whisky revenues grew 18% year on year to Php 22.1 billion due to the strong demand for the company's single malts. The whisky business showed outstanding performance around the world including in the UK, Europe, Asia, and North America, as well as global travel retail.

2022 was a year filled with challenges and opportunities as markets around the world and international travel re-opened. This is a welcome development for our on-premise and travel retail segments, which recorded stellar sales performance.

However, market re-openings also brought to light the consequences left by the global pandemic which led to high inflation as well as supply chain and logistics challenges. Despite these headwinds, EMI recorded a stable net income of Php 10.1 billion due to its diversified portfolio, varied markets, and ability to respond quickly to changing landscapes.

SECONDARY LISTING IN THE SINGAPORE EXCHANGE



The secondary listing of Emperador on the SGX is truly a milestone for the company and reinforces the globalization of Emperador."

DR. ANDREW L. TAN
CHAIRMAN OF EMPERADOR



Emperador Inc. (Emperador or the company) made history on July 14, 2022 as the first Philippine Stock Exchange, Inc. (PSE)-primarily listed company to complete a secondary listing on the Main Board of the Singapore Exchange Securities Trading Limited (SGX-ST).

This secondary listing on the SGX-ST is a key milestone in the development of Emperador as a leading international brandy and whisky company, reflecting its global reach and the strength of its world-class portfolio of brands. This momentous occasion marks the beginning of Emperador's next phase of growth: international expansion.

After conquering the Philippine liquor market, Emperador now sets its sights on the rest of the world. SGX-ST is the perfect platform for Emperador as it takes its business to new heights. Through this platform, Emperador will be exposed to a wider global audience, gain participation from a larger and more diversified investor base, and receive more interest from the business community and the general public



We are excited to welcome Emperador Inc.—our first secondary listing from the Philippines—to Mainboard. The company's strategic investments in building a global portfolio further its growth strategy in both mature and emerging markets."

POL DE WIN
SENIOR MANAGING DIRECTOR,
HEAD OF GLOBAL SALES &
ORIGINATION AT SGX GROUP



CPI STRATEGY

Emperador's Contemporize, Premiumize, and Internationalize (CPI) strategy will drive the company into its next growth frontier. By implementing this strategy, we aim to increase our customer base and take advantage of growth opportunities that will further strengthen the business.



CONTEMPORIZE OUR OFFERING

Since consumer tastes constantly change, Emperador contemporizes its offerings to cater to consumer preferences.



PREMIUMIZE OUR PORTFOLIO

Emperador premiumizes its portfolio to upgrade consumers' drinking experiences and produce top-quality products.



INTERNATIONALIZE OUR BUSINESS

Through its internationalization strategy, Emperador works toward its ambition to bring its products to the rest of the world.

ECONOMIC CONTRIBUTIONS 3-3

Good and stable financial performance is important for a company's continuity and growth. Aside from benefitting the business, having a good financial position also improves the lives of employees while elevating local and national economies.

Over the years, Emperador has grown into a large global conglomerate with significant operations in many parts of the world, and its impact on local communities has increased. Emperador's operations directly affect the lives of many; therefore, it takes additional measures to ensure that its business is performing well. Business planning, target setting, and business reviews are conducted regularly to assess the performance of the company when measured against Key Performance Indicators (KPIs) and then next steps are identified. Moreover, Emperador developed an integral control and management policy that covers the establishment of KPIs and policies on self-evaluation.

The group also appraises its relationships with suppliers, owners, lenders, governments, employees, and local communities since these relationships have direct economic and social impacts.



NEW PRODUCTS

BRANDY



FUNDADOR SUPREMO 30 YEAR OLD

This premium release adds variety to Fundador's selection of spirits made from sherry casks.



FUNDADOR SHERRY CASK AND FULL EXTENSION RANGE WITH DOBLE MADERA AND TRIPLE MADERA

In 2022, Bodegas Fundador launched a new Brandy de Jerez line for both traditional and new consumers. Aside from having more modern packaging, this line is made using sherry casks from Jerez de la Frontera, giving its spirits more vinosity and roundness.

WHISKY



DALMORE LUMINARY NO. 1

The Luminary Series was formed out of a shared passion for natural materials, rarity, and collective artistry. The Dalmore partnered with renowned architect Kengo Kuma to launch one of three limited edition single malts that was auctioned at Sotheby's for over £100,000.



TAMNAVULIN WHITE WINE CASK

This spirit was matured in American oak barrels before final finishing in Sauvignon Blanc white wine casks, giving it a bright and fruity finish.



JURA 14 YEAR OLD RYE CASK

Made with layered spice, aromatic, herbal, and floral qualities, the Jura 14 Year Old American Rye Cask celebrates the bright spirit of Jura's island community. This is a smooth and warming single malt that is matured in American white oak ex bourbon and hand-selected American Rye barrels.



FETTERCAIRN 18 YEAR OLD SCOTTISH OAK

This annual limited release was created with a handpicked selection of first fill and refill ex-bourbon American white oak casks. It was then finished in responsibly sourced 100% Scottish oak casks. This spirit brings a beautiful richness and depth to our tropical distillery house character.



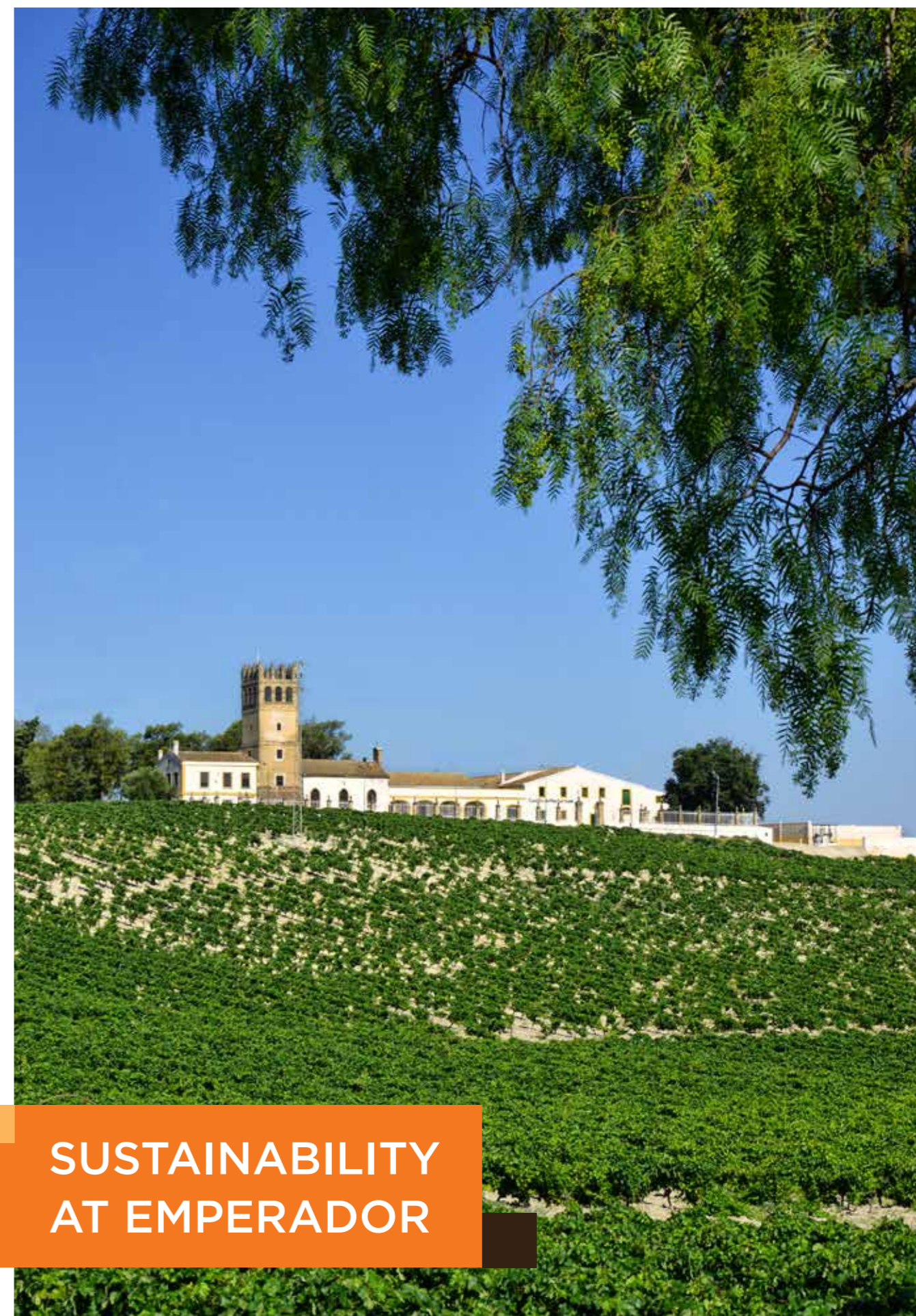
AWARDS

SHERRY & BRANDY CATEGORY

- ◆ International Spirit Challenge
 - Fundador Triple Madera (Gold)
 - Terry I (Double Gold)
- ◆ San Francisco Spirit Competition
 - Fundador Doble Madera (Gold)
 - Fundador Triple Madera (Gold)
 - Fundador Supremo 18 YO Oloroso (Gold)
- ◆ China Wine & Spirit Awards
 - Fundador Sherry Cask (Gold)
 - Fundador Doble Madera (Gold)
 - Fundador Supremo 18 (Double Gold)
- ◆ China Wine & Spirit Awards Best Value
 - Fundador Supremo 12 YO Pedro Ximénez (Gold)
 - Fundador Supremo 15 YO Amontillado (Gold)
 - Fundador Supremo 18 YO Oloroso (Gold)
- ◆ International Wine Spirit Competition
 - Harveys Palo Cortado (Gold)
 - Harveys Pedro Ximénez (Gold)
 - Harveys Pedro Ximénez VORS (Gold)
- ◆ International Wine Challenge
 - Harveys Pedro Ximénez VORS (Gold)
- ◆ Decanter World Wine Awards
 - Harveys Oloroso (Gold)
 - Harveys Very Old Amontillado VORS (Gold)
 - Harveys Pedro Ximénez VORS (Gold)

WHISKY CATEGORY

- ◆ World Whiskies Award 2023
 - Invergordon 21 YO (Gold)
 - Jura Islanders' Expression #2 (Best Travel Retail Exclusive (Design))
- ◆ Travel Retail Awards 2022
 - Jura Islanders' Expressions Collection No. 1 (Best Spirits Product Winner)
 - Jura Islanders' Expressions Collection No. 1 (Best Overall Product Winner)
- ◆ Drinks International Travel Retail Awards 2022
 - Jura Islanders' Expressions Collection No. 1 (Supreme Champion Product)
 - Spirits Business Award for Innovation in Production
- ◆ Spirits Business Award for Innovation in Production
- ◆ International Wine and Spirits Competition
 - Fettercairn 16 YO (Gold)
 - Tamnavulin French Cabernet Sauvignon Cask (Gold)
- ◆ WMG's very own master whisky maker Gregg Glass was recognized as Master Blender of the Year at the Whisky Magazine's Icons of Whisky and World Whiskies Awards 2023 Scotland



SUSTAINABILITY AT EMPERADOR



EMPERADOR SUSTAINABILITY STATEMENT

Our purpose is to participate and enrich the celebration of life’s special occasions. At the same time, we make viable efforts at contributing to the protection of the environment, deepening social interactions, and betterment of prudence in government.

Emperador recognizes the need for sustainability to be integrated into its external programs and along its value chain. As it continues to deliver excellent products, Emperador is ready to fulfill its responsibilities to the environment and society at large.

Each of its subsidiaries has its own programs for sustainability and corporate social responsibility (CSR), and they live by the company’s sustainability statement.

UN SDG CONTRIBUTIONS

As a global company, Emperador and its subsidiaries can further `progress towards the United Nations’ Sustainable Development Goals (UN SDGs) on multiple fronts. Through the UN SDGs, organizations around the world can work together to achieve sustainable development for all.

Emperador currently aligns itself with the following UN SDGs, which are also synthesized with subsidiary Whyte and Mackay Group’s (WMG) Green Print strategy:



SDG 3: GOOD HEALTH AND WELL-BEING

Emperador and its subsidiaries promote good health and well-being among their stakeholders by organizing seminars and maintaining wellness, health, and COVID-19 vaccination programs.



SDG 4: QUALITY EDUCATION

Through their scholarship programs, Bodegas Fundador and Emperador Distillers, Inc. (EDI) make quality education more accessible.



SDG 6: CLEAN WATER AND SANITATION

Emperador’s subsidiaries operate and manage several wastewater treatment plants, while some rely on a third-party water provider. EDI’s subsidiary, Anglo Watsons Glass, Inc. (AWGI), recycles 100% of its wastewater.



SDG 7: AFFORDABLE AND CLEAN ENERGY

Through the Whyte and Mackay Group (WMG), Emperador is exploring the use of renewable energy sources in more of its distilleries in Europe. This initiative is in line with Alliance Global Group, Inc.’s (AGI) goal of integrating green energy into its operations. Aside from that, the company has also replaced some of its fossil fuel consumption with solar power.



SDG 8: DECENT WORK AND ECONOMIC GROWTH

Emperador and its subsidiaries provide fair compensation and benefits to its employees. Its subsidiaries also offer livelihood opportunities to members of their neighboring communities.



SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

Through energy efficient technology, Emperador and its subsidiaries have lessened their energy consumption. The company also adopts water conservation and management programs across its plants.



SDG 13: CLIMATE ACTION, SDG 14: LIFE BELOW WATER, AND SDG 15: LIFE ON LAND

Apart from responsibly managing the environmental impacts of our supply chain, Emperador and its subsidiaries fund and participate in programs for biodiversity conservation and greening.



SDG 17: PARTNERSHIPS FOR THE GOALS

Emperador and its subsidiaries have partnerships with government agencies and other civil organizations that are aligned with the UN SDGs.

The report’s Environment, Social, and Governance (ESG) sections further discuss how the company implements the UN SDGs along its value chain.

STAKEHOLDER ENGAGEMENT 2-12, 2-29, 3-1

For 2022, Emperador Inc. conducted a materiality assessment to identify the economic, environmental, and social topics that are material to the group and its stakeholders. The group reviewed topics that were material in 2021 as well as Sustainability Accounting Standards Board (SASB) standards in the alcoholic beverage industry. Furthermore, the group also looked into trends and issues related to sustainability in the industry.

To align with the 2022 edition of the GRI Standards, Emperador's stakeholders formulated a list of both positive and negative impacts related to each of the group's material topics. Positive and negative impacts also included both potential or actual impacts.

Based on the topics identified in the materiality assessment, the following will be discussed in the 2022 Annual and Sustainability Report:

MATERIAL TOPICS 3-2

	MATERIAL TOPICS	RELEVANT GRI DISCLOSURE
ECONOMIC	<ul style="list-style-type: none"> Economic Performance Market Presence Regulatory Compliance 	<ul style="list-style-type: none"> 201: Economic Performance 202: Market Presence 205: Anti-corruption 206: Anti-competitive Behavior
ENVIRONMENTAL	<ul style="list-style-type: none"> Energy Use and Efficiency Water and Wastewater Management Materials Management Responsible Ingredient Sourcing Waste Management GHG Emissions Supply Chain Environmental and Social Management 	<ul style="list-style-type: none"> 301: Materials 302: Energy 303: Water and Effluents 305: Emissions 306: Waste 2-27: Compliance with laws and regulation 308: Supplier Environmental Assessment
SOCIAL	<ul style="list-style-type: none"> Employee Health and Safety Data Privacy and Security Business Ethics and Integrity Customer Health and Safety Labor Rights Security Practices Employee Diversity, Training, and Development Labor-Management Relations Customer Satisfaction Employment and Benefits Responsible Drinking and Marketing Human Rights Assessment Community Impact 	<ul style="list-style-type: none"> 401: Employment 402: Labor/Management Relations 403: Occupational Health and Safety 404: Training and Education 405: Diversity and Equal Opportunity 407: Freedom of Association and Collective Bargaining 408: Child Labor 409: Forced or Compulsory Labor 410: Security Practices 412: Human Rights Assessment 413: Local Communities 414: Supplier Social Assessment 416: Customer Health and Safety 417: Marketing and Labeling 418: Customer Privacy 2-27: Compliance with laws and regulation

SUSTAINABILITY HIGHLIGHTS

POWERED BY THE SUN

Anglo Watsons Glass, Inc. (AWGI) installs a solar photovoltaic system for its glass manufacturing plant in Calamba, Laguna

In line with its commitment to building a sustainable future, AWGI installed a 2-megawatt peak (MWp) solar photovoltaic (PV) system on the rooftops of its production building and internal warehouses. The solar energy from this PV system will partially power AWGI's glass manufacturing plant in Silangan Industrial Estate, Canlubang, Calamba, Laguna. To realize this initiative, AWGI partnered with Spectrum, a wholly owned subsidiary of Manila Electric Company (Meralco).

This groundbreaking project will lessen the plant's dependence on fossil fuels and allow AWGI to generate about 2.5 million kilowatt-hours of clean, renewable energy per year. It will also reduce AWGI's carbon footprint by an estimated 1,929 metric tons of carbon dioxide equivalent (CO₂e). This means that the project will have the same effect as planting about 200,000 trees in 20 years or reducing around 7.2 million kilometers in vehicle travel per year. It is a great step towards reducing the carbon footprint of the company.



We are very happy to partner with Meralco as we move towards more sustainable business operations that are aligned with the goal of Alliance Global Group, Inc. to be fully reliant on renewable energy in the coming years.

ALEC TEMPONGKO
ANGLO WATSONS PRESIDENT



GOING GREEN

Tree planting activities

Tree planting activities help with carbon sequestration through capturing carbon dioxide from the atmosphere. In 2022, EDI held tree and mangrove planting programs, contributing directly to SDG 15: Life on Land.

The company participated in a tree growing program at Tanaw de Rizal Park, Rizal Laguna. This was done in partnership with the Municipality of Rizal, Laguna in support of Department of Environment and Natural Resources Executive Order No. 193 National Greening Project. For this program, 36 employees from EDI helped plant 200 trees.

Progreen also continued its mangrove tree planting program to rehabilitate the coastal area and provide additional habitats to marine species.



GREEN PRINT

Towards A Sustainable Supply Chain

Whyte and Mackay's (WMG) Greenprint is a strategy that outlines the company's vision for becoming a more sustainable whisky-making business. It also sets targets so that the company can achieve this vision, and it distills the UN Development Goals and the shared objectives of the Scotch Whisky Association.

WMG's vision for becoming a more sustainable business rests on these four pillars:

1. **Climate Positive** - WMG should not contribute to climate change. By 2030, WMG will be carbon neutral, and by 2040, it will achieve net-zero emissions.
2. **Mindful Consumption** - WMG will only consume what is necessary without adversely affecting its communities and their futures. Only use water, energy, and other natural resources with consideration and thought.
3. **Planet Positive** - WMG will provide positive improvements to the environment that support flourishing ecosystems.
4. **A Brighter Green** - WMG foresees that there will be a progression of technologies that will enable its journey to a greener and brighter future.

These visions influence the company's strategies for managing Scope 1 and 2 emissions, water conservation, eco-friendly packaging, minimal waste, and other programs supporting biodiversity and natural ecosystems.

GROW SCOTLAND

Support and Community Building With Farmers in Scotland

Grow Scotland supports farmers based in Scotland and helps them grow their businesses sustainably. In 2022, we sourced more than 50,000 tonnes of local wheat, investing over £12 million in the Scottish economy.

WMG bought grain supplies and built collaborative partnerships with the local farmers near its Invergordon Distillery. These valuable, lasting relationships with farmers within its locale also allows WMG to share knowledge, create a future-proof supply chain, and build a sense of community with them.

Swapping to locally sourced wheat also reduced WMG's transport emissions and energy consumption. Compared to imported maize, wheat from Scotland produces more liters of alcohol while using the same amount of energy. This contributes to increased efficiency while lowering the energy used to produce each liter of alcohol. Using locally sourced wheat also reduced WMG's carbon emissions by around 3,000 TCO₂e p.a. because the travel time and distance for its supply lines were greatly reduced.

In 2022, Grow Scotland took home the Sustainable Use of Raw Materials award at the Footprint Drinks Sustainability Awards. This achievement would not have been possible without the help of the program's farmers.



**ENVIRONMENTAL
PERFORMANCE**

ENERGY USE 3-3, 302-4

Emperador uses a significant amount of energy for growing its raw materials, daily operations, and distributing its products across the globe. To lessen the effects of this, the group carefully manages its energy consumption while exploring opportunities to increase its renewable energy usage.

EMPERADOR INC.'S ENERGY CONSUMPTION

ENERGY CONSUMPTION (BY SOURCE) <small>2-4, 302-1</small>	QUANTITY (IN GJ)	
	2022	2021*
Renewable sources	1,180,567	292,619
Fuel**	1,570,028	8,650,740
Electricity	153,816	154,593

**Data for energy consumption in 2021 was restated by updating the calculation methods used. This is to ensure that uniform formulas are used for calculating non-renewable and renewable energy consumed in the reporting period and to prevent future discrepancies in the numbers.*

***Fuel types include: Gasoline, LPG, Diesel, Fuel Oil, Coal, Gas Oil, Petrol, Natural Gas.*

EMPERADOR DISTILLERS, INC. (EDI)

EDI manages its energy usage in its Biñan and Santa Rosa plants to control energy costs and reduce reliance on fossil fuels. It implements energy- and fuel-saving programs and employs best practices such as shutting off utilities when not in use. EDI also aims to install environment-friendly lighting fixtures such as LED and compact fluorescent lamps instead of fixtures that run on mercury. These mitigation and adaptation measures are in line with the frameworks of the Philippine Agenda on Sustainable Development and the environmental regulations of the Philippines. Additionally, monthly KPI meetings are conducted to evaluate energy management. In 2022, the Santa Rosa plant successfully reduced its energy consumption by 150,500 kWh.

To reduce the amount of energy needed to produce glass, EDI's glass manufacturing plant recycles cullet as a raw material. Other efforts undertaken by the plant to reduce

energy consumption include its fuel-saving programs, energy management system standards alignment, and the installation of solar PV perimeter lighting. In 2022, it lessened its energy consumption by 29,492 kWh by using solar photovoltaic energy. In the same year, it also reduced 10,907.43 GJ in diesel consumption. The plant's management sets KPIs every year to determine the success of its energy management programs.

In 2022, the Balayan plant reduced its energy consumption by using biogas and bagasse or sugarcane pulp. The plant also reduced its coal consumption by maximizing the use of methane and bagasse in its operations. Methane is produced biologically from distillery waste in biodigesters, but only methane is used as the plant's boiler feed. Daily, monthly, and yearly performance reports are used to evaluate the management of the plant's fuel consumption, and the plant's engineering team monitors its aggressive energy consumption reduction targets.



GRUPO EMPERADOR SPAIN (GES)

To manage energy consumption, Bodegas Fundador's Quality and Environmental Management System is aligned with ISO 9001 and 14001. Guided by this policy, the company sets environmental objectives and plans to manage energy consumption at the beginning of each year. The company's Environment Committee reviews these plans every six months to identify critical environmental aspects that will reduce the company's energy consumption. In 2022, Bodegas Fundador reduced its energy consumption by 13,944.75 GJ through the use of biogas. Furthermore, the energy requirements for sold products decreased by 32%, going from a rate of 2.18 MJ per liter sold in 2021 to a rate of 1.48 MJ per liter sold in 2022.

Pedro Domecq monitors its energy consumption annually through Greemko, a platform that calculates a company's environmental performance. Its goal was to reduce its energy consumption in 2022 compared to the previous year. The company was able to meet this goal, with the electricity monitoring indicator showing a result of 1.55 kw/cj9 against Pedro Domecq's 3.58 kw/cj9 goal.

WHYTE AND MACKAY GROUP (WMG)

As part of its Green Print strategy, WMG envisions a future where it has achieved carbon neutrality by 2030 and net-zero emissions by 2040. To realize this vision, WMG constantly looks for opportunities to promote the use of renewable and environmentally friendly energy sources, and it keeps up to date with evolving technologies for renewable energy. For instance, WMG upgraded several of its diesel-powered vehicles to fully electric vehicles. It also signed carbon-neutral contracts for natural gas and electricity at all eight of its Scottish sites.

To ensure that Executive Team sponsors and the company's Sustainability Leadership team deliver on WMG's sustainability agenda, a Sustainability Delivery Group meets to discuss project updates, issues and setbacks, and support and advice. During management meetings, monthly energy usage and carbon emissions are evaluated to determine how close the company is to achieving its goals.

In 2022, the company recorded an energy ratio of 18.58 MJ of energy per liter of alcohol produced, which is lower compared to its rate of 19.54 MJ in 2021. This reduction was a result of conservation and efficiency initiatives that lessened the company's consumption of heating fuels used in the production process.

PAVING THE WAY TO A FUTURE WITH RENEWABLE ENERGY

In 2022, Emperador lessened its fossil fuel consumption by replacing fixtures with those that use renewable energy. AWGI began to use more solar power by replacing 91 conventional perimeter lights with solar-powered perimeter lights, shifting 90% of all the perimeter lights in its plant to renewable energy. AWGI's project will be complete by March 2023.

POWERING OUR DISTILLERIES WITH OUR BIOENERGY CENTER

WMG's bioenergy center allows us to repurpose co-products from WMG's Invergordon and Dalmore distilleries and create a fuel called bio-methane gas. The co-products are converted through anaerobic conditions. Aside from this, Tamnavulin draff and pot ale are processed into fuel through the sister anaerobic digestion plant in Speyside.

Processing this biogas will greatly reduce our emissions. By 2026, WMG's carbon credits will equal 111,784 Mwh, offsetting about 20,100 tonnes of CO₂ emissions. This will make Dalmore Distillery 100% carbon neutral and reduce the emissions of the Invergordon Distillery by 45%.



AMPING UP OUR RENEWABLES WITH THE JURA DISTILLERY'S BIOMASS BOILER

By replacing its traditional boiler with a biomass boiler, WMG will be able to reduce its annual carbon emissions. The biomass system will be completely renewable and carbon neutral, reducing 5,700 tonnes of CO₂e. Currently, WMG has obtained 50% of its funding for the project from the Scottish Industrial Energy Transformation Fund, and the system will be installed by 2024.

INCREASING ENERGY CONSERVATION

Even small initiatives can go a long way in reducing a company's energy consumption. In 2022, Emperador reduced energy consumption by shifting to more energy-efficient lighting fixtures.

EDI's Santa Rosa plant reduced energy consumption by 50,500 kWh by taking the following steps: adjusting restroom fixtures for flow restrictions; replacing incandescent bulbs with LED bulbs; cleaning air filters, blowers, and ventilators; using a skylight at the production area; conducting generator set optimization; and using wall louvers for air circulation.

At EDI's Biñan plant, variable speed drives were used to increase the energy efficiency of equipment. Additionally, 85% of the plant's lighting system was converted to LED. This increased production efficiency in 2022, going up from 81.83% in 2021 to 85.10%.

To reduce energy consumption at the Tomelloso Distillery, GES replaced lighting luminaires with other low-consumption LED lights outside and inside warehouses. This will reduce about 20,000 kWh per year.

GHG EMISSIONS

3-3, 305-5

Liquor companies can cause GHG emissions when they use fossil fuels to power their manufacturing process. To prevent environmental degradation, Emperador and its subsidiaries must manage and minimize the negative impacts of their energy consumption and subsequent emissions. Additionally, Emperador thoroughly tests and monitors its emissions to ensure that it complies with regulatory requirements.

EMPERADOR INC.'S GHG EMISSIONS CATEGORIES

EMISSIONS 305-1 305-2 305-3	2022	2021*
Direct (Scope 1) GHG Emissions	230,493.10	854,216.63
Energy indirect (Scope 2) GHG Emissions	22,068.39	149,034.38
Other indirect (Scope 3) GHG emissions	9,220.03**	22,931.00**

**Data for GHG emissions in 2021 was restated by updating the calculation methods. This is to ensure that uniform formulas are used to calculate all three GHG emissions classifications recorded during the reporting period and to prevent future discrepancies in the numbers.
** Data only covers AWGI, BF, and WMG.*

EMPERADOR DISTILLERS, INC. (EDI)

To manage emissions, EDI conducts an emission test for its air pollution source equipment every other year. This equipment is also regularly maintained to ensure that emissions are minimized. Additionally, ambient air monitoring is enforced yearly to ensure compliance with the Department of Environment and Natural Resources' (DENR) Ambient and Source Emissions Standards. To evaluate the effectiveness of EDI's emissions management program, monitoring is conducted regularly, and monthly KPI meetings are held. These meetings help the company identify areas for improvement and take necessary steps to minimize the impact of its emissions on the environment.

EDI maintains a 70% cullet ratio to reduce its energy consumption. It also takes measures to control the emissions in its glass manufacturing plant such as installing air pollution control devices on its furnace smokestacks, which emit the highest amount of emissions. Moreover, Progreen took steps to lessen their coal consumption to reduce Scope 1 emissions since coal was their largest contributor to both energy consumption and emissions in 2021.

During the distillery process, CO2 is produced when sugar is converted into alcohol. Then the CO2 gas is converted into liquefied CO2 to prevent it from being released into the atmosphere. The generation and conversion of CO2 are calculated using a biogas conversion method. Additionally, the Balayan and Nasugbu plants use methane gas as boiler feed.



GRUPO EMPERADOR SPAIN (GES)

The heating process involved in distilling and concentrating wines generates emissions. To reduce its environmental impact, Bodegas Fundador uses pollutant-free natural gas as fuel. Bodegas Fundador also follows a general policy related to its Quality and Environmental Management System which covers emissions management. Additionally, the Environmental Manager ensures that boilers are well-maintained and that boiler emissions are measured every three years using a third-party consultant. The company uses references such as UNE-EN 15259:2008, IT-ATM-08.2, and IT-ATM-08.3 to calculate air emissions, and it considers the legal requirements and emission specifications of its boiler.

Pedro Domecq creates annual energy consumption reports using the Greemko platform, which also serves as a guide for emissions calculations. Forklift preventive and corrective programs and fleet measures are in place to aid in managing the impact of its emissions.

WHYTE AND MACKAY GROUP (WMG)

Part of WMG's Green Print strategy involves becoming climate-positive, making carbon neutrality a top priority for the company. More than 90% of WMG's CO2 emissions come from powering their distilleries. To address this, the company plans to transition from conventional fossil fuels to renewable sources like biomass and liquid biofuels.

WMG's Sustainability Delivery Group prioritizes projects that reduce carbon emissions, and the group tracks energy and emissions savings against yearly CO2 emissions to assess the impact of each project. Each quarter, executive meetings are held to discuss key targets for carbon emissions and share updates about ongoing projects and initiatives in terms of energy reduction and carbon emissions reductions.

The company calculates emissions using the UK Government Department for Business Energy and Industrial Strategy Conversion Factors and the Greenhouse Gas Protocol method.

WASTE MANAGEMENT

3-3, 306-1, 306-2, 306-3

To manage its resources, Emperador takes on various strategies to collect and dispose of its waste. Its supply chain may produce materials and substances that have little value beyond the manufacturing process and may negatively affect the environment. The group also measures whether its waste management strategies are effective through KPIs.

EMPERADOR INC.'S SOLID WASTE GENERATED BY CATEGORY

WASTE GENERATED 2-4, 306-3, 306-4, 306-5	QUANTITY (IN T)	
	2022	2021*
Reusable	2,589	2,542
Recyclable	18,967	19,958
Incinerated	10	212
Residuals/Landfilled**	233,134	226,336
Total solid waste generated	254,726	248,875

**Data for solid waste in 2021 was restated due to recalculation of previous figures for all subsidiaries covered by this report.*

***Residuals/Landfilled waste includes other disposal and recovery methods.*

EMPERADOR DISTILLERS, INC. (EDI)

To strengthen its waste management schemes, EDI has a Solid Waste Segregation Program that reduces the company's domestic waste. Its solid and hazardous waste management system also involves the collection of waste data through manual weighing or volume measurement. These systems reduce the amount of waste from EDI that ends up in sanitary landfills by approximately 3-5%.

Proper segregation of waste is critical to ensuring that haulers do not refuse waste collection, and the company's glass manufacturing plant has implemented a Materials Recovery System (MRF) to aid in this process. The plant's waste is also weighed on a truck scale to ensure accurate

tracking. The company works closely with haulers and scrapers to ensure that it has all necessary permits, monitor hauler movements and waste amounts, and seek opportunities to reuse and recycle materials from its glass manufacturing plant.

To manage waste generation at EDI's distillery operations, the company implements waste segregation, a supplier return policy, a barging operation, and a fertilization program. The major waste product from distillery operations is strong wastewater, which is treated in a state-of-the-art facility designed to meet government standards. Regular laboratory monitoring and maintenance ensure that the facility operates efficiently.

GRUPO EMPERADOR SPAIN (GES)

From its bottling processes, Bodegas Fundador generates waste such as glass, cardboard, and crystal. Its waste-related impacts can also be affected by these other activities in its distillery: final filtration processes, maintenance, general cleaning operations, and laboratory activities. Additionally, the company closely monitors the non-hazardous waste from its sludge treatment plant.

To reduce its waste-related impacts, Bodegas Fundador adheres to a Quality and Environmental Management System Policy, which incorporates waste management into the company's annual environmental objectives. The company's Environmental Manager also oversees waste-related issues and proposes reduction or management strategies. Every six months, the company reviews its waste management plans and actions to ensure compliance with environmental regulations. Bodegas Fundador also works with operators authorized by the Public Administration to deliver waste in compliance with legal requirements.

To minimize waste-related impacts, Pedro Domecq purchases dry and wet goods in precise quantities and reduces material scraps. The company has also made improvements in its laboratory processes that minimize liquid waste. To manage waste effectively, Pedro Domecq works with a supplier that controls and manages residues, providing the company with documentation detailing the type and quantity of waste treated. Waste generation records are kept and reported to Gonzalez Byass through the Greemko platform, and the maintenance team is responsible for managing all waste-related information.



WHYTE AND MACKAY GROUP (WMG)

WMG's distillation process does not generate waste, but it does repurpose the co-products from this process. The company's ancillary operations also generate standard office and canteen waste, and non-distillery sites produce standard office and canteen waste along with packaging waste. To lessen the effects of its co-products and waste, WMG has systems in place in line with its goal of achieving zero waste to landfill by 2023, a target which is in line with its sustainability strategy, The Green Print.

The company has also implemented a waste hierarchy that includes reducing, reusing, recycling, repairing, and recovering waste. All employees are made aware of the waste hierarchy, and waste streams are tracked through monthly updates from a third-party waste management company. These efforts from WMG have proved effective, with Invergordon Distillery reducing general waste by 47% in 2022.



WASTE REDUCTION INITIATIVES

By lessening the amount of waste a company uses, it can reduce the amount of waste that goes to landfill disposal.

EDI's Santa Rosa Plant implemented a plantwide greening project that allowed it to reduce, reuse, and recycle more waste in 2022, lessening its landfill disposal by 60% compared to 2021.

Similarly, EDI's Biñan Plant also has a waste reduction program. Employees at the plant recycled and reused more production waste, used 2nd hand bottles for production, improved the segregation of paper waste at offices, and explored using plastic liners as recyclable waste. Thanks to the program, the plant's residual waste for landfills is down to less than 1% in 2022. Additionally, 2.7 MT of paper waste was collected and recycled from offices, and the plant recycled 13.5 MT of plastic liners.

Aside from reducing the amount of waste that goes into landfills, waste reduction programs can also create practical products. For example, AWGI's Waste Avoidance Program involves recycling fine cullets from its glass manufacturing plant and converting them into paver bricks. Wood pallets from the plant were also used to make chairs. By 2023, AWGI will donate these chairs to a partner school.

WATER AND WASTEWATER MANAGEMENT
3-3, 303-1, 303-2

Water plays a key role in Emperor's supply chain because it serves as an ingredient and a component for running machinery. Emperor manages its water usage through conservation systems and proper treatment methods. It also treats its effluents to ensure that it does not affect the environment or people's health.

WATER USE PER CATEGORY AT EMPERADOR INC. 2-4, 303-3, 303-4, 303-5

	2022	2021*
Water withdrawal (MI)	7,594.32	8,097.78
Water consumption (MI)	3,940.00	5,074.95
Water recycled and reused (MI)	25.76	48.54
Total volume of water discharges (MI)	3,654.33	3,022.83

**Data for water consumption in 2021 was restated due to a recalculation of previous figures for all subsidiaries covered by this report.*

EMPERADOR DISTILLERS, INC. (EDI)

EDI's production plants in Biñan and Santa Rosa consume a lot of water. The company ensures that it conserves water through the annual calibration of flow meters, repairing leaks immediately, and water consumption monitoring. It also treats its effluents and monitors them through quarterly effluent analysis and wastewater discharge monitoring. The Facilities Department conducts plantwide monitoring of water and effluent management, and the company's effluents comply with the DENR's National Effluent Quality Standard.

EDI's Biñan plant withdraws from a third-party water provider and then discharges it into Laguna Lake. Meanwhile, EDI's Santa Rosa plant withdraws water from three deep wells and later discharges it into the Santa Rosa River. To prevent water pollution and water scarcity, the Biñan plant has a provision for a wastewater treatment plant, and its domestic wastewater is treated by a third-party water provider. The Santa Rosa plant addresses these impacts by implementing sustainable water management, centralized wastewater treatment, and engaging

with a third-party company to collect and examine its effluents using the parameters set by the Laguna Lake Development Authority (LLDA) and DENR.

To minimize the consumption of water, EDI's glass manufacturing plant uses a recirculating system for water withdrawn from the ground, and the water utilized for cullet recycling is treated and reused. The plant has been issued a Zero Discharge Permit by the LLDA and DENR, and it does not discharge any wastewater into the drain. The plant's Engineering Department also regularly monitors the consumption of water through meters and regular checks for broken faucets or valves.

The Balayan plant draws raw water from deep wells and purifies it before distributing it to different plant units and buildings for domestic use. Reject water from the plant's water treatment process is stored in tanks for clean-in-place (CIP) purposes, while domestic wastewater is treated in the plant's Sewage Treatment Facility. The plant uses flowmeters and pressure gauges to monitor water-related impacts such as river pollution and water shortage. The Water

Supply Section (WSS) is responsible for ensuring a sufficient supply of groundwater and treated water for the Balayan plant. The WSS oversees the water treatment plant, cooling tower systems, and well operations.

Moreover, to lessen the company's groundwater extraction, Progreen started collecting rainwater in small portions through its newly installed rainwater catchers.

GRUPO EMPERADOR SPAIN (GES)

GES' everyday operations require water usage at its offices and in its distillation processes. To mitigate this impact, the company has policies and objectives in place to reduce water usage.

At Bodegas Fundador (BF), water is used in its vineyards and is mainly withdrawn from the municipal water supply network along with small amounts from wells and cisterns. To monitor and control its water use, BF complies with ISO 14001 as well as environmental policies. The company also complies with the minimum quality of discharge set out in municipal by-laws, and it has a waste treatment plant for treating wastewater. Each year, BF sets water management targets and regularly reviews its progress through internal and external audits and ISO 14001 Management Reviews. Additionally, one of the tasks of the Environmental Manager is to prevent water-related issues and ensure improvements in all operational processes.

Meanwhile, at Pedro Domecq, water is withdrawn from a waterhole and delivered to a treatment plant after usage. Treated water is

used once again for garden irrigation, watering, and cleaning. The company's production area is primarily responsible for managing its water consumption and ensuring that it does not exceed the state's contracted volume, which is tracked through the Greemko platform.

WHYTE AND MACKAY GROUP (WMG)

Aside from cereal and yeast, water is one of the only three raw materials needed to produce Scotch Whisky. This is why water usage is extremely important to WMG. Additionally, the company's Green Print strategy also encourages responsible water use as part of its commitment to mindful consumption.

All of WMG's distilleries—Dalmore, Tamnavulin, Fettercairn, Jura, and Invergordon—source water from groundwater sources such as springs, local rivers, or reservoirs. The company's water withdrawal and discharge processes are governed by the Scottish Environment Protection Agency's (SEPA) licenses. To monitor potential impacts, the company regularly checks SEPA's reports on water levels and quality.

WMG strictly follows UK and EU water quality standards and regularly monitors water quality at their distilleries and bottling halls. For transparency, the company also records daily water withdrawal and discharge data and shares weekly and monthly usage reports among primary users. Each month, WMG's spending on water usage at each site is monitored to track usage volumes against costs. As a member of the Scotch Whisky Association, WMG aims to use 12.5 to 25 liters of water per liter of spirit produced.



RAIN WATER CATCHER
CONNECTED ON
THE ROOF OF THE
POWERHOUSE BUILDING

INSTALLING RAINWATER CATCHERS

To lessen the company's groundwater extraction, Progreen started catching rainwater in small portions through its newly installed rainwater catchers.

PROMOTING WATER CONSERVATION

One way companies can reduce their impacts on bodies of water is through water conservation. At GES, the company reused washing water from their rectification process at the Tomelloso Distillery. This reduced water consumption by about 10,000 to 15,000 cubic meters in the year 2022.

Meanwhile, at EDI's Biñan plant, employees recycle waste water from production and repurpose them for the facility's comfort rooms. This initiative saved 1,382 cubic meters of water in 2022.



ENVIRONMENT STANDARDS COMPLIANCE 2-27

Complying with local and international regulations is crucial to Emperador, and government regulators are some of the company's key stakeholders. To ensure that it follows regulations, the group has systems in place for monitoring compliance.



EMPERADOR DISTILLERS, INC. (EDI)

EDI's Pollution Control Officer oversees all matters related to environmental compliance, and the company holds monthly KPI meetings to evaluate compliance with applicable laws and the company's Environmental Policy.

To follow permit requirements, AWGI prioritizes timely permit acquisition. It also ensures that its permits are up to date when submitting reports to relevant environmental agencies, including the DENR and the LLDA.

As for Progreen, its Environmental Protection and Waste Management Department oversees compliance with environmental laws, and it regularly submits reports. Additionally, the company has a system in place for responding to environmental grievances and addressing complaints promptly to prevent further damage.

GRUPO EMPERADOR SPAIN (GES)

With the help of an environmental and industrial compliance consultancy firm, Bodegas Fundador monitors its compliance with all relevant regulations. Two-year committees review the company's legal requirements and conduct an annual compliance audit for the company. Additionally, the company maintains its ISO 14001 certification to ensure continued compliance with environmental standards.

WHYTE AND MACKAY GROUP (WMG)

Environmental compliance is essential to WMG's Green Print strategy. To minimize its environmental impacts, it uses water responsibly, engages in sustainable cask production, and reduces greenhouse gas emissions in its packaging and distilling processes. Its most significant impacts lie in carbon emissions in distilling, upstream agriculture, and packaging manufacturing. To ensure that the company follows Green Print, compliance is monitored by the Sustainability Leadership Team and Sustainability Delivery Group.

MATERIALS MANAGEMENT 3-3

As a global manufacturer, Emperador needs to manage its resources and use materials to control its operational costs and reduce its carbon emissions. Low-quality materials can lead to lower manufacturing outputs while high-quality materials can increase production efficiency.



EMPERADOR DISTILLERS, INC. (EDI)

EDI implements quality assurance and control measures for all its materials. It remains committed to increasing its use of recycled materials for production. To monitor its compliance with responsible materials management standards, it holds monthly KPI meetings.

Using cullet is a standard practice in the glass industry that reduces costs, energy consumption, and usage of raw materials. EDI also uses cullet or recycled glass in its glass manufacturing plant, and it implements a 70% cullet ratio.

To ensure effective materials management, companies need centralized communication and coordination. At EDI's Balayan plant, a specific team manages materials usage. Materials management at the plant is evaluated through daily, monthly, and year-end performance reports. The plant's production team assesses the positive and negative impacts of the plant's materials usage, while top management evaluates their costing and selling price.

GRUPO EMPERADOR SPAIN (GES)

BF's management of materials is overseen by the Environmental Management System (EMS) Manager, who ensures that the company's approach aligns with its environmental commitments. The company has also obtained an annual ISO 14001 EMS certification, which signifies that BF has an effective environment management system.

Meanwhile, Pedro Domecq implements materials requirements planning (MRP) to plan, schedule, and manage their inventory during the manufacturing process. Having an MRP also ensures that surplus materials are not lost. The MRP is also based on having no surplus losses. As a means to evaluate whether they are successful in materials management, Pedro Domecq annually reports on their materials consumption using Greemko, in correspondence with indicators of Gonzalez Byass.

WHYTE AND MACKAY GROUP (WMG)

WMG always keeps its principle of mindful consumption in mind when managing its materials. To minimize waste, it reduces, reuses, and recycles materials. For instance, the company uses recyclable materials like glass and paper as material components. WMG also underwent an external audit for its packaging. The audit helped it identify problem areas and create a roadmap for reducing the impact of its materials usage. WMG has also made efforts to reduce black plastic, increase recycled content, and reduce colored glass. The company evaluates its material management through monthly progress reporting.

As part of the Green Print, WMG set specific goals for adhering to its principle of mindful consumption. A small project team is working to meet these goals, and its progress is being monitored at the senior management level. These goals also align with the standards of the Scotch Whisky Association.



For us, at Whyte and Mackay we genuinely want to be good stewards of our natural environment and play a positive role in our local community, which has been home to our whisky making for many years.”

RACHAEL CLARK

SUSTAINABILITY LEAD,
WHYTE AND MACKAY

ECOLOGICAL IMPACT

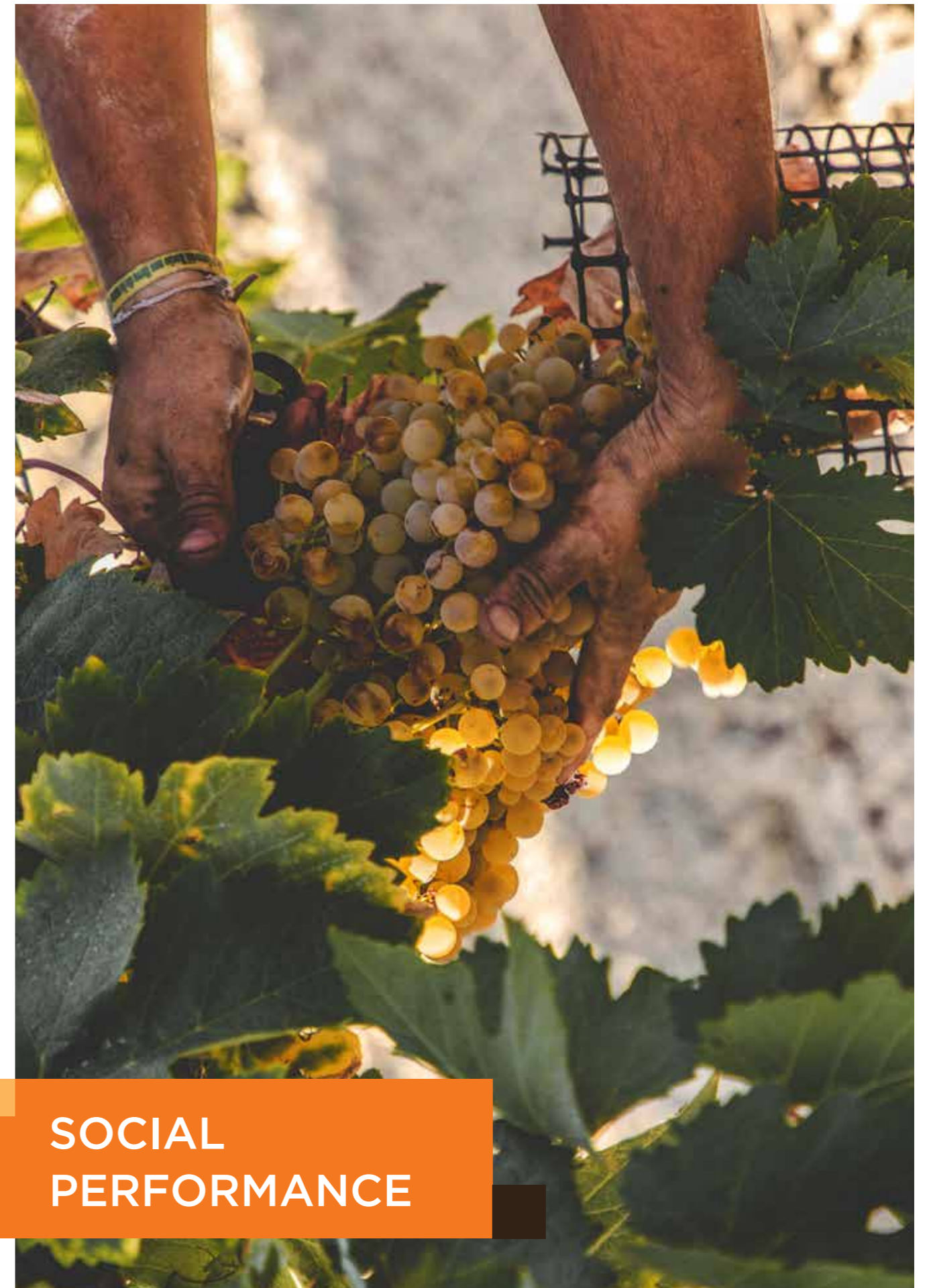
Emperador began projects that restore, protect, and promote biodiversity and environmental stewardship. These projects show that companies can play a significant part in being stewards of the planet.

ENHANCING BIODIVERSITY IN THE CROMARTY FIRTH IN PARTNERSHIP WITH THE SCOTTISH ASSOCIATION FOR MARINE SCIENCE (SAMS)

Whyte and Mackay partnered with the Scottish Association for Marine Science (SAMS) to launch a project that will regenerate a self-sustaining native mussel reef and seagrass bed along the Cromarty Firth. This project is part of WMG's The Green Print sustainability strategy and affirms the company's commitment to nature stewardship.

After thorough research, the marine science team at SAMS Enterprise created a monitoring and management plan for the immediate shoreline around the Cromarty Firth. The project will involve assessing seagrass and mussel populations and making the most of restoration and replanting opportunities in the area.

The Firth is a Site of Special Scientific Interest (SSSI) for wildlife conservation and is home to several protected species. Seagrass beds serve as shelter for other forms of marine life while mussels act as water filters. Together, they encourage the marine ecosystem of the Cromarty Firth to flourish, supporting its future and promoting biodiversity.



SOCIAL PERFORMANCE

EMPLOYEE TRAINING AND DEVELOPMENT

3-3, 404-2

Whether they man heavy equipment or manage the group’s supply chain, Emperor’s people play a crucial role in bringing its iconic drinks to customers. Given this, it is crucial for the company to develop the skills and productivity of its workforce. Employee training and development also enhance current performance while preparing the next generations of leaders.

AVERAGE TRAINING HOURS PROVIDED TO EMPERADOR INC.’S EMPLOYEES* 404-1

AVERAGE TRAINING HOURS PROVIDED TO EMPLOYEES	2022	2021
Male employees	6.18	3.37
Female employees	10.30	2.01

**Data does not include AWGI and WMG. For WMG, 8.52 is the average number of training hours combined for both male and female employees.*

EMPERADOR DISTILLERS, INC. (EDI)

The company's "Room to Grow" mantra ensures that there is a sufficient pool of talented employees ready to assume higher positions within the organization. In addition to job rotation and technical training, cross-exposure programs are also provided to upgrade the skills of employees. EDI plans to implement more employee training programs that will improve employee knowledge of the alcoholic beverage industry. To evaluate whether its training programs were successful, the company regularly evaluates its talent pool and checks whether employees who assumed higher positions have performed well.

In 2021, Progreen introduced Quality Management System-related training as part of their ongoing efforts to be ISO 9001:2015 certified. Both AWGI and Progreen monitor the status of their training programs and whether these achieved their specific objectives.

GRUPO EMPERADOR SPAIN (GES)

Using the input from the company’s directors and department heads, GES’ Human Resources Department creates a specific training and personal development plan for the entire company. The department then produces a training report every year to evaluate the company’s training programs in terms of KPIs.

To support employee development, Pedro Domecq provides its employees with continuous training. The company’s Talent Attraction and Development Analyst is responsible for retaining talents within the first six months after they are hired.

Pedro Domecq provides employees with an e-learning platform called GBKnowit, which hosts a large number of training sessions. The company also evaluates external vendors for specific training needs that cannot be covered

by the internal platform. Additionally, senior leaders are offered superior educational programs. Under specific circumstances, the company provides an unemployment program that includes resume building, specific training, and job board placements.

WHYTE AND MACKAY GROUP (WMG)

With the help of senior management, WMG’s Learning and Development Team creates training and development plans. Training includes topics that are specific to one’s job along with topics related to compliance, safety, and leadership. These training programs are delivered through a blended learning approach involving e-learning, classroom instruction, mentorship, and coaching platforms. Employees who are leaving or retiring are also given transition assistance through pension advice, career coaching, and outplacement support.

To support talent development and retention, WMG provides employees with various career development opportunities. It also has a Management Development Program and implemented a Talent and Succession Planning Toolkit and Policies. The company evaluates its training and development by tracking performance against several KPIs such as the average hours of training provided per employee and the number of internal promotions. To get feedback from employees and gauge their performance, it also conducts surveys and collects data on job performance ratings.

EMPLOYMENT AND BENEFITS

3-3, 201-3, 202-1, 202-2

Emperador is committed to increasing employment opportunities in the communities it is located in. It also provides its employees with a living wage and competitive benefits. These benefits increase employee retention, promoting continuity of employment and allowing current talents to grow into higher positions.

EMPERADOR DISTILLERS, INC. (EDI)

EDI provides employment opportunities to members of the nearby towns where its manufacturing plants are located. The company provides statutory benefits such as economic and medical protection to both direct and indirect workers, regardless of gender and employment status, with all employees receiving not less than the minimum wage required by law. This is in line with the company's commitment to economic and medical protection for all its employees.

Its Human Resources Department is responsible for managing labor turnover and ensuring that statutory benefits are provided to employees. There were no complaints regarding non-payment and non-remittance of employee benefits in 2022.

GRUPO EMPERADOR SPAIN (GES)

GES’ Code of Conduct includes policies on employment, hiring, turnover, and the provision of social benefits. The company evaluates whether it has successfully managed employment and employee benefits through a SOX compliance audit and employee surveys.



Bodegas Fundador prefers to hire employees from its local community to promote its development. It also pays employees in accordance with the collective agreement that requires its wages to be higher than Spain’s minimum wage. Pedro Domecq upholds internal equity on benefits through projects that have the goal of equalizing company-wide benefits for employees.

WHYTE AND MACKAY GROUP (WMG)

Monitoring and reporting on employee turnover is the responsibility of WMG’s Human Resources team. To improve their approach to employment, the company also creates benchmarks for turnover rates and asks for employee feedback. When an employee leaves, they are asked to complete an exit interview to ensure that the company understands their reasons for resignation and identifies areas for improvement.

WMG’s UK-based production sites and offices adhere to the Scottish Real Living Wage, a rate that is higher than the general National Living and Minimum Wage. These sites and offices also comply with the UK’s Temporary Agency Worker Directive 2008, which guarantees equal pay and conditions for employees. To ensure compliance with relevant laws about equity for temporary and part-time employees, the company implements internal systems. To detect and resolve disputes, WMG established a Company Grievance Policy and Procedure and a Confidential Whistleblowing Policy for all employees and workers.

EMPLOYEE HEALTH & SAFETY 3-3, 403-1, 403-2, 403-3, 403-3, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10

Emperador recognizes that providing a safe and secure work environment is one of its primary responsibilities. By upholding an occupational health and safety (OHS) system that is efficient and well-monitored, a company can prevent accidents and fines while promoting business continuity. The group measures the effectiveness of its OHS system through KPIs, incident reports, and health and safety audits.

SAFE MAN HOURS AT EMPERADOR INC.

TOTAL SAFE MAN-HOURS	
2022*	2,878,004.00
2021**	4,839,444.90

**Total safe man-hours for 2022 covers the following business units: AWGI, EDI plants (Biñan and Sta. Rosa), Progreen, and Pedro Domecq.
**Total safe man-hours for 2021 covers all Emperador’s business units.*

EMPERADOR DISTILLERS, INC. (EDI)

EDI is committed to conducting its business activities in line with the Occupational Health and Safety Policy of the Philippines. The company complies with all local and applicable health and safety legislation, and these standards apply to all of the company’s sites. It also creates mitigation plans for identified safety risks.

The company formulated its OHS policies and programs based on legal requirements and well-established risk management frameworks. The OHS system covers all employees at the

Biñan, Santa Rosa, AWGI, and Progreen plants. Additionally, the Biñan plant’s OHS system also covers third parties, concessionaires, truckers, contractors, and visitors.

EDI aims for zero accidents by establishing written programs and guidelines that align with Department of Labor and Employment OHS Standards. In compliance with Republic Act 11058, the company employs the help of readily available physicians who can coordinate with the company’s Safety Officer. Moreover, the Progreen plant aligns its OHS goals with ISO 9001.

To mitigate the effects of COVID-19, the company established workplace prevention and control measures for the virus, including programs that address the mental and physical welfare of employees during the pandemic. EDI also implements controls for instances of workplace infection.

To monitor the effectiveness of its OHS programs, EDI uses KPIs to assess whether it has hit its goals and targets for these programs. It also identifies work-related hazards through Hazard Identification and the Risk Assessment and Determination Control Program.

To celebrate an EDI plant’s anniversary, a medical caravan was held in partnership with a pharmaceutical company. The caravan involved a short wellness talk, free lab tests, and the distribution of free medicine and vitamins.

In 2022, the company did not record any violations of health and safety legislation, and accidents and incidents were maintained at a low count and degree of severity.

GRUPO EMPERADOR SPAIN (GES)

Through Bodegas Fundador’s Prevention Service, the company conducts Risk Assessment,

Preventive Activity Planning, and develops its Healthy and Safety Plan. Preventive Activity Planning involves outlining actions that will eliminate or reduce risks detected in the Risk Assessment along with the corresponding deadlines for these actions. Meanwhile, the Health and Safety Plan and Occupational Risk Prevention management system detail procedures for investigating accidents and incidents at work.

Bodegas Fundador has also adapted its OHS management system to the standards of ISO 45001, and it covers all employees and activities. As part of the system, the Occupational Risk Prevention Committee reviews the system’s effectiveness, sets policies, creates objectives, and assigns preventive actions. Additionally, the Health and Safety Committee provides avenues for the consultation and participation of workers. In facilities where the committee does not exist, Prevention Delegates are appointed from among the workers’ representatives.

To promote worker health, Bodegas Fundador has a contract with an external prevention service that provides health surveillance. The external provider carries out medical examinations, vaccine campaigns against the flu, and diagnostic tests against COVID-19.

Bodegas Fundador conducts health and safety audits, inspections, and assessments annually instead of having an audit every three years for Prevention Services as required by Spanish legislation.

As for Pedro Domecq, the company undergoes regular certification audits and has an Occupational Health and Safety (OHS) management system in place. The system includes regular training; Gemba walks which guide the company in identifying work-related hazards; and Root Cause and Corrective Action (RCCA) analysis in case a situation related to the health and safety of workers occurs. Only

corporate activities are not covered by the OHS management system. To promote worker health, the company maintains contact with an external vendor for the "I Feel" program, which provides employees with support and guidance for psychological, legal, and financial matters.

WHYTE AND MACKAY GROUP (WMG)

Since WMG's distilling sites are considered high hazard risk sites, they require tight control and adherence to regulations from employees and contractors. The company works closely with regulators and aims to exceed regulatory requirements.

WMG's malt distilleries are given a lower tier Control of Major Accident Hazards (COMAH) classification while its grain distiller at Invergordon is assigned an upper tier COMAH. As part of COMAH regulations, the UK Health & Safety Executive regularly visits these sites and plans interventions.

All WMG employees and long-term agency staff based in the UK are covered by WMG's OHS management system. The system is audited against the ISO 45001 standard, and an independent provider conducts occupational management screening. Employees can also access the company's free Employee Assistance Program which provides confidential help and assistance regarding emotional, financial, and physical health. It also provides a counseling helpline number that functions 24/7.

To lessen the effects of COVID-19 on employees, free lateral flow testing was held twice a week for all employees working on-site. Additional welfare facilities, staggered break times, fully paid isolation periods, mandatory temperature checking, and COVID-19 patrols were also put in place.



Health and Safety Teams are deployed across WMG to promote and audit compliance with health and safety standards. Each month, these teams meet with managers and Safety Champions to review all health and safety issues, accidents, incidents, and industry issues.

WMG evaluates its health and safety data using the Q-Pulse system and the Safety Improvement Record Card (SIRC) system. Through these systems, data on incidents such as accidents and near misses is analyzed to find trends in health and safety data and profile risks. The company's management also regularly holds safety audits that are recorded in the SIRC system. To share best practices and benchmark their progress against other members of the industry, the company also participates in industry forums about health and safety.



IMPROVING EMPLOYEE IMMUNITY THROUGH VACCINATION PROGRAMS

To protect its people against the effects of COVID-19, Emperador has vaccination programs for its employees. Since Emperador is part of AGI, it is also covered by AGImmunity, which provides COVID-19 vaccines to employees, third-party contractors, and dependents.

In coordination with the local government unit (LGU), EDI facilitated a vaccination program for employees who voluntarily wanted to undergo COVID-19 vaccination. Through this program, 100% of EDI employees were fully vaccinated. EDI employees were also able to get their dependents vaccinated through the program.

EDI hosted a COVID-19 booster vaccination program that provided 96% of its plants' employees with their first booster shot. The program will also involve a second booster shot.

AWGI also held a COVID-19 booster shot drive for employees, employee dependents, and third-party contractors in the plant. Additionally, the company also provided free vitamins and face masks to employees during the event. The local health office was invited to conduct the booster shot drive.

LEARNING MORE ABOUT HEALTH ISSUES THROUGH WELLNESS TALKS

Employees at EDI learned more about the importance of maintaining their physical well-being and health through a series of free wellness talks. The talks included the following:

- ♦ HIV awareness talk: During this talk, which was hosted by the Santa Rosa and Biñan LGUs, employees could undergo a voluntary HIV test. Audience members also received health supplies such as birth control and condoms.

- ◆ TB-DOTS seminar: This was another event hosted by the Santa Rosa and Biñan LGUs. Employees infected with TB could avail of free medicines, and participants could avail of free GeneXpert Tests.
- ◆ Drug awareness seminar: The company physician briefed employees about drugs, promoting a 100% drug-free workplace.
- ◆ Hepatitis B seminar: In this event, the company physician taught employees how to be more cautious about the prevention and control of Hepatitis B.
- ◆ Hypertension awareness talk: The company nurse delivered this special talk to employees with elevated blood pressure.
- ◆ First aid training: Through this activity, the company increased its list of first aiders.



DIVERSITY

2-6, 3-3

Embracing diversity is vital to promoting a safe, inclusive work environment. To encourage innovation and diverse perspectives, Emperador strongly believes that future leaders should come from different backgrounds. In line with this, it provides equal opportunities to all employees, regardless of age, ethnicity, and gender.

EMPERADOR INC.'S WORKFORCE COMPOSITION BY GENDER 405-1

WORKFORCE COMPOSITION	2022	2021
Male	74%	76%
Female	26%	24%

EMPERADOR DISTILLERS, INC. (EDI)

EDI has anti-discrimination policies to prevent instances of discrimination from happening at the workplace or during the hiring process. It employs individuals based on whether their qualifications and skills fit the vacant position. It measures diversity by analyzing data on employee's age, gender, socioeconomic status, and province of origin. Additionally, its Talent Management systems provide equal opportunities to all employees regardless of gender, age, and preferences. To measure whether it promotes non-discrimination, it records the number of complaints and discrimination incidents reported, if any.

GRUPO EMPERADOR SPAIN (GES)

In 2021, Bodegas Fundador launched an Equality Plan which offers equal opportunities to people regardless of their gender and outlines measures for ensuring diversity and equity in the workplace. The execution of the Equality Plan is supervised by a committee made up of employees and members of the management team. Bodegas Fundador evaluates its success in promoting diversity and equal opportunities by conducting a survey among employees and

setting KPIs. Pedro Domecq also analyzes salaries every year to ensure equitable pay and proposes the necessary adjustments while considering employee performance.

To create a more diverse workplace, Pedro Domecq actively seeks potential employees from various age groups. It then tracks the percentage of new hires and former employees across different age groups.

WHYTE AND MACKAY GROUP (WMG)

WMG recognizes the importance of equality and inclusion and in 2021, it established an Equality and Inclusion Charter that publicly states its commitment to these values. To ensure that these values are upheld, the company's internal steering group assists executives in raising awareness, reviewing practices and policies, and monitoring disputes. The Steering Group is also in charge of conducting an annual audit where it will evaluate WMG's success in handling matters related to diversity and equal opportunity. In addition, WMG implemented a whistleblowing policy and an internal grievance procedure to address concerns about diversity and equal opportunity.

CUSTOMER HEALTH AND SAFETY

3-3, 416-2

When developing and marketing its products, Emperador considers customer safety and health as its top priorities. The company monitors customer health and safety performance through incident reporting processes, feedback, and internal review mechanisms. In 2022, there were no reported incidents of non-compliance with product health and safety standards.



EMPERADOR DISTILLERS, INC. (EDI)

In the Philippines, the liquor industry is regulated by the Food and Drug Authority (FDA). EDI's facilities require a license to operate from the FDA, and all of EDI's products are registered with the FDA before they are distributed or sold to customers and consumers. EDI obtained a Good Manufacturing Practice (GMP) Certificate with the FDA for its Biñan plant and had the GMP certificate approved for the Santa Rosa plant. Both production plants also follow internal policies that ensure that they produce safe, high-quality products, and they have a Quality Assurance Department that monitors compliance with these policies.

GRUPO EMPERADOR SPAIN (GES)

IGES follows established food safety standards, ranging from existing legislation to certification in three GFSI standards. Compliance with these standards is monitored by the company's Quality Manager, internal and external audits,

and periodic inspections by authorities. The company has also established a committee for anonymously reporting non-compliance to health and safety standards.

Pedro Domecq participates in forums centered on customer health and safety. The company also has procedures in place to ensure that all of its ingredients for products and their dosages are approved by the law.

WHYTE AND MACKAY GROUP (WMG)

WMG's strict quality standards ensure that its products are safe for consumption. Through the company's Quality team, the Supply Chain Director is responsible for all quality control processes within bottling operations. To evaluate if it successfully ensured customer health and safety, the company regularly reviews and assesses customer and consumer complaints, if any.

COMMUNITY IMPACT

3-3, 413-1, 413-2

As an international company, Emperador's plants and offices are located across the globe. Its businesses have an impact on local communities through local hiring, increasing economic activity, and sharing natural resources such as land and water. Emperador values building relationships with the communities around its businesses and giving back to them.

EMPERADOR DISTILLERS, INC. (EDI)

EDI prioritizes local hiring and participates in community job fairs. Additionally, the company plans to carry out initiatives such as Adopt-A-Community, which involves various livelihood projects and a quarterly feeding program. To increase its livelihood programs, EDI is also exploring a partnership with the Technical Education and Skills Development Authority to establish a Bartending Academy for out-of-school youth which will provide them with more employment opportunities. These initiatives not only benefit local communities but also encourage a sense of social responsibility among EDI's employees.

There are also channels where community members can provide feedback about issues and concerns to LGUs and, if necessary, through a proper forum. If violations occur, EDI takes the necessary steps to correct them in a swift and appropriate manner.

GRUPO EMPERADOR SPAIN (GES)

Bodegas Fundador has programs that allow it to collaborate with different groups in its local communities. The company's corporate social responsibility (CSR) initiatives emphasize the importance of preserving culture and heritage through initiatives like the maintenance and recovery of the historic city center. The company has also been involved in training and work

integration agreements with the vocational training school, giving beneficiaries a chance to work with the company. Management regularly reviews these programs every six months to monitor progress against set targets.

In their Ensenada operations located in Baja California, Pedro Domecq hires elderly people who normally have difficulty securing employment. The company supports them in carrying out tasks that will not pose any risk to them. The company also organizes engagements with communities at least twice a year, with evaluations for these engagements happening at the end of the year.

WHYTE AND MACKAY GROUP (WMG)

WMG endeavors to maintain good relations with its neighbors through communication. The company communicates with local communities about current activities or changes in its operations that could significantly affect them, especially those that require the consent of the community. Additionally, WMG briefs communities about plans involving its Green Print strategy through forums and events.

As part of its Grow Scotland initiative, WMG began using more locally-sourced grain. This program provides additional income for Scotland's local farmers and reduces WMG's transport emissions since it has access to a nearby supply of grain.

EMPLOYEE BLOOD DONATION ACTIVITY

In partnership with the Philippine Blood Center, EDI held a blood-letting activity with volunteer employees and their relatives. Donors from both the Santa Rosa Plant and the Biñan plant amounted to 77.



DONATING A BASKETBALL COURT TO A LOCAL BARANGAY

Progreen constructed a basketball court in one of its host community barangays. The facility will promote camaraderie, fun, and fitness among the members of the community. It can also serve as an additional venue for events.



RESPONSIBLE DRINKING AND MARKETING

3-3, 417-1

Emperador's subsidiaries must follow the laws of the countries they are based in, and the group ensures that it complies with all government and industry regulations for labeling and goods designation. The company deems its management of labeling and marketing successful when there are no customer complaints about this topic.



EMPERADOR DISTILLERS, INC. (EDI)

EDI is committed to following government regulations on the marketing and labeling of alcoholic beverages. The company ensures that its products have detailed information and product pages, and it validates and updates all details that are shared with customers.

GRUPO EMPERADOR SPAIN (GES)

When GES develops new products, labeling and packaging is reviewed by the company's legal team, technical team, logistics team, and General Manager prior to approval. Customers are also surveyed about new labeling and packaging.

WHYTE AND MACKAY GROUP (WMG)

For its packaging, WMG follows the extensive industry codes and legal restrictions on labeling from local legislation and the Scotch Whisky Association (SWA). All new labels are signed off by the company's legal team, Supply Chain Director, and Legal Manager. There are also processes in place to monitor legislative changes for labeling. Additionally, the company has a Marketing Code which stipulates what is acceptable in its marketing activities. Lastly, all brand redesigns are carefully monitored and recorded.

SOCIOECONOMIC COMPLIANCE 2-27

To ensure business continuity, Emperador must comply with industry regulations. Failure to adhere to these regulations could result in sanctions or legal dues that could hamper operations. For this reason, Emperador and its subsidiaries place a great

emphasis on complying with the legislation of the countries where they operate and the standards for the alcoholic beverage industry. Every employee of Emperador is required to follow these laws and standards. In 2022, there were no recorded instances of socioeconomic non-compliance.



EMPERADOR DISTILLERS, INC. (EDI)

EDI's company policies are in line with internal analyses and Philippine regulations. To ensure socioeconomic compliance, the company has internal checks and balances as well as external checks from industry regulators who have the power to penalize cases of non-compliance.

Compliance Mailbox where complaints can be sent, strengthening its risk management and crime prevention measures. If criminal risks are identified, then the company immediately takes action to control these. A periodic review is also conducted to ensure that the company avoids sanctions or fines for socioeconomic non-compliance.

GRUPO EMPERADOR SPAIN (GES)

GES has built a company culture that greatly values ethics and compliance. It also has internal mechanisms for preventing, managing, controlling, and reacting to risks. It complies with the Criminal Code and created a model for managing criminal risks. Additionally, it has a

WHYTE AND MACKAY GROUP (WMG)

WMG has processes in place to ensure compliance with local legislation for socioeconomic topics. If the company is charged with fines or given penalties, this development is communicated to the executive team and CEO so that they can review internal controls that will prevent a similar situation from occurring again.

SUPPLY CHAIN ENVIRONMENT AND SOCIAL MANAGEMENT 3-3, 308-1, 308-2, 414-1, 414-2

Emperador's supply chain can have an impact on the economy, environment, and society. Suppliers play a critical role in the procurement of materials, and it's essential to ensure that they are following standards for environmental and social sustainability



EMPERADOR DISTILLERS, INC. (EDI)

EDI implements its policy on supplier business ethics and integrity and its Supplier Policy on Accountability and Liability to manage any risks pertaining to bribery and corruption during engagements between the company and its suppliers.

All of the company's business partners must provide a Certificate of Compliance issued by the DENR, which indicates that they comply with environmental policies. Aside from this requirement, the company also evaluates the compliance of suppliers to regulatory requirements, their commitment to social welfare, and their adherence to the company's health and safety standards. The company regularly inspects its business partners to ensure that its expectations are met. If deviations are identified, the company provides recommendations to address these.

GRUPO EMPERADOR SPAIN (GES)

Under the company's New Supplier Selection Procedure, the environmental performance of suppliers is screened for accreditation. The company's Supply Chain General Director validates whether a new supplier is complying with European regulations, and Bodegas Fundador does not work with companies that do not follow these regulations. Its main suppliers also send them sustainability reports once a year.

WHYTE AND MACKAY GROUP (WMG)

The Green Print outlines WMG's approach to having a sustainable supply chain. The company's suppliers must undergo audits and are asked if they have earned credentials relating to compliance and environmental techniques, such as FSC, PEFC, and ISO certifications. WMG is looking to add environmental screening to its audit and supplier onboarding process in the future.

LABOR MANAGEMENT RELATIONS

2-30, 3-3, 402-1, 408-1, 409-1

To maintain good labor-management relations, dialogue between Emperador’s employees and management is encouraged. Communication can strengthen this relationship and ensure that the workforce’s concerns are addressed. To evaluate success in this topic, the group records whether it has any employee complaints or files cases with government bodies.

Excluding EDI which does not have a union, 24.62% of the company’s workforce is covered by a Collective Bargaining Agreement (CBA). The CBA for each subsidiary has provisions for consultation and negotiation. CBAs also specify time notice periods before significant operational changes are implemented, and these are as follows:

MINIMUM NOTICE PERIOD BEFORE IMPLEMENTATION	
Anglo Watsons Glass Inc.	1 month
Progreen	1 week
Bodegas Fundador	15 days
Pedro Domecq	2-4 weeks
Whyte and Mackay Group	12 weeks



EMPERADOR DISTILLERS, INC. (EDI)

The company maintains ongoing coordination with Progreen’s union officers and adheres to the signed Collective Bargaining Agreement (CBA), which includes provisions for notice periods, consultation, and negotiation.

GRUPO EMPERADOR SPAIN (GES)

The company’s Human Resources department oversees and manages labor-management relations, while direct negotiations can be conducted with various departments through face-to-face meetings.

WHYTE AND MACKAY GROUP (WMG)

WMG’s employee relations strategy is led by the Supply Chain Director, Distilling Director, and Human Resources Director, with senior and middle operational managers managing regular communication and interaction, supported by Human Resources. Management meets with trade union representatives regularly, and the company’s trade union members are listed as stakeholders in relevant project plans.

HUMAN RIGHTS

Promoting and upholding human rights is an essential element in maintaining a business. Emperador complies with laws that prohibit child and forced labor. Its human resource personnel strictly adhere to these regulations during the employment stage to ensure that they follow the laws in the countries where they operate. This topic is monitored through whistleblowing reports, feedback, disputes, and recorded violations.

EMPERADOR DISTILLERS, INC. (EDI)

EDI complies with Philippine laws that cover human rights, child labor, and forced labor. Progreen’s management sets company rules and regulations that are aligned with human rights provisions. Through its Human Resources Department, the company keeps track of this matter and reports to top management when there is a violation.

GRUPO EMPERADOR SPAIN (GES)

Bodegas Fundador fully complies with current legislation in Spain on human rights and labor laws. Moreover, BF’s significant investment agreements and contracts undergo human rights screening and include human rights clauses.

As for Pedro Domecq, the company complies with the Labor Federal Law in Mexico, which establishes policies on adequate compensation. Its code of business conduct also requires employees to be at least 18 years old. Under its integrity and compliance policy, the company also has an integrity line where anyone can report concerns about human rights issues.

WHYTE AND MACKAY GROUP (WMG)

WMG follows UK Laws on labor and human rights. The company’s Human Resources Department is responsible for communicating these laws to employees and providing training about human rights topics.

The company also complies with the Equality Act 2010, which states that it is unlawful to harass a person because of their age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, color, nationality, ethnic or national origin, religion or belief, sex, or sexual orientation.

Each year, WMG reviews and publishes its Modern Slavery and Human Trafficking Statement on its corporate websites. The statement outlines the company’s responsibilities and commitment to preventing such exploitation both in its business in general and across its supply chain. To prevent hidden labor exploitation, it also incorporated a statement of commitment into all new supplier agreements

CUSTOMER PRIVACY

3-3, 418-1

Part of Emperador’s corporate responsibility involves protecting the personal information of its stakeholders. Emperador complies with relevant laws and regulations regarding data protection and privacy in the countries where its businesses are based. In 2022, there were zero recorded complaints on customer privacy and zero data breaches across the group’s subsidiaries.



EMPERADOR DISTILLERS, INC. (EDI)

EDI complies with the Data Privacy Act in the collection and processing of personal data. The company’s Data Protection Officer and compliance officers are also tasked to ensure the data privacy of its customers. To detect weaknesses, the company began vulnerability and penetration testing of its systems. Furthermore, the management approach to customer privacy is evaluated through audits and risk assessment exercises.

Progreen implemented ISO-aligned policies and procedures to streamline customer record-keeping. For instance, each department has an assigned document controller who stores all necessary documents, and a master document controller controls access to these documents.

GRUPO EMPERADOR SPAIN (GES)

To ensure data privacy, GES and its subsidiaries get legal advice and support from an external company that is an expert in this field. GES’

Legal Counsel coordinates with this external company to ensure that all contracts include the necessary provisions on data privacy.

The company’s Data Protection Officer is in charge of international data transfers with the Spanish Protection Agency (SPA). This officer ensures that the company follows the SPA’s guidelines on data protection, privacy, and information society services.

WHYTE AND MACKAY GROUP (WMG)

While WMG does not store a significant amount of customer data, it strictly complies with General Data Protection Requirements (GDPR) on data protection and management. The CFO guarantees compliance with the GDPR and ensures all non-shop floor staff have received training on GDPR. The company also has policies on data use and retention, and its plan for data management is externally audited.



IMPROVING EMPLOYEE TRAINING ON DATA PRIVACY AND DIGITAL SECURITY

Emperador has taken steps to ramp up its data privacy through employee training. In partnership with the National Privacy Commission, it held a Data Privacy Seminar in April 2022 and a Privacy Impact Assessment Orientation in September 2022. These events raised awareness about the provisions of the Data Privacy Act of 2012 and trained employees to properly use and protect information and avoid data security threats. It helped employees identify what counts as personal data, how this can be protected, and what the appropriate response should be in case of a breach.

In April 2022, Emperador partnered with a P&A Grant Thornton to conduct simulated email phishing attacks on 351 company email addresses. This activity taught employees how to handle the most common form of cyberattack: the phishing attack. Through the simulation, they learned how to recognize a phishing attack and how to avoid falling victim to it.





CORPORATE GOVERNANCE

Emperador Inc. (EMI) recognizes that good corporate governance plays an important role in upholding the best interests of the company and its shareholders. EMI ensures that it upholds good governance standards through the adoption of principles and best practices contained in its Manual on Corporate Governance (Manual). The Manual incorporates the company's governance policies and practices in accordance with the Securities and Exchange Commission's Memorandum Circular No. 19, Series of 2016, the Code of Corporate Governance for Publicly-Listed Companies.

BUSINESS ETHICS AND INTEGRITY

3-3, 206-1

EMI runs its business with ethics and integrity at its core. The company continuously conducts its business with utmost ethics and integrity. EMI's Board of Directors sets the tone for establishing a strong culture of ethical practices and transactions within the company. The company codifies the same through its Code of Business Conduct and Ethics which everyone must abide.

Under the company's Code of Business Conduct and Ethics, directors, officers, and employees (Stakeholders) are not allowed to receive gifts and other favors from third parties which might compromise their integrity or affect the performance of their duty. Stakeholders are also required to avoid conflict of interest or participate in activities that conflict with their responsibilities to ensure fair business transactions. Stakeholders are encouraged to report any unethical or questionable business practices in the company without the risk of retaliation.





REGULATORY COMPLIANCE AND COMPETITIVE BEHAVIOR 3-3, 2-26, 206-1

EMPERADOR DISTILLERS, INC. (EDI)

As a dominant player in its industry, Emperador Distillers, Inc. (EDI) places importance on fair and open competition, and business practices that comply with competition law. Stakeholders are prohibited from participating or engaging in any actions or transactions that are considered as unfair practices or anti-competitive conduct. Stakeholders are required to seek advice from the company's legal department to confirm whether a business arrangement or any activities are prohibited conduct. Engaging in anti-competitive behaviors will result in violation of competition law, and can have legal and regulatory consequences, including civil or criminal liability.

To handle mergers and acquisitions inside and outside of the Philippines, EDI engages professional advisers and antitrust experts to ensure that transactions align with competition law and other regulatory requirements; to assess the overall structure of mergers and acquisitions agreements; and to anticipate or remediate any issues that may arise.

GRUPO EMPERADOR SPAIN (GES)

To benefit customers and consumers, Bodegas Fundador (BF) remains committed to promoting fair and free competition in the market. Grupo Emperador Spain (GES) and its subsidiaries follow a Code of Ethics that includes fair competition and defense of competition as some of its market-related principles. On the other hand, the Conduct Code of Bodegas Fundador defines the general principles and basic rules of corporate governance that cover its activities.

To prevent offenses and infringements, BF has an internal communications channel. Its indicators for how it successfully manages this topic include a lack of complaints regarding pricing concerns from Public Administration or a similar entity in any market where the company's products are sold.

WHYTE AND MACKAY GROUP (WMG)

Whyte and Mackay Group (WMG) follows the laws around anti-competitive behavior in its markets. WMG also has its own internal Bribery Policy and Whistleblowing Policy. As of 2022, the company had no reported issues of anti-competitive behavior.

ANTI-CORRUPTION

3-3, 205-3

Emperador upholds ethical business practices through the various internal policies of its subsidiaries. No incidents of corruption were reported in 2022 across Emperador and its businesses, showing that the company was able to manage this topic successfully.

EMPERADOR DISTILLERS, INC. (EDI)

EDI's Code of Conduct and Business Ethics Policy implement a zero-tolerance approach to corruption-related practices among employees and suppliers such as bribery, fraud, and embezzlement. EDI is committed to full compliance with the Republic Act No. 3019 or the Anti-Graft and Corrupt Practices Act, and other anti-bribery and anti-corruption laws, rules, and regulations. Stakeholders are prohibited from offering, promising, or giving benefit to a public officer under circumstances that will make the public officer liable for direct or indirect bribery.

The company's whistleblowing mechanism also requires it to immediately address and investigate corruption complaints. When dealing with erring suppliers, EDI implements black-listing, penalties, or the filing of criminal and civil cases, depending on the gravity of the situation.

GRUPO EMPERADOR SPAIN (GES)

In July 2020, GES' management approved a Criminal Compliance Policy, which serves as a mechanism against unlawful business practices. The policy provides an overview of the crime prevention model, which includes training for this topic and sensitizing to criminal risks. With this policy in place, the company's professionals, managers, and attorneys-in-fact are equipped to deal with criminal risks.

GES' compliance system helps it regulate its principles, commitments, and goals. Its system also assists it with establishing and following internal controls. Within the compliance system, GES also has internal controls that ensure that its policies are being followed.

A legal body composed of both GES personnel and external experts is in charge of GES' crime prevention and control model. The legal body also exercises autonomous powers of initiative and control.

BF's Code of Conduct also includes an Anti-Corruption Policy, and employees have also received training on anti-corruption practices and laws. Additionally, the Compliance Mailbox is available to employees, customers, and other stakeholders.

To evaluate whether its anti-corruption practices have been managed successfully, GES periodically verifies its crime prevention and control model

WHYTE AND MACKAY GROUP (WMG)

Since it operates in many markets, WMG follows anti-corruption laws across all of these. Its internal Anti-Corruption Guideline applies to all of its operations and personnel. To ensure compliance, adherence to this guideline is overseen by global and local management.

SECURITY PRACTICES

3-3, 410-1

Emperador provides regular training to its security personnel for topics related to human rights policies and procedures. This also enables the company's security personnel to better handle Emperador's diverse stakeholders when they visit the company's sites.

100% of our security personnel are trained in human rights policies and laws.



EMPERADOR DISTILLERS, INC. (EDI)

As part of the requirements in the Security Services Agreement, the company establishes training sessions on human rights and anti-discrimination. EDI's Human Resources Department ensures that this training is implemented and monitors its progress and outcomes.

AWGI's policies also cover training on human rights for the company's security personnel. Aside from AWGI, Progreen's third-party security personnel in its sites and locations are expected to comply with legislation and undergo proper training on human rights topics in the workplace such as obeying the law, observing non-discrimination, respecting individuals, and avoiding the use of force. These security personnel protect access to company sites and buildings while preventing theft and deterring crime.

GRUPO EMPERADOR SPAIN (GES)

All of Bodegas Fundador's third-party security personnel are required to attend human rights training sessions. Similarly, Casa Domecq's

company security personnel and third-party suppliers of security personnel have been trained to make them aware of Casa Domecq's policies and procedures on human rights. Additionally, Casa Domecq organizes recurrent training so that security actions can be managed. To ensure the efficacy of these training activities, an internal team audits this management approach.

WHYTE AND MACKAY GROUP (WMG)

To protect its products and facilities, WMG developed confidential site security plans. These plans cover all aspects of security and approach it from a counter-terrorism perspective.

All distilleries' security is regularly assessed by continuously evaluating existing security measures and identifying necessary improvements. Any concerns or incidents are forwarded to the Scotch Whisky Association members and Counter-Terrorism Police for investigation and action. All sites are also equipped with intruder alarms and CCTV systems, which are regularly manned by security personnel. The company also monitors security activity and incidents across the whisky industry and beyond so that it can improve its security practices.

OTHER CORPORATE POLICIES AND PROCEDURES 2-24



DATA PRIVACY AND SECURITY

The company collects and stores client data for legitimate business purposes in accordance with its privacy policy and applicable data privacy laws, rules, and regulations. Secondary information from the subsidiaries is stored as part of the company's disaster risk policy. The company also has security measures in place to prevent cyber-attacks and data breaches.

ANTI-MONEY LAUNDERING POLICY

The company strictly adheres and complies with the anti-money laundering and counter-terrorist financing laws (AML Laws) not just in the Philippines but also in countries where the company operates or has business dealings with.

GRIEVANCE MECHANISMS FOR WHISTLEBLOWERS

Whistleblowers are assured that their information and identity will remain

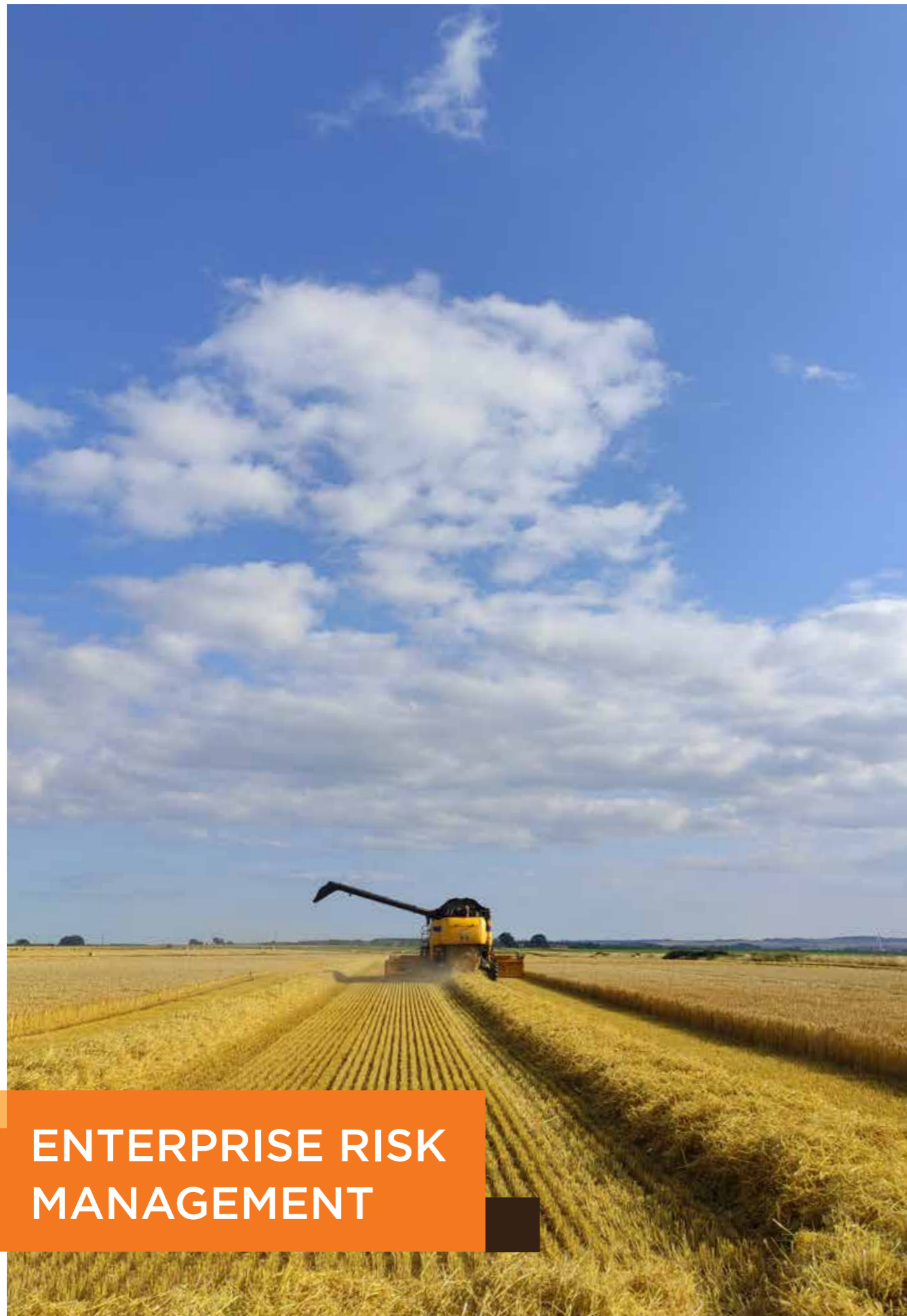
confidential, and that the company will not tolerate any retaliatory acts against whistleblowers who submit reports in good faith either made directly to the Chairman or President or through any official channels.

QUALITY CONTROL MANUAL AND SANITATION POLICY

The company puts a premium on protecting the health and welfare of its consumers. The company's quality control manual and sanitation policy identify the risks of contamination and remediation strategies to prevent contamination or mishandling of its products.

PROCUREMENT POLICY

The company sets its purchasing and sourcing strategies through its Purchase and Provisioning procedure that takes food safety and security into account.



ENTERPRISE RISK MANAGEMENT

RISK MANAGEMENT SYSTEM 2-16, 2-23



OVERALL RISK MANAGEMENT PHILOSOPHY OF THE COMPANY:

The company has a formal risk management policy that guides the company's risk management and compliance processes and procedures. The company's risk management focuses on safeguarding shareholder value to manage the unpredictability of risks and minimize potential adverse impacts on its operating performance and financial condition.

STATEMENT THAT THE DIRECTORS HAVE REVIEWED THE EFFECTIVENESS OF THE RISK MANAGEMENT SYSTEM AND COMMENTING ON THE ADEQUACY THEREOF:

The company's Board of Directors is directly responsible for risk management, and the Management carries out risk management

policies approved by the Board. The Management identifies risks, evaluates reports, monitors significant risks, and submits appropriate recommendations. Following these processes, the Board adopts formal guidelines for overall risk management as well as written policies covering specific areas, such as foreign exchange risks, credit risk, and liquidity risk.

HOW OFTEN THE RISK MANAGEMENT SYSTEM IS REVIEWED, AND THE DIRECTOR'S CRITERIA FOR ASSESSING ITS EFFECTIVENESS:

The Risk Committee annually reviews Emperador's approaches to risk management and recommends changes or improvements to key elements of its processes and procedures. After these recommendations are submitted by the Committee, the Board then reviews these as well as the overall risk management system.

RISK POLICY 2-23

COMPANY

RISK EXPOSURE	RISK MANAGEMENT POLICY	OBJECTIVE
Financial risks	<ul style="list-style-type: none"> Maintain a financial strategy that ensures that scheduled principal and interest payments are well within the company's ability to generate cash from its business operations. Maintain adequate capital at all times to meet shareholders' expectations, withstand adverse business conditions, and take advantage of business opportunities. 	<p>Protect its investments in case of significant fluctuations in the exchange rate.</p> <p>Manage liquidity and adhere to the following:</p> <ul style="list-style-type: none"> Ensure that adequate funding is available at all times; Meet commitments as they arise without incurring unnecessary costs; and Access funding when needed at the least possible cost. The long-term strategy is to sustain a healthy debt-to-equity ratio.
Operational risks	<ul style="list-style-type: none"> Remain prepared for any event which triggers a material business impact or modifies the existing risk profile. 	Protect its investments in the event there would be significant events that would result in a material impact on the company's operations.

GROUP

RISK EXPOSURE	RISK ASSESSMENT (MONITORING AND MEASUREMENT PROCESS)	OBJECTIVE (STRUCTURES, PROCEDURES, ACTIONS TAKEN)
Hazards, natural catastrophes, and other catastrophes	Have an emergency response plan or action.	Allow different business segments to continue operations even during natural disasters or calamities.
Regulatory developments	Review of new laws and regulations.	Ensure the different business segments are compliant with all laws and regulations.
Money laundering	Constant security checks and monitoring, check and balance system.	Minimize situations where these activities can happen.

RISK EXPOSURE	RISK ASSESSMENT (MONITORING AND MEASUREMENT PROCESS)	OBJECTIVE (STRUCTURES, PROCEDURES, ACTIONS TAKEN)
Supply of raw materials and packaging materials	<ul style="list-style-type: none"> Maintain a diverse group of suppliers. Get at least three quotations from suppliers. 	<ul style="list-style-type: none"> Prevent overdependence on a single supplier. Ensure the best price possible.
Consumer taste, trends, and preferences	Market study and analysis.	Maintain awareness of trends and preferences that can open avenues for developing new products or adapting existing strategies.
Competition	<ul style="list-style-type: none"> Market study and analysis. Maintain a diversified earnings base. Constant product innovation. 	<ul style="list-style-type: none"> Maintain awareness of trends and preferences that can open avenues for developing new products or adapting existing strategies. Revenue and property diversification.
Philippine economic and political conditions	Review of the business and political situation.	Ensure the different business segments can immediately adapt to changes in economic and political conditions and can devise strategies to meet these changes.

RISK TO MINORITY SHAREHOLDERS:

The majority shareholder's voting power in the company may affect the ability of minority shareholders to influence and determine corporate strategy.

CONTROL SYSTEM SET

RISK EXPOSURE	RISK ASSESSMENT (MONITORING AND MEASUREMENT PROCESS)	OBJECTIVE (STRUCTURES, PROCEDURES, ACTIONS TAKEN)
Financial risks	Monitor potential sources of risk through the monitoring of investments, assets, and projected cash flows from operations; maintains a financial strategy that ensures that scheduled principal and interest payments are well within the company's ability to generate cash from its business operations.	Monitoring of financial trends; keeping track of the company's capital position and assessing of business conditions to ensure early detection and determination of risks and their adverse impacts; measures to mitigate risks are adopted as deemed necessary and appropriate.
Operational risks	Review of new laws and regulations.	If they occur, detected operational risks are brought to the attention of the Risk Committee and addressed therein, together with inputs from corporate officers. The findings and recommendations are then brought to the Board for approval.
Philippine economic and political conditions	Review of business and political situation.	Ensure the company can immediately adapt to changes in economic and political conditions and can devise strategies to meet these changes.
Liquidity	Minimize exposure to financial markets.	Actively secure short- to medium-term cash flow.

COMMITTEE/UNIT	CONTROL MECHANISM; DETAILS OF ITS FUNCTIONS
Board Audit Committee	Provides oversight over the company's and its subsidiaries, affiliates, and business segments risk management process, financial reporting process, and internal audit.
Board Risk Oversight Committee	Oversees the company's Enterprise Risk Management system to ensure its functionality and effectiveness.



BOARD OF DIRECTORS 2-11, 2-17



ANDREW L. TAN CHAIRMAN OF THE BOARD

Mr. Tan was first elected as Director and Chairman of the Board on August 28, 2013.

He was elected into the following positions in Alliance Global Group, Inc., a listed company: Chairman of the Board for 16 terms with a first election date in September 2006 and last election in June 2022; Chief Executive Officer for 11 terms with a first election date in September 2006 and last election in September 2017; and Vice Chairman of the Board for 3 terms with a first election date in August 2003 and last election in September 2006. He also holds positions in the following other listed

companies: Chairman and President for 33 terms at Megaworld Corporation where he was first elected in Aug 1989 and last elected in June 2022; Chairman for 11 terms at Global-Estate Resorts, Inc. (subsidiary of Megaworld) where he was first elected in January 2011 and last elected in June 2022; and Chairman for 28 terms at Empire East Land Holdings, Inc. (subsidiary of Megaworld) where he was first elected in July 1994 and last elected in June 2022.

He is also the Chairman of Emperador Distillers, Inc. since its incorporation in 2003. He pioneered the live-work-play-learn model in real estate development through the Megaworld Corporation's integrated township communities, fueling the growth of the business process outsourcing ("BPO"), food and beverage, and quick service restaurant industries. Mr. Tan is concurrently the Chairman of the Board and President of Progreen Agricorp, Inc., Zabana Rum Company, Inc., Megaworld Land, Inc., Megaworld Globus Asia, Inc., Manila Bayshore Property Holdings, Inc., Mactan Oceanview Properties and Holdings, Inc., Richmond Hotel Group International Limited, The Bar Beverage, Inc., and Yorkshire Holdings, Inc. He is also the

Chairman of Megaworld Newport Property Holdings, Inc., Alliance Global Group Cayman Islands, Inc., Alliance Global Brands, Inc., Suntrust Properties, Inc., Adams Properties, Inc., Cocos Vodka Distillers Philippines, Inc., Consolidated Distillers of the Far East, Inc., and Townsquare Development, Inc. He is the Chairman and Treasurer of The Andresons Group, Incorporated and sits in the boards of Alliance Global-Infracorp Development, Inc., Eastwood Cyber One Corporation, Megaworld Cayman Islands, Inc., Megaworld Cebu Properties, Inc., Gilmore Property Marketing Associates, Inc., Megaworld Central Properties, Inc., Fairways & Bluewater Resort Golf & Country Club, Inc., Twin Lakes Corporation, Anglo Watsons Glass, Inc., Alcazar De Bana Holdings Company, Inc., and Raffles & Company, Inc. He is also the Vice-Chairman and Treasurer of Golden Arches Development Corporation and Golden Arches Realty Corporation and a Director and Treasurer of Andresons Global, Inc. Mr. Tan graduated Magna Cum Laude from the University of the East with a degree of Bachelor of Science in Business Administration and was conferred Doctor of Philosophy in Humanities (Honoris Causa) in 2011 by the same university



WINSTON S. CO
DIRECTOR, PRESIDENT,
AND CEO

Mr. Co was first elected as Director and President on August 28, 2013.

He is also a Director and President of Emperador Distillers, Inc. since 2007. His field of expertise is in finance and the marketing of consumer products. He is concurrently Chairman and President of New Town Land Partners, Inc.; Chairman of Anglo Watsons Glass, Inc.; President of Cocos Vodka Distillers Philippines, Inc.; Director and President of Alliance Global Brands, Inc.; Director and Treasurer of Raffles & Company, Incorporated; Director of The Bar Beverage, Inc.; and Senior Vice President of The Andresons Group, Incorporated. Mr. Co is a Magna Cum Laude graduate of Jose Rizal College with a Bachelor of Science in Commerce.



KATHERINE L. TAN
DIRECTOR AND TREASURER

Ms. Tan was first elected as Director and Treasurer on August 28, 2013.

She holds positions in the following other listed companies: Director and Treasurer for 15 terms at Alliance Global Group, Inc., where she was first elected in February 2007 and last elected in June 2022; Director for 1 term at MREIT, Inc., where she was first elected in May 2021 and last elected in May 2022; and Director for 33 terms at Megaworld Corporation, where she was first elected in August 1989 and last elected in June 2022. At Megaworld Corporation, she also served for 6 terms as Treasurer with a first election date in August 1989 and last election in June 1995.

She is a Director and Treasurer of Emperador Distillers, Inc. since 2003, and of Alliance Global Brands, Inc., Yorkshire Holdings, Inc., Emperador Brandy, Inc., Progreen Agricorp, Inc., Cocos Vodka Distillers Philippines, Inc., Zabana Rum Company, Inc., and The World's Finest Liquor, Inc. She is concurrently Chairman and President of Andresons Global, Inc. and Choice Gourmet Banquet, Inc.; Director and President of The Andresons Group, Incorporated, Consolidated Distillers of the Far East, Inc., and Raffles & Company, Inc.; Director and Corporate Secretary of The Bar Beverage, Inc.; and Director of Anglo Watsons Glass, Inc., Alcazar De Bana Holdings Company, Inc., Emperador International Limited, Kenrich Corporation, McKesterPik-Nik International Limited, Megaworld Cayman Islands, Inc., and Venezia Universal Limited. Ms. Tan graduated from St. Scholastica's College with a degree in Nutrition.



KENDRICK ANDREW L. TAN

DIRECTOR

Mr. Tan was first elected as Director on August 28, 2013. He is the Corporate Secretary and Executive Director of Emperador Distillers, Inc., and also its Vice President for New Product & Innovation and the Head for Research & Development. He is concurrently the Director and President of The World's Finest Liquor, Inc.; Director and Treasurer of Anglo Watsons Glass, Inc. and Consolidated Distillers of the Far East, Inc.; Director and Corporate Secretary of Progreen Agricorp, Inc., Emperador Brandy, Inc., and Newport World Resorts Properties, Inc.; Director of The Bar Beverage, Inc., Alliance Global Brands, Inc., The Andresons Group, Incorporated, Yorkshire Holdings, Inc., Andresons Global, Inc., Cocos Vodka Distillers Philippines, Inc., Consolidated Distillers of the Far East, Inc., and Zabana Rum Company, Inc. Mr. Tan graduated from Southern New Hampshire University with a degree in Bachelor of Science in Accountancy.



KEVIN ANDREW L. TAN

DIRECTOR

Mr. Tan was elected as Director on October 4, 2017.

He was elected into the following positions at Alliance Global Group, Inc.: Chief Executive Officer for 4 terms with a first election date in June 2018 and last election in June 2022; Vice Chairman for 4 terms with a first election date in September 2018 and last election in June 2022; Director for 10 terms with a first election date in April 2012 and last election in June 2022; and Executive Director for 1 term with a first election date in September 2016 and last election in September 2017. He also holds the following positions in other publicly-listed companies: Executive Vice President and Chief Strategy Officer for 4 terms at Megaworld Corporation, where he was first elected in November 2018 and last elected in June 2022; President and CEO for 2 terms at MREIT, Inc., where he was first elected in October 2020 and last elected in May 2022; Director for 8 terms at Global-Estate Resorts, Inc., where he was first elected in June 2014 and last elected in June 2022; and Director for 7 terms at Empire East Land Holdings, Inc., where he was first elected in June 2015 and last elected in June 2022.

Mr. Tan has over 11 years of experience in retail leasing, marketing, and operations. Prior

to being the Executive Vice President and Chief Strategy Officer of Megaworld Corporation where he is in charge of developing corporate strategies, expansion, and new opportunities as well as investor and stakeholder relations, he was the head of the Commercial Division, which markets and operates the Megaworld Lifestyle Malls, including Eastwood Mall and The Clubhouse at Corinthian Hills in Quezon City, Venice Piazza at McKinley Hill, Burgos Circle at Forbestown Center, and Uptown Mall, all in Fort Bonifacio, Newport Mall at Resorts World Manila in Pasay City, and Lucky Chinatown Mall in Binondo, Manila. He is the Chairman and CEO of Agile Digital Ventures, Inc.; Chairman and President of Alliance Global-Infracorp Development, Inc., and Newport World Resorts Properties, Inc.; Chairman and Director of Travellers International Hotel Group, Inc.; Director and President of Townsquare Development, Inc.; Director and Corporate Secretary of Alliance Global Brands, Inc. and Paseo Center Building Administration, Inc.; Director and Treasurer of Consolidated Distillers of the Far East, Inc. and Uptown Cinemas, Inc.; Executive Director of Megaworld Foundation, Inc.; and Director of Emperador Distillers, Inc., Anglo Watsons Glass, Inc., Yorkshire Holdings, Inc., The Bar Beverage, Inc., Emperador Brandy, Inc., New Town Land Partners, Inc., Eastwood Cyber One Corporation, Twin Lakes Corporation, Alcazar De Bana Holdings Company, Inc., Cocos Vodka Distillers Philippines, Inc., Zabana Rum Company, Inc., and The Andresons Group Incorporated. He holds a Bachelor of Arts Major in Humanities with a Professional Certificate in Management from the University of Asia and the Pacific.

ENRIQUE M. SORIANO III

INDEPENDENT DIRECTOR

Mr. Soriano was first elected as Independent Director on May 16, 2016.

He also holds the position of Independent Director at Alliance Global Group, Inc., where he was first elected in June 2021, last elected in June 2022, and served one term.

He is also an Independent Director of MREIT Fund Managers, Inc. and Travellers International Hotel Group, Inc. He is currently the Executive Director of the Wong + Bernstein Group, an Asia Pacific-based Strategic Advisory Firm that specializes in family governance and next generation leadership. He is also a Senior Advisor at Family in Business Strategic Group, and a Senior Fellow on Governance at the IPMI International Business School in Jakarta. Additionally, he sits as a Director and/or Board advisor to 25 UHNW (ultra-high net worth families) in the ASEAN region. He is also a Columnist and Book Author.

He is a former World Bank/ International Finance Corporation Governance Consultant; Dean of Education at the Manual L. Quezon University; Senior Professor of Service and Global Marketing at the Ateneo Graduate School of Business; and Country President of Electronic Realty Associates (ERA Philippines.). His advocacies related to real estate innovation, strategic management, and corporate governance have made him a sought-after Senior Advisor to family-owned businesses in Asia and a resource speaker at international conferences in the US, Canada, the UK, ASEAN, and Africa. Due to his strategic advocacies, he has been recognized and invited to lecture and deliver talks at dozens of universities in Asia



and North America, notably Harvard University and the University of San Francisco. He writes a business column in several Philippine newspapers, in the US and in a couple of business magazines in the EU and the Middle East. He is currently finishing his third book on family governance and succession following his bestselling book entitled "Ensuring the Family Business Legacy: Powerful Insights About Leadership and Succession."

He holds a B.A. in History, minor in Economics from the University of the Philippines, an MBA from De La Salle University, doctorate units at the UP National College of Public Administration, and has an Executive Diploma in Directorships at the Singapore Management University. He also pursued post graduate education specializing in behavioral finance at Harvard Kennedy School of Government and at the National University of Singapore Business School focusing on Asian family businesses. He was conferred as a Certified Professional Marketer by the Marketing Institute of the Philippines in 2016.

**The tenure of an independent director is set to a cumulative term of nine years. Independent directors (IDs) who have served for nine years may continue as a non-independent director of the company. Reckoning of the cumulative nine-year term is from 2012, in connection with SEC Memorandum Circular No. 19, Series of 2016.*

JESLI A. LAPUS

INDEPENDENT DIRECTOR

Dr. Lapus has served as Independent Director since May 2021.

He holds the position of Independent Director at Alliance Global Group, Inc., where he was first elected in June 2021, last elected in June 2022, and served for 1 term.

Dr. Lapus is currently Chairman and Independent Director of STI Education Services Group, Inc. since 2013 and Chairman of LSERV Corporation since 2012. He is Independent Director of Information and Technology Academy (iAcademy) since 2010, Philippine Life Financial Assurance Corporation since 2012, and STI Education Systems Holdings, Inc. since 2013. He is also an Advisor of Radiowealth Finance Company, Inc. He is a former Chairman of the Board of Investments, Philippine Exports Zone Authority, National Development Corporation, Export Development Council, Micro, Medium and Small Enterprises Council (MSMED), Summer Institute of Linguistics (SIL), and Manila Tytana Colleges. He is a former Board Member of Metrobank, Land Bank of the Philippines, Philippine Airlines, Meralco, and Union Bank of the Philippines; former Governor/Trustee of the Asian Institute of Management, Management Association of the Philippines, and Bankers Association of the Philippines; and former Advisor of Philplans First, Inc.

As a top executive in the private sector, he has successfully managed celebrated firms and a universal bank in attaining industry leadership. As the youngest President and CEO of the Landbank of the Philippines at 42 years old, Lapus steered the bank from number 18 to become the 3rd biggest in the banking industry. As the first Filipino and the youngest Managing Director of the German multinational company Triumph International (Phils.), Inc. from 1979 to 1985, he led it to become the biggest manufacturing operation of its kind in the world, making it a top Philippine exporter and employer. At 23, he was the Chief Finance Officer (CFO) of the Ramcar Group where he engineered mergers and acquisitions which established Ramcar as the undisputed market leader in the country. At age 20, he was Auditor-



in-Charge and Management Consultant at SGV & Co., CPA's (1969-1973).

Dr. Lapus has the distinction of having served in the cabinets of three Philippine Presidents in the following capacities: Secretary of the Department of Trade and Industry, Secretary of the Department of Education, President and CEO of The Land Bank of the Philippines, and Undersecretary of the Department of Agrarian Reform. He had been elected as a member of the Philippine Congress for three consecutive terms in 1998 to 2007 where he spearheaded many famous legislation such as the 2005 Fiscal Reform Measures (EVAT, Sin Taxes, Tax Amnesty, and Attrition Law).

Dr. Lapus has been elected by the 180-country international organization, the United Nations Educational and Scientific Council (UNESCO) in Paris, France as a member of its Executive Board. He also served as the President of the South East Asian Ministers of Education Council (SEAMEO).

Dr. Lapus received his Doctor of Public Administration (Honoris Causa) from the Polytechnic University of the Philippines and his Master in Business Management from the Asian Institute of Management and is a Certified Public Accountant. He also pursued his post graduate studies in Investment Appraisal and Management from Harvard University, USA; Management of Transfer of Technology from INSEAD, France; Project Management from BITS, Sweden; Personal Financial Planning from UCLA, USA; and Cursos Internacionales from the Universidad de Salamanca, Spain.



FINANCIAL STATEMENTS



ANNEX

A - ECONOMIC

I. ANTI-CORRUPTION (205-2, 205-3)

DISCLOSURE	EMI 2022	EMI 2021
Percentage of employees to whom the organization's anti-corruption policies and procedures have been communicated to	100 ^d	100 ^{a,d,g}
Percentage of business partners to whom the organization's anti-corruption policies and procedures have been communicated to	100 ^d	100 ^{a,g}
Percentage of directors and management that have received anti-corruption training	100 ^e	100 ^d
Percentage of employees that have received anti-corruption training	100 ^e	100 ^d

Note: Data for this table is from: ^aEDI; ^bAWGI; ^cProgreen; ^dBF; ^eGES; ^fPD; and ^gWMG

DISCLOSURE	EMI 2022	EMI 2021
Number of incidents in which directors were removed or disciplined for corruption	0	0
Number of incidents in which employees were dismissed or disciplined for corruption	0	0
Number of incidents when contracts with business partners were terminated due to incidents of corruption	0	0

B - ENVIRONMENTAL

I. ENERGY CONSUMPTION OUTSIDE THE ORGANIZATION AND ENERGY INTENSITY (302-2, 303-3)

ENERGY CONSUMPTION OUTSIDE THE ORGANIZATION	EMI
UPSTREAM (MJ)	103,892,505.32
Delivery of raw materials and in-process materials	95,110,955.09
Retrieval of cullet	3,975,284.00
Delivery of fuel	1,914,821.61
Shuttle service	1,455,223.57
Delivery of MRO supplies	236,984.35
Diesel transportation	1,199,236.70
DOWNSTREAM (MJ)	58,839,281.42
Movement of finished goods	2,317,233.45
Diesel transportation by trucks and ship	56,522,047.97

DISCLOSURE	EMI
Total energy consumption within the organization (in gigajoules)	2,904,411.06
Total energy consumption outside the organization (in gigajoules)	162,731.79
Organization specific metric (revenue, in Php 1 million)	62,767.07
Energy intensity ratio within the organization (gigajoules/Php 1 million)	46.27
Energy intensity ratio outside the organization (gigajoules/Php 1 million)	1.93

II. MATERIALS (301-1, 301-2, 301-3)

MATERIALS USED BY WEIGHT OR VOLUME	EMI		UNIT
	2022	2021	
RENEWABLE			
Cullet	52,276,334.18	55,509,012.89	kg
Bottles	82,051,536.59	137,283.00	MT
Caps	1,108,973.19	1,750.00	MT
Labels	336,744.96	917.00	MT
Carton	3,909,178.03	6,027.00	MT
Lubricant	9.00	8.00	MT
Chemicals for cleaning and sanitation	4.08	11.00	MT
Other chemicals	216.23	210.00	MT
Semi-manufactured goods/consumables	62.04	26.00	MT
Sugarcane	21,311.00	201,925.33	MT
Bagasse		24,088,811.75	kg
Groundwater	281,856.54	2,421,027.00	cu.m
Molasses	91,070.00	300,000.00	MT
Process water		4,700.00	cu.m/day
Soft water		2,874.00	cu.m/day
Demineralized water		1,625.00	cu.m/day
Glass bottles	29,986.01	16,834.87	MT
Cardboard cases	1,277.35	1,114.58	MT
Pallets	725.07	944.19	MT
Anti-skid sheets, separators	68.16	37.82	MT
Paper stickers	46.16	43.29	MT
Cork	5.48	3.76	MT
Corrugated	478.14	473.33	MT
Glass	20,792.00	12,085.00	MT
Cardboard/paper	2,321.86	1,959.00	MT
Wood	16.47		MT
Metals such as aluminum	118.82	239.00	MT

EMI			
MATERIALS USED BY WEIGHT OR VOLUME	QUANTITY		UNIT
	2022	2021	
NON-RENEWABLE			
Diesel	671.74	675.13	T
Coal	14,054,756.00	28,769,224.55	kg
Silica	14,142,249.94	15,059,671.38	kg
Limestone	3,780,234.74	4,062,044.96	kg
Soda ash	4,351,038.02	4,656,544.85	kg
Feldspar	1,364,751.47	1,392,580.80	kg
Selenium	1,140.10	396.19	kg
Plastic	121.77	24.00	MT
Sodium sulfate	89,069.71	94,145.93	kg
Charcoal/activated carbon	14,684.62	15,854.73	kg
Paper and plastic	56.50	40.88	MT
Closures (plastic, aluminum)	438.76	295.51	MT
Gift boxes	12.26	4.99	MT
Sleeves	23.19	32.21	MT
Strapping and netting	9.77	9.83	MT
Metallic covers	290.51	177.57	MT
Plastic covers	2.66	8.85	kg
Plastic stickers	0.87	10.14	kg
Plastic capsule	0.86	0.55	kg
Crystal		144.00	MT
Laminates		8,554.00	MT
Sulfuric acid	62,965.00		kg
Antifoam	6,446.00		kg
Lime	190,880.00		kg
Phosphoric acid	1,014.00		kg
Flocculant	763.00		kg
Biocide	1,265.00		kg
Caustic soda	1,000.00		kg
Product blend	112,786.63		MT
Glue for label	33.60		MT
Glue for cases	41.20		MT
Coder ink	0.03		MT
Cork (wood covers)	0.85	0.66	MT

DISCLOSURE	EMI 2022	EMI 2021
Percentage of recycled input materials used to manufacture the organization's primary products and services	27.38*	2.5**

*Now includes data from AWGI and WMG

**Data does not include AWGI and WMG

III. EMISSIONS (305-4, 305-7)

DISCLOSURE	EMI 2022	EMI 2021
NO _x (kg/Ncm)	0.0006223 ^{a,b,d}	0.000835 ^{b,c}
SO _x (kg/Ncm)	0.0009826 ^{a,b,d}	0.001382 ^{b,c}
Particulate matter (kg/Ncm)	0.0001406 ^{a,b}	0.000025 ^{a,b}

Note: Data for this table is from: ^aEDI; ^bAWGI; ^cProgreen; ^dBF; ^eGES; ^fPD; and ^gWMG

DISCLOSURE	EMI
Total GHG emissions (in Tonnes CO2e)	261,781.51
Organization specific metric (revenue, in Php millions)	62,767.07
GHG emissions intensity ratio for the organization (Tonnes of CO2e/Php 1 million)	4.17

IV. SOLID AND HAZARDOUS WASTE (306-3, 306-4, 306-5)

EMI	
WASTE COMPOSITION	WASTE GENERATED (T)
NON-HAZARDOUS WASTES	
Distillery wastewater	158,000.00
Flint glass (reject glass from production)	15,524.07
Cullets	3,036.00
Wood	2,172.42
Fine cullet, sand, soil, and other contaminants of cullet from external sources	1,978.12
Glass	756.54
Glass cullets	632.23
Sludges (treatment plant)	624.76
Mixed recycling	585.90
Drum	566.26
Cartons	371.47
Paper	309.57
Cardboard, paper	260.61
Plastics	252.72
General waste (landfill)	208.94
Paper	102.20
Filtration waste	98.58
Assorted metals	80.52
Residual waste from production	72.80
Forestry biomass	71.12

EMI	
WASTE COMPOSITION	WASTE GENERATED (T)
Food waste	70.40
Plastic wrap	64.53
Compostable	55.20
Filter pads	40.68
Metal	38.50
Non-municipal waste	29.24
Cardboard	17.81
Sacks	16.10
Carbon	11.38
Residual waste	11.17
Scrap metals	11.00
General waste (energy recovery)	10.26
Scrap metals	5.07
Contaminated glass, plastic and metal containers	3.57
Assorted plastic	3.30
Textile waste	2.13
Recycled material build (material)	0.50
Drums	0.40
Sacks	0.30
Carboys	0.21
Edible oils and fats	0.05

EMI	
WASTE COMPOSITION	WASTE GENERATED (T)
HAZARDOUS WASTES	
Sludge and oil-contaminated water	300.00
Acid & caustic	203.38
Hydrochloric acid	77.46
Used oil	29.69
Caustic soda	28.96
Contaminated material	8.00
Resin	4.48
WEEE (waste electrical and electronic equipment)	3.38
Batteries	2.55
Resin	2.34
Grease waste	2.00
Adhesives, glues out of use	1.94
Contaminated containers	1.78
Used industrial oils	1.00
Electrical and electronic equipment waste	0.21
Contaminated plastic containers (wine with iodine and sulfuric)	0.13
Chemical products and laboratory reagents	0.13

EMI	
WASTE COMPOSITION	WASTE GENERATED (T)
Contaminated absorbents	0.11
Used mineral oils	0.10
Light bulbs	0.09
Oil filters	0.06
Contaminated metal containers	0.05
Septic tank waste	0.05
Hazardous/clinical	0.05
Contaminated materials and contaminated cloths	0.04
Fluorescent lamps	0.03
Aqueous solution of chemical products (laboratory)	0.02
Inks	0.02
Fluorescent tubes	0.01
Pathological waste	0.01
BFLs	0.01
Lightbulbs	0.01
Empty aerosols	0.00
Alkaline batteries	0.00
Used industrial oils	0.00
TOTAL WASTE GENERATED	186,846.18

C - SOCIAL

I. EMPLOYEE BREAKDOWN (2-7, 2-8)

DISCLOSURE	EMI 2022	EMI 2021
Total number of employees*	3,027	3,098
a. Number of female employees	801	742
b. Number of male employees	2,226	2,356
Attrition rate*	0.07	0.09
Ratio of lowest paid employee against minimum wage**	N/A	N/A

*Attrition rate = (# of new hires - # of turnover)/(average of total # of employees of the previous year and total # of employees of the current year)

**All salaries are paid above minimum wage.

II. NEW HIRES AND TURNS (401-1)

EMI				
AGE	NUMBER OF NEW HIRES BY GENDER		NUMBER OF TURNS BY GENDER	
	MALE	FEMALE	MALE	FEMALE
Below 30	195	172	119	108
30-50	286	73	175	49
Above 50	24	13	29	10

III. EMPLOYEE BENEFITS (401-2, 401-3)

LIST OF BENEFITS*	Y/N	% OF FEMALE EMPLOYEES WHO AVAILED FOR THE YEAR	% OF MALE EMPLOYEES WHO AVAILED FOR THE YEAR
Life insurance	Y	7.11	3.93
SSS**	Y	5.06	22.04
PhilHealth**	Y	2.80	10.77
Pag-IBIG**	Y	4.00	19.99
Parental leaves	Y	0.62	1.13
Vacation leaves	Y	7.31	10.05
Sick leaves	Y	1.30	7.11
Medical benefits (aside from PhilHealth)	Y	13.02	29.94
Housing assistance (aside from Pag-ibig)	Y	0.00	0.14
Retirement fund (aside from SSS)	Y	0.10	0.31

LIST OF BENEFITS*	Y/N	% OF FEMALE EMPLOYEES WHO AVAILED FOR THE YEAR	% OF MALE EMPLOYEES WHO AVAILED FOR THE YEAR
Further education support	Y	0.00	0.14
Company stock options	N	0.00	0.00
Telecommuting	Y	13.88	19.00
Flexible-working Hours	Y	1.50	1.61

*WMG not included in the computation of benefits due to unavailability of data.

**Spanish equivalent for BF (SSS, PhilHealth, and Pag-Ibig). Mexican equivalent for Pedro Domecq (SSS only).

EMI					
GENDER	TOTAL NUMBER OF EMPLOYEES				
	Entitled to Parental Leave	Employees who took Parental Leave	Employees who returned to work after parental leave ended	Employees who returned to work after parental leave ended who were still employed twelve months after their return to work	Returning from parental leave in the prior reporting period 2022
Male	292	41	42	42	35
Female	104	24	19	18	19

IV. OCCUPATIONAL HEALTH AND SAFETY (403-9, 403-10)

DISCLOSURE	EMI 2022	EMI 2021
Total safe man-hours	2,878,004.00*	4,839,444.90**
No. of work-related injuries	17	23
No. of work-related fatalities	0	0
No. of work related ill-health	8	39
No. of safety drills	35	22

*Total safe man-hours for 2022 covers the following business units: AWGI, EDI plants (Biñan and Sta. Rosa), Progreen, and Pedro Domecq.

**Total safe man-hours for 2021 covers all Emperador's business units.

V. EMPLOYEE TRAINING AND DEVELOPMENT (404-1, 404-3)

	EMI (BY GENDER)	
	MALE	FEMALE
Average training hours	6.18	10.30
Percentage (%) of employees receiving performance reviews	75	75

	EMI (BY EMPLOYEE CATEGORY)		
	SENIOR MANAGEMENT	MIDDLE MANAGEMENT	RANK AND FILE
Average training hours	13.33	12.94	5.43
Percentage (%) of employees receiving performance reviews	91	85	71

VI. DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES (405-1)

	EMI (BY AGE)			
	BOARD OF DIRECTORS	SENIOR MANAGEMENT	MIDDLE MANAGEMENT	RANK AND FILE
Under 30	0	2	47	760
30-50	2	128	224	1,446
Over 50	5	48	65	307

	EMI (BY GENDER)			
	BOARD OF DIRECTORS	SENIOR MANAGEMENT	MIDDLE MANAGEMENT	RANK AND FILE
Male	6	127	243	1,856
Female	1	51	93	657

VII. RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN (405-2)

	WMG	
	MALE	FEMALE
Senior management	1.18	1
Middle management	0.89	1
Rank and file	1.09	1

**Data on the ratio of basic salary and remuneration of women to men for EMI and BF was omitted because it is incomplete.*

D - PERFORMANCE

I. ECONOMIC PERFORMANCE (201-1)

DISCLOSURE	AMOUNT 2022	AMOUNT 2021	UNIT
Direct economic value generated (revenue)	62,767,070,369	55,936,272,323	Php
Direct economic value distributed:			
a. Operating costs	39,702,200,408	33,309,784,267	Php
b. Employee wages and benefits	3,763,949,026	1,838,913,379	Php
c. Payments to suppliers, other operating costs	6,771,911,244	5,091,450,636	Php
d. Taxes given to government	610,430,573	5,839,745,319	Php
e. Investments to community (e.g. donations, CSR)	1,624,642,622	2,859,771,669	Php
f. Investments to community (e.g. donations, CSR)	13,180,069	2,395,400	Php

GRI CONTENT INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		GRI SECTOR STANDARD REF. NO.
			REASON	EXPLANATION / DIRECT ANSWER	
GENERAL DISCLOSURES					
GRI 2: General Disclosures 2021	2-1 Organizational details	2, 8, 11-16			
	2-2 Entities included in the organization's sustainability reporting	2, 8			
	2-3 Reporting period, frequency and contact point	2			
	2-4 Restatements of information	34, 38, 40, 43			
	2-5 External assurance	None			
	2-6 Activities, value chain and other business relationships	8, 11-16, 57			
	2-7 Employees	96			
	2-8 Workers who are not employees	96			
	2-9 Governance structure and composition			See Organizational Chart on Emperador Inc.'s corporate website	
	2-10 Nomination and selection of the highest governance body			See Board Committees on Emperador Inc.'s website	
	2-11 Chair of the highest governance body	80			
	2-12 Role of the highest governance body in overseeing the management of impacts	28			
	2-13 Delegation of responsibility for managing impacts			The Management will coordinate with the governing bodies to settle any unfavorable decisions that may cause disruptions in the operations or penalties. While on the process of the appeal, all necessary mitigating measures should be done at once and document. Effectiveness of the mitigating measures will also be reviewed by the governing bodies	
	2-14 Role of the highest governance body in sustainability reporting	28			
	2-15 Conflicts of interest			See Code of Business Conduct and Ethics on Emperador Inc.'s website	

STATEMENT OF USE	Emperador Inc. has reported in accordance with the GRI Standards for the period 01 January 2022 to 31 December 2022.
GRI 1 USED	GRI 1: Foundation 2021
APPLICABLE GRI SECTOR STANDARD(S)	None

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		GRI SECTOR STANDARD REF. NO.
			REASON	EXPLANATION / DIRECT ANSWER	
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	75			
	2-17 Collective knowledge of the highest governance body	80			
	2-18 Evaluation of the performance of the highest governance body			See Board Committees on Emperador Inc.'s website	
	2-19 Remuneration policies			Payment based on individual performance and gender equality plan	
	2-20 Process to determine remuneration			Annual individual performance assessment and salary grading level according to responsibilities, knowledge and experiences	
	2-21 Annual total compensation ratio		Confidentiality constraints	Compensation is confidential information.	
	2-22 Statement on sustainable development strategy	6			
	2-23 Policy commitments	75-78			
	2-24 Embedding policy commitments	73			
	2-25 Processes to remediate negative impacts			See Code of Business Conduct and Ethics on Emperador Inc.'s website	
	2-26 Mechanisms for seeking advice and raising concerns	70			
	2-27 Compliance with laws \and regulations	46, 62			
	2-28 Membership associations			EDI: Philippine Chamber of Food Manufacturers Inc.; The British Chamber of Commerce of the Philippines AWGI: Glass Manufacturers Association of the Philippines (GMAP) Progreen: Center for Alcohol Research and Development (CARD); Ethanol Producers Association of the Philippines (EPAP) GES: Board of Control of the Denomination of Origin "Jerez-Xéres-	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		GRI SECTOR STANDARD REF. NO.
			REASON	EXPLANATION / DIRECT ANSWER	
GRI 2: General Disclosures 2021				Sherry"; Board of Control of the Geographical Indication Brandy de Jerez; Spanish Spirits Federation; Spanish Wine Federation; Wineries Federation of the Jerez area (FEDEJEREZ); Interprofessional Organization of Wine in Spain (Organización Interprofesional del Vino en España); Spanish Association for Quality WMG : Scotch Whisky Association; The Wine and Spirit Trade Association; Drinkaware; Portman Group	
	2-29 Approach to stakeholder engagement	28			
	2-30 Collective bargaining agreements	64			
MATERIAL TOPICS					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	28			
	3-2 List of material topics	28			
ECONOMIC PERFORMANCE					
GRI 3: Material Topics 2021	3-3 Management of material topics	21			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	101			
	201-2 Financial implications and other risks and opportunities due to climate change			See page 218 of SEC 17-A Annex A 2022	
	201-3 Defined benefit plan obligations and other retirement plans	51			
	201-4 Financial assistance received from government		Information unavailable/incomplete	We are unable to disclose information on a subsidiary level. Consolidating the data poses challenges.	
MARKET PRESENCE					
GRI 3: Material Topics 2021	3-3 Management of material topics	11			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	51			
	202-2 Proportion of senior management hired from the local community	51			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		GRI SECTOR STANDARD REF. NO.
			REASON	EXPLANATION / DIRECT ANSWER	
INDIRECT ECONOMIC IMPACTS					
GRI 3: Material Topics 2021	3-3 Management of material topics		Not applicable	Not identified as material to EMI	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported		Not applicable	Not identified as material to EMI	
	203-2 Significant indirect economic impacts		Not applicable	Not identified as material to EMI	
PROCUREMENT PRACTICES					
GRI 3: Material Topics 2021	3-3 Management of material topics		Not applicable	Not identified as material to EMI	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers		Not applicable	Not identified as material to EMI	
ANTI-CORRUPTION					
GRI 3: Material Topics 2021	3-3 Management of material topics	71			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption			Emperador Inc. has found no significant risks related to corruption for the reporting period.	
	205-2 Communication and training about anti-corruption policies and procedures	90			
	205-3 Confirmed incidents of corruption and actions taken	90			
ANTI-COMPETITIVE BEHAVIOR					
GRI 3: Material Topics 2021	3-3 Management of material topics	69			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	69			
TAX					
GRI 3: Material Topics 2021	3-3 Management of material topics		Not applicable	Not identified as material to EMI	
GRI 207: Tax 2019	207-1 Approach to tax		Not applicable	Not identified as material to EMI	
	207-2 Tax governance, control, and risk management		Not applicable	Not identified as material to EMI	
	207-3 Stakeholder engagement and management of concerns related to tax		Not applicable	Not identified as material to EMI	
	207-4 Country-by-country reporting		Not applicable	Not identified as material to EMI	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		GRI SECTOR STANDARD REF. NO.
			REASON	EXPLANATION / DIRECT ANSWER	
MATERIALS					
GRI 3: Material Topics 2021	3-3 Management of material topics	47			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	91-92			
	301-2 Recycled input materials used	93			
	301-3 Reclaimed products and their packaging materials		Information unavailable/incomplete	EMI was unable to properly identify the reclaimed products for this reporting period.	
ENERGY					
GRI 3: Material Topics 2021	3-3 Management of material topics	34			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	34			
	302-2 Energy consumption outside of the organization	90			
	302-3 Energy intensity	91			
	302-4 Reduction of energy consumption	34			
	302-5 Reductions in energy requirements of products and services		Confidentiality constraints	Volume produced is confidential informaion.	
WATER AND EFFLUENTS					
GRI 3: Material Topics 2021	3-3 Management of material topics	43-44			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	43-44			
	303-2 Management of water discharge-related impacts	43-44			
	303-3 Water withdrawal	43			
	303-4 Water discharge	43			
	303-5 Water consumption	43			
BIODIVERSITY					
GRI 3: Material Topics 2021	3-3 Management of material topics		Not applicable	Not identified as material to EMI	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		Not applicable	Not identified as material to EMI	
	304-2 Significant impacts of activities, products and services on biodiversity		Not applicable	Not identified as material to EMI	

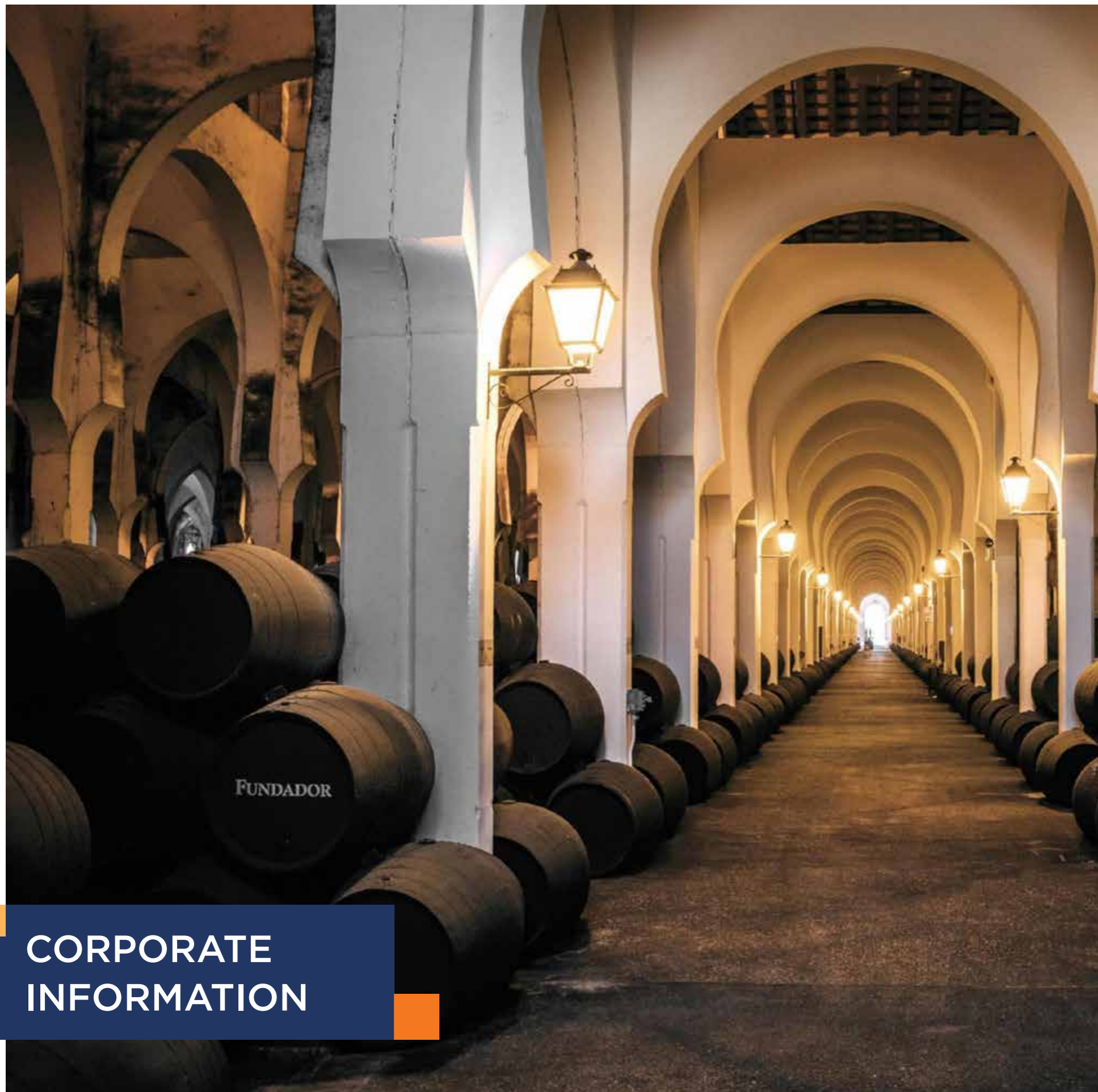
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		GRI SECTOR STANDARD REF. NO.
			REASON	EXPLANATION / DIRECT ANSWER	
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored		Not applicable	Not identified as material to EMI	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		Not applicable	Not identified as material to EMI	
EMISSIONS					
GRI 3: Material Topics 2021	3-3 Management of material topics	38-39			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	38			
	305-2 Energy indirect (Scope 2) GHG emissions	38			
	305-3 Other indirect (Scope 3) GHG emissions	38			
	305-4 GHG emissions intensity	93			
	305-5 Reduction of GHG emissions	38			
	305-6 Emissions of ozone-depleting substances (ODS)		Not applicable	EMI does not produce, import, and/or export ODS	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	93			
WASTE					
GRI 3: Material Topics 2021	3-3 Management of material topics	40-41			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	40-41			
	306-2 Management of significant waste-related impacts	40-41			
	306-3 Waste generated	40			
	306-4 Waste diverted from disposal	40			
	306-5 Waste directed to disposal	40			
SUPPLIER ENVIRONMENTAL ASSESSMENT					
GRI 3: Material Topics 2021	3-3 Management of material topics	63			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	63			
	308-2 Negative environmental impacts in the supply chain and actions taken	63			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		GRI SECTOR STANDARD REF. NO.
			REASON	EXPLANATION / DIRECT ANSWER	
EMPLOYMENT					
GRI 3: Material Topics 2021	3-3 Management of material topics	51			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	96			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	97			
	401-3 Parental leave	97			
LABOR/MANAGEMENT RELATIONS					
GRI 3: Material Topics 2021	3-3 Management of material topics	64			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	64			
OCCUPATIONAL HEALTH AND SAFETY					
GRI 3: Material Topics 2021	3-3 Management of material topics	52-54			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	52-54			
	403-2 Hazard identification, risk assessment, and incident investigation	52-54			
	403-3 Occupational health services	52-54			
	403-4 Worker participation, consultation, and communication on occupational health and safety	52-54			
	403-5 Worker training on occupational health and safety	52-54			
	403-6 Promotion of worker health	52-54			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	52-54			
	403-8 Workers covered by an occupational health and safety management system	52-54			
	403-9 Work-related injuries	52-54, 98			
	403-10 Work-related ill health	52-54, 98			
OCCUPATIONAL HEALTH AND SAFETY					
GRI 3: Material Topics 2021	3-3 Management of material topics	50-51			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		GRI SECTOR STANDARD REF. NO.
			REASON	EXPLANATION / DIRECT ANSWER	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	50, 98			
	404-2 Programs for upgrading employee skills and transition assistance programs	50-51			
	404-3 Percentage of employees receiving regular performance and career development reviews	98			
DIVERSITY AND EQUAL OPPORTUNITY					
GRI 3: Material Topics 2021	3-3 Management of material topics	57			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	57			
	405-2 Ratio of basic salary and remuneration of women to men	101			
NON-DISCRIMINATION					
GRI 3: Material Topics 2021	3-3 Management of material topics		Not applicable	Not identified as material to EMI	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		Not applicable	Not identified as material to EMI	
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING					
GRI 3: Material Topics 2021	3-3 Management of material topics	64			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk			Emperador's operations abide by laws and regulations regarding employment and labor rights. None of its operations currently present a risk to the right to freedom of association and collective bargaining.	
CHILD LABOR					
GRI 3: Material Topics 2021	3-3 Management of material topics	64			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	64			
FORCED OR COMPULSORY LABOR					
GRI 3: Material Topics 2021	3-3 Management of material topics	64			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	64			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		GRI SECTOR STANDARD REF. NO.
			REASON	EXPLANATION / DIRECT ANSWER	
SECURITY PRACTICES					
GRI 3: Material Topics 2021	3-3 Management of material topics	72			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	72			
RIGHTS OF INDIGENOUS PEOPLES					
GRI 3: Material Topics 2021	3-3 Management of material topics		Not applicable	Not identified as material to EMI	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples		Not applicable	Not identified as material to EMI	
LOCAL COMMUNITIES					
GRI 3: Material Topics 2021	3-3 Management of material topics	59			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	59			
	413-2 Operations with significant actual and potential negative impacts on local communities	59			
SUPPLIER SOCIAL ASSESSMENT					
GRI 3: Material Topics 2021	3-3 Management of material topics	63			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	63			
	414-2 Negative social impacts in the supply chain and actions taken	63			
PUBLIC POLICY					
GRI 3: Material Topics 2021	3-3 Management of material topics		Not applicable	Not identified as material to EMI	
GRI 415: Public Policy 2016	415-1 Political contributions		Not applicable	Not identified as material to EMI	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		GRI SECTOR STANDARD REF. NO.
			REASON	EXPLANATION / DIRECT ANSWER	
CUSTOMER HEALTH AND SAFETY					
GRI 3: Material Topics 2021	3-3 Management of material topics	58			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories			In 2022, EDI, GES, and WMG have assessed 100% of their significant product and service categories for health and safety impacts.	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	58			
MARKETING AND LABELING					
GRI 3: Material Topics 2021	3-3 Management of material topics	61			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	61			
	417-2 Incidents of non-compliance concerning product and service information and labeling			EMI has had zero incidents of non-compliance concerning product and service information and labeling.	
	417-3 Incidents of non-compliance concerning marketing communications			EMI has had zero incidents of non-compliance concerning marketing communications.	
CUSTOMER PRIVACY					
GRI 3: Material Topics 2021	3-3 Management of material topics	66			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	66			



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DATE OF PUBLIC LISTING

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