EVERWOODS GREEN RESOURCES AND HOLDINGS, INC.

2025 SUSTAINABILITY REPORT

Contextual Information

Company Details	
Name of Organization	EVERWOODS GREEN RESOURCES AND HOLDINGS, INC.
Location of Headquarters	3/F Manila Real Residences, 1129 J. Natividad Lopez St. Ermita Manila
Location of Operations	Manila (Parent) | Nasugbu, Batangas (Subsidiaries)
Report Boundary: Legal entities (e.g. subsidiaries) included in this report*	EVERWOODS MANAGEMENT AND DEVELOPMENT INC. AGRIWAVE INC.
Business Model, including Primary Activities, Brands, Products, and Services	Holding Eco-tourism Agricultural crops
Reporting Period	December 31, 2025
Highest Ranking Person responsible for this report	Joel T. Go | President

**If you are a holding company, you could have an option whether to report on the holding company only or include the subsidiaries. However, please consider the principle of materiality when defining your report boundary.*

Materiality Process

Explain how you applied the materiality principle (or the materiality process) in identifying your material topics.[1]
The materiality process of the Group is guided by the Global Reporting Initiative (GRI) principles for defining material topics in terms of economic, environmental and social impacts that would significantly affect or influence the decision of our stakeholders. Due to the Company and Subsidiaries' short-term business operation in 2025, the material topics identified are limited as to the quantifiable/determinable information as of date of this report. The Group will continue to report material topics in the ensuing years as applicable.

SUBSCRIBE AND SWORN TO BEFORE ME THIS APR 13 2026

GERSON B. GAMAS
Notary Public for the City of Manila
Notarial Commission No. 2025-156 Valid Until Dec. 31, 2026
2nd Floor, Citadel Bldg., Railroad Drive, Brgy. 653, District V, Port Area, 1018, Manila, Metro Manila
Roll No. 72250
IBP No. 572978; 12-26-2025 until 12-31-26
PTR No. 0367547; 01-05-2026; until 12-31-26 City of Manila
MCLE Compliance No. VIII-0010142, Valid Until April 14, 2028

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BOOK NO. XXI
SERIES OF 2026

[1] See GRI 102-46 (2016) for more guidance.

ECONOMIC

Economic Performance

Direct Economic Value Generated and Distributed

Disclosure	**Amount**	**Units**
Direct economic value generated (revenue)	11,791,245.00	Php
Direct economic value distributed:		
a. Operating costs	11,765,344.90	Php
b. Employee wages and benefits	4,212,211.45	Php
c. Payments to suppliers, other operating costs	1,120,366.79	Php
d. Dividends given to stockholders and interest payments to loan providers	1,369,895.48	Php
e. Taxes given to government	275,385.50	Php
f. Investments to community (e.g. donations, CSR)	–	Php

What is the impact and where does it occur? What is the organization's involvement in the impact?	**Which stakeholders are affected?**	**Management Approach**
Jobs saved and created during the pandemic. *Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)* Even before the pandemic, the Company ceased its mall operations and was in the early stages of exploring new business directions with a minimal workforce. When the pandemic happened, it made a concerted effort to retain employees and sustain their salaries. The Company also supported its staff by allowing vacation leaves and implementing work-from-home arrangements.	*Employees and Community*	*What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?* As the effects of the pandemic began to subside, management renewed its strategic planning efforts to determine the most viable industry for the group's future. Ultimately, the Company decided to pivot towards agriculture and eco-tourism—sectors that were both resilient and aligned with the values highlighted during the pandemic. In 2023, the Company began drafting the necessary policies to support this new direction and continues to develop the remaining required policies, charters, and governance frameworks.

What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach

Identify risk/s related to material topic of the organization
 	
The potential risks related to the shift toward agriculture and eco-tourism projects:
• **Environmental Risks**
  ○ Natural disasters (e.g., typhoons, landslides, floods) affecting agricultural productivity or eco-tourism sites
  ○ Soil degradation or poor land suitability despite initial studies
  ○ Impact of climate change on long-term viability
• **Regulatory and Legal Risks**
  ○ Delays in securing permits, land use clearances, and environmental compliance
  ○ Changes in government regulations affecting land development or agricultural activities
• **Financial Risks**
  ○ High capital expenditure with uncertain return on investment (ROI)
  ○ Unforeseen operational costs during development and early operations
  ○ Access to funding or credit
• **Market and Demand Risks**
  ○ Fluctuations in commodity prices
	Shareholders, Employees and Community	Mitigation strategies for the identified risks:
		• **Environmental Risks**
		  ○ Conduct detailed environmental impact assessments
		  ○ Implement sustainable farming and tourism practices
		  ○ Design infrastructure with climate resilience in mind
		• **Regulatory and Legal Risks**
		  ○ Engage legal and compliance experts early in the process
		  ○ Maintain close coordination with local and national government agencies
		  ○ Regularly monitor regulatory changes
		• **Financial Risks**
		  ○ Develop a phased investment plan and maintain financial buffers
		  ○ Seek diverse funding sources (e.g., investors, grants, loans)
		  ○ Conduct rigorous financial feasibility studies
		• **Market and Demand Risks**
		  ○ Perform in-depth market research and continuously monitor trends
		  ○ Develop flexible business models and diversified offerings
		  ○ Invest in targeted marketing and partnerships
		• **Operational Risks**
		  ○ Hire experienced professionals and provide staff training
		  ○ Establish strong project management systems

<table>
<tr>
<td>affecting agricultural income
Competition from established players in both sectors
Operational Risks
Difficulty in hiring and retaining qualified personnel
Project delays due to logistical or supply chain issues
Social and Community Risks
Displacement or disruption to indigenous or local populations
Reputational Risks
Negative public perception if sustainability goals are not met
Criticism from stakeholders over land use or environmental impact</td>
<td></td>
<td>Build reliable supplier and logistics networks
Social and Community Risks
Conduct stakeholder consultations and community engagement
Offer community development programs and local employment
Respect local cultures and integrate them into project design
Reputational Risks
Uphold transparency and corporate social responsibility
Regularly communicate progress and sustainability efforts
Ensure compliance with ethical and environmental standards</td>
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<tr>
<td>What are the Opportunity/ies Identified?</td>
<td>Which stakeholders are affected?</td>
<td>Management Approach</td>
</tr>
<tr>
<td>Identify the opportunity/ies related to material topic of the organization

Agriculture Opportunities
High Local and Global Demand
Strong domestic demand for fresh produce and agri-based products
Potential for export of high-value crops
Government Support
Incentives and funding under programs from the Department of Agriculture (DA),</td>
<td>Employees and Community</td>
<td>Management approaches to effectively leverage the opportunities in agriculture and eco-tourism projects:

Strategic Planning & Vision Alignment
Develop a clear long-term vision aligning agriculture and eco-tourism with sustainable development goals.
Set measurable targets for economic, environmental, and social outcomes.
Stakeholder Engagement
Collaborate with local communities, government agencies (DA, DOT, DENR), and NGOs.
Establish participatory planning processes to ensure community ownership and support.</td>
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Land Bank, and other agencies o Policies promoting food security and agribusiness development • **Climate and Natural Resources** o Fertile soil and favorable climate for year-round cultivation o Availability of underutilized agricultural land • **Technological Advancement** o Growing access to agri-tech solutions (e.g., smart farming, drip irrigation) o Potential for mechanization and increased productivity • **Sustainable Agriculture Trends** o Rising consumer interest in organic and sustainable products o Growing support for farm-to-table initiatives and local sourcing **Eco-Tourism Opportunities** • **Rich Natural Attractions** o Biodiverse ecosystems, scenic landscapes, and protected areas ideal for eco-tourism o Philippines as a top destination for nature lovers and adventure travelers • **Cultural and Community-Based Tourism** o Opportunities to integrate local		**Capacity Building** • Invest in training for local workers in sustainable farming, eco-tourism operations, and hospitality. • Partner with academic and training institutions for technical support. **Sustainable and Inclusive Business Models** • Implement eco-friendly practices (e.g., organic farming, low-impact tourism infrastructure). • Promote inclusive models such as agri-tourism cooperatives and community-managed sites. **Market Development** • Conduct targeted marketing focused on eco-conscious travelers and health-conscious consumers. • Build strong branding around local identity, sustainability, and authenticity. **Risk and Resource Management** • Integrate climate resilience and disaster preparedness into operations. • Optimize use of natural resources through smart agriculture and green technologies. **Policy and Compliance Integration** • Ensure full compliance with environmental, agricultural, and tourism regulations. • Monitor and adapt to policy shifts to stay eligible for incentives and support. **Performance Monitoring and Evaluation** • Establish key performance indicators (KPIs) across financial, social, and environmental dimensions. • Use data-driven decision-making and regular reporting for continuous improvement.

heritage, crafts, and indigenous practices into tourism offerings o Promotion of inclusive growth through community participation • **Growing Domestic Tourism Market** o Increasing interest in local travel and nature-based experiences post-pandemic o Government initiatives (e.g., DOT’s sustainable tourism programs) supporting eco-tourism growth • **Sustainability Trend** o Global shift toward sustainable travel, favoring eco-tourism ventures o Potential for partnerships with NGOs and international agencies supporting conservation • **Job Creation and Inclusive Development** o Potential to generate employment in rural areas o Opportunities for skills training and microenterprise development		

Climate-related risks and opportunities[2]

Governance	Strategy	Risk Management	Metrics and Targets
Disclose the organization's governance around climate-related risks and opportunities The Company shall establish a governance structure to oversee climate-related risks and opportunities, integrated into its overall risk management and strategic planning processes. **Board Oversight**: The Board of Directors, through the Audit and Risk Committee, provides oversight on climate-related issues, including environmental compliance, risk exposure, and sustainability initiatives. Climate risks and opportunities are reviewed as part of the enterprise risk management (ERM) framework. **Management Responsibility**: A dedicated Sustainability or ESG (Environmental, Social, and Governance) Committee, composed of senior management, leads the identification, assessment, and integration of climate-related risks and opportunities into business strategies. This includes overseeing	*Disclose the actual and potential impacts[16] of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material* The Company's shift to agriculture and eco-tourism is a strategic response to climate-related risks and opportunities. **Actual Impacts**: • Weather disruptions have affected operations and project timelines. • Compliance and adaptation measures have increased operational costs. • Market trends show rising demand for sustainable products and experiences. **Potential Impacts**: • Climate considerations influence asset selection, land use, and infrastructure planning. • Financial plans now include	*Disclose how the organization identifies, assesses, and manages climate-related risks* The Company shall adopt a structured approach to manage climate-related risks across its agriculture, eco-tourism, and leisure developments: **Identification** • Climate risks are identified through environmental impact assessments (EIAs), geohazard studies, and site-specific climate vulnerability analyses. • Key risks include extreme weather events, flooding, drought, and long-term changes in rainfall and temperature patterns. **Assessment** • Risks are assessed based on likelihood, severity of impact, and exposure of assets and operations. • Climate risk mapping and	*Disclose the metrics and targets used to assess and manage relevant climate- related risks and opportunities where such information is material* The Company shall use the following metrics and targets to assess and manage material climate-related risks and opportunities: • **Sustainable Land Use**: Percentage of land developed using climate-resilient or sustainable design principles (target: 100% of new projects). • **Resource Efficiency**: Water and energy consumption per project monitored, with annual reduction targets of 5%. • **Resilience Measures**: Number of projects with integrated climate adaptation features (target: all new agriculture and eco-tourism/ leisure projects).

[2] Adopted from the Recommendations of the Task Force on Climate-Related Financial Disclosures. The TCFD Recommendations apply to non- financial companies and financial-sector organizations, including banks, insurance companies, asset managers and asset owners. [16] For this disclosure, impact refers to the impact of climate-related issues on the company.

adaptation measures, emission reduction efforts, and green project development. **Cross-Functional Coordination**: Key departments such as Operations, Legal, and Strategic Planning work collaboratively to implement climate-resilient practices and ensure alignment with regulatory requirements and sustainability goals. **Monitoring and Reporting**: Climate-related performance is regularly monitored, with updates provided to the Board. The Company discloses its progress through sustainability reports.	climate risk buffers and investments in resilience. • New opportunities include access to green financing, incentives, and enhanced brand reputation through sustainability leadership.	scenario analysis guide land use planning and project design. • Financial and operational impacts are integrated into feasibility and investment evaluations. **Management** • Risk mitigation strategies include: - Climate-resilient infrastructure (e.g., elevated structures, flood controls) - Sustainable farming practices (e.g., drought-resistant crops, soil conservation) - Eco-tourism designs that minimize environmental footprint • Projects follow government climate regulations and align with national adaptation and sustainability frameworks. • Ongoing monitoring and adaptive management are implemented to respond to evolving climate conditions.	

Recommended Disclosures			
a) *Describe the board's oversight of climate-related risks and opportunities* **Board Oversight**: The Board of Directors, through the Audit and Risk Committee, provides oversight on climate-related issues, including environmental compliance, risk exposure, and sustainability initiatives. Climate risks and opportunities are reviewed as part of the enterprise risk management (ERM) framework.	a) *Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term* **Short Term (1–3 years):** • **Risks**: Weather disruptions (e.g., typhoons, floods) affecting construction and crop cycles. • **Opportunities**: Growing demand for sustainable tourism and organic produce. **Medium Term (3–7 years):** • **Risks**: Shifting rainfall patterns impacting agricultural productivity and water availability. • **Opportunities**: Access to green financing, government support, and stronger market positioning through sustainability efforts. **Long Term (7+ years):** • **Risks**: Long-term climate shifts (e.g., rising temperatures, sea level rise)	a) *Describe the organization's processes for identifying and assessing climate-related risks* Same as above answer.	a) *Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process* • **Climate Risk Exposure Score:** Internal scoring of project sites based on vulnerability to climate hazards (e.g., floods, droughts). • **Sustainability Integration: Percentage of projects with climate-** resilient or sustainable design features. • **Resource Efficiency Metrics:** Tracking of water and energy use per project to assess environmental impact. • **Compliance Rate:** Adherence to environmental and climate-related regulations and standards.

	threatening land viability and tourism appeal. • **Opportunities**: Strengthening brand as a climate-resilient business and scaling sustainable, low-impact developments.		
b) Describe management's role in assessing and managing climate-related risks and opportunities **Management Responsibility**: A dedicated Sustainability or ESG (Environmental, Social, and Governance) Committee, composed of senior management, leads the identification, assessment, and integration of climate-related risks and opportunities into business strategies. This includes overseeing adaptation measures, emission reduction efforts, and green project development.	*b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.* Climate-related risks have influenced the Company's decision to shift from mall operations to agriculture and eco-tourism, focusing on more sustainable and resilient sectors. These risks have affected site selection, project design, and construction timelines. Opportunities from rising demand for sustainable practices have shaped the Company's strategy, guiding investment in green infrastructure and climate-smart agriculture. Financial planning now includes climate risk assessments, adaptation costs, and access to green financing options.	b*) Describe the organization's processes for managing climate-related risks* Same as above answer.	b*) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets* Same as above answer.

	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios including a 2°C or lower scenario Since the Company is not yet operational, the Company's strategy has not been stress-tested against multiple climate scenarios, including a 2°C or lower pathway.	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management The Company shall integrate climate-related risk identification, assessment, and management into its overall risk management framework. Climate risks are evaluated alongside financial, operational, and strategic risks through the enterprise risk management (ERM) process. Site assessments, feasibility studies, and environmental analyses help identify exposure to climate hazards. These risks are prioritized based on impact and likelihood, and corresponding mitigation strategies are incorporated into project planning, investment decisions, and policy development. Regular reporting shall ensure alignment with the Company's sustainability goals and regulatory requirements.	

Procurement Practices

Proportion of spending on local suppliers

Disclosure	Quantity	Units
Percentage of procurement budget used for significant locations of operations that is spent on local suppliers	100	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Identify the impact and where it	*(e.g. employees,*	*What policies, commitments, goals and*
occurs (i.e., primary business operations and/or supply chain) Despite operating with a lean workforce, the Group continues to prioritize robust procurement processes by upholding strong internal controls. These include implementing a clear chain of approvals, conducting thorough evaluations of supplier credentials, requiring a minimum of three competitive bids for each procurement, and ensuring proper segregation of duties. These measures help maintain transparency, reduce risk, and support cost-effective and accountable purchasing decisions. *Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)* The procurement practices and internal controls mentioned—such as approval chains, supplier evaluations, competitive bidding, and segregation of duties—are directly implemented and managed by the organization. These actions are internal operational decisions and reflect the organization's own procedures and governance, rather	*community, suppliers, government, vulnerable groups)* Employees, suppliers, customers	*targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?* To manage the material topic of procurement practices and internal controls, the group shall implement the following: 1. Policies Procurement Policy: Defines ethical and efficient purchasing practices. Internal Control Policy: Ensures transparency and accountability through clear approval processes. Supplier Code of Conduct: Sets ethical standards for suppliers. 2. Commitments Ethical Procurement Commitment: Ensures integrity and fairness in procurement. Sustainability Commitment: Focuses on eco-friendly and socially responsible sourcing. 3. Goals and Targets Cost-Efficiency Goal: Ensures value-driven purchasing. Supplier Diversity Target: Aims to engage a broad range of suppliers.

than being the result of external business relationships. Thus, the impact (transparency, risk reduction, and cost-effectiveness in procurement) is a direct result of the organization's own actions and systems.		Risk Mitigation Target: Reduces procurement-related risks.
What are the Risk/s Identified?	**Which stakeholders are affected?**	**Management Approach**
Identify risk/s related to material topic of the organization The potential risks related to the procurement practices and internal controls mentioned above: Supplier Risk: Dependence on suppliers who may fail to meet ethical, quality, or delivery standards. Fraud and Corruption: Risk of unethical practices, such as kickbacks or dishonest dealings, despite internal controls. Non-Compliance: Risk of failing to comply with legal and regulatory requirements, leading to penalties or reputational damage. Operational Disruptions: Supplier failure, delays, or quality issues could disrupt business operations. Cost Overruns: Procurement decisions that fail to meet cost-effectiveness goals may lead to budget overruns. Reputation Damage: Ethical lapses in procurement, such as engaging with suppliers with poor labor practices, could harm the organization's public image. Supply Chain Vulnerability: Over-reliance on a small number of suppliers can lead to supply chain bottlenecks or risks from external	Employees, suppliers, customers	• **Supplier Risk**, **Fraud and Corruption, Reputation Damage, Non-Compliance**: Implement strict compliance with policies, internal controls, audits, and a code of ethics. • **Operational Disruptions**: Develop contingency plans and maintain strong supplier relationships. • **Cost Overruns**: Establish clear budget guidelines and use competitive bidding processes. • **Supply Chain Vulnerability**: Diversify suppliers and build flexibility in the supply chain. • **Supplier Disputes**: Clear contract terms, regular communication, and dispute resolution mechanisms.

factors (e.g., natural disasters or geopolitical tensions). Supplier Disputes: Legal or contractual disputes with suppliers can lead to financial loss or project delays.		
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	**Management Approach**
Identify the opportunity/ies related to material topic of the organization The potential opportunities related to the procurement practices and internal controls: Cost Savings, Supplier Innovation, Sustainability, Strong Supplier Relationships, Risk Reduction and Operational Efficiency.	Employees, suppliers, customers	To take advantage of these opportunities, the group focuses on building strong, collaborative relationships with suppliers, especially those who are innovative and sustainable. Streamlining procurement processes and using technology can help reduce costs and improve efficiency.

Anti-corruption

Training on Anti-corruption Policies and Procedures

Disclosure	Quantity	Units
Percentage of employees to whom the organization's anti-corruption policies and procedures have been communicated to	100	%
Percentage of business partners to whom the organization's anticorruption policies and procedures have been communicated to	100	%
Percentage of directors and management that have received anticorruption training	100	%
Percentage of employees that have received anti-corruption training	0	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Identify the impact and where it occurs (i.e., primary business operations and/or supply chain) Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship) The impact of anti-corruption policies and procedures is to ensure ethical business practices, reduce the risk of bribery and fraud, and promote transparency across all operations. These policies shall be implemented across procurement, financial transactions, and supplier relationships, helping to maintain a fair and accountable environment. The organization's involvement in this impact is direct, as it actively enforces these policies through internal controls, employee training, audits, and monitoring systems, thereby reducing corruption risks and maintaining trust with stakeholders.	*(e.g. employees, community, suppliers, government, vulnerable groups)* Employees and suppliers	*What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?* To manage anti-corruption policies and procedures, the organization shall have the following: Policies: Anti-corruption and anti-bribery policy, code of conduct. Commitments: Commitment to ethical business practices and compliance with laws. Grievance Mechanisms: Whistleblower hotline, anonymous reporting channels. Initiatives: Regular audits, corruption risk assessments, supplier code of conduct enforcement.
What are the Risk/s Identified?	**Which stakeholders are affected?**	**Management Approach**
Identify risk/s related to material topic of the organization **Non-compliance**: Failure to adhere to regulations, leading to legal penalties. **Employee Misconduct**: Employees circumventing policies, engaging in bribery or fraud. **Reputation Damage**: Loss of trust if corruption is exposed.	Employees and suppliers	The management approach to anti-corruption risks involves: **Strict Enforcement**: Implementing clear policies, regular audits, and monitoring to ensure compliance. **Training**: Providing ongoing anti-corruption training for employees and suppliers.

Ineffective Enforcement: Lack of proper monitoring or audits may allow corruption to persist. **Supplier Risk**: Working with corrupt suppliers could expose the organization to legal and financial risks.		**Whistleblower Mechanisms**: Offering secure, anonymous reporting channels to encourage reporting of unethical behavior. **Regular Risk Assessments**: Continuously assessing potential corruption risks and updating procedures accordingly. **Strong Accountability**: Holding employees and suppliers accountable through clear consequences for violations.
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	**Management Approach**
Identify the opportunity/ies related to material topic of the organization Opportunities related to anti-corruption policies include: **Enhanced Reputation**: Strengthening trust with stakeholders and customers by promoting ethical behavior. **Competitive Advantage**: Differentiating the organization as a responsible and transparent business. **Stronger Partnerships**: Building relationships with like-minded, ethical suppliers and partners. **Improved Compliance**: Reducing legal risks and avoiding penalties through strict adherence to regulations. **Employee Engagement**: Fostering a positive work culture focused on integrity and transparency.	Employees, customers and suppliers	The management approach to leveraging anti-corruption opportunities involves: • **Promoting Transparency**: Communicating the organization's commitment to ethical practices to enhance its reputation. • **Building Ethical Partnerships**: Engaging with suppliers and partners who share similar anti-corruption values. • **Fostering a Positive Culture**: Encouraging integrity and ethical behavior through employee recognition and engagement programs. • **Regular Communication**: Highlighting the benefits of compliance, such as risk reduction and competitive advantage, to stakeholders. • **Leveraging Compliance**: Using strong anti-corruption practices as a selling point to attract customers, investors, and top talent.

Incidents of Corruption

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

What is the impact and where does it occur? What is the organization's involvement in the impact?	**Which stakeholders are affected?**	**Management Approach**

Identify the impact and where it occurs (i.e., primary business operations and/or supply chain) *Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)*	*(e.g. employees, community, suppliers, government, vulnerable groups)*	*What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?*
What are the Risk/s Identified?	**Which stakeholders are affected?**	**Management Approach**
Identify risk/s related to material topic of the organization		
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	**Management Approach**
Identify the opportunity/ies related to material topic of the organization		

ENVIRONMENT

Resource Management

Energy consumption within the organization:

Disclosure	Quantity	Units
Energy consumption (renewable sources)		GJ
Energy consumption (gasoline)		GJ
Energy consumption (LPG)		GJ
Energy consumption (diesel)		GJ
Energy consumption (electricity)		kWh

Reduction of energy consumption

Disclosure	Quantity	Units
Energy reduction (gasoline)		GJ
Energy reduction (LPG)		GJ
Energy reduction (diesel)		GJ
Energy reduction (electricity)		kWh
Energy reduction (gasoline)		GJ

What is the impact and where does it occur? What is the organization's involvement in the impact?	**Which stakeholders are affected?**	**Management Approach**
Trees planted or maintained *Waste water treatment (STP), etc.* *Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)*	*Community, government and vulnerable groups*	*What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?*
What are the Risk/s Identified?	**Which stakeholders are affected?**	**Management Approach**
Climate change, pollution and radiation.	*Community, government and vulnerable groups*	

What are the Opportunity/ies Identified?		Management Approach
Identify the opportunity/ies related to material topic of the organization		

Water consumption within the organization

Disclosure	Quantity	Units
Water withdrawal	0	Cubic meters
Water consumption	0	Cubic meters
Water recycled and reused	0	Cubic meters

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Identify the impact and where it occurs (i.e., primary business operations and/or supply chain) *Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)*	*(e.g. employees, community, suppliers, government, vulnerable groups)*	*What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?*
What are the Risk/s Identified?	**Which stakeholders are affected?**	**Management Approach**
Identify risk/s related to material topic of the organization		
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	**Management Approach**
Identify the opportunity/ies related to material topic of the organization		

Materials used by the organization

Disclosure	Quantity	Units
Materials used by weight or volume		
renewable		kg/liters
non-renewable		kg/liters
Percentage of recycled input materials used to manufacture the organization’s primary products and services		%

What is the impact and where does it occur? What is the organization’s involvement in the impact?	**Which stakeholders are affected?**	**Management Approach**
Identify the impact and where it occurs (i.e., primary business operations and/or supply chain) *Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)*	*(e.g. employees, community, suppliers, government, vulnerable groups)*	*What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?*
What are the Risk/s Identified?	**Which stakeholders are affected?**	**Management Approach**
Identify risk/s related to material topic of the organization		
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	**Management Approach**
Identify the opportunity/ies related to material topic of the organization		

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

Disclosure	Quantity	Units
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	(Identify all sites)	
Habitats protected or restored		ha

IUCN[3] Red List species and national conservation list species with habitats in areas affected by operations	(list)	

What is the impact and where does it occur? What is the organization's involvement in the impact?	**Which stakeholders are affected?**	**Management Approach**
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What are the Risk/s Identified?	**Which stakeholders are affected?**	**Management Approach**
Identify risk/s related to material topic of the organization		
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	**Management Approach**
Identify the opportunity/ies related to material topic of the organization		

Environmental impact management

Air Emissions

GHG

Disclosure	**Quantity**	**Units**
Direct (Scope 1) GHG Emissions	0	Tonnes CO_2e
Energy indirect (Scope 2) GHG Emissions	0	Tonnes CO_2e
Emissions of ozone-depleting substances (ODS)	0	Tonnes

[3] International Union for Conservation of Nature

What is the impact and where does it occur? What is the organization’s involvement in the impact?	**Which stakeholders are affected?**	**Management Approach**
Identify the impact and where it occurs (i.e., primary business operations and/or supply chain) *Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)*	*(e.g. employees, community, suppliers, government, vulnerable groups)*	*What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?*
What are the Risk/s Identified?	**Which stakeholders are affected?**	**Management Approach**
Identify risk/s related to material topic of the organization		
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	**Management Approach**
Identify the opportunity/ies related to material topic of the organization		

Air pollutants

Disclosure	**Quantity**	**Units**
NO_x	0	kg
SO_x	0	kg
Persistent organic pollutants (POPs)	0	kg
Volatile organic compounds (VOCs)	0	kg
Hazardous air pollutants (HAPs)	0	kg
Particulate matter (PM)	0	kg

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Identify the impact and where it occurs (i.e., primary business operations and/or supply chain) *Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)*	*(e.g. employees, community, suppliers, government, vulnerable groups)*	*What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?*
What are the Risk/s Identified?	**Which stakeholders are affected?**	**Management Approach**
Identify risk/s related to material topic of the organization		

What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
Identify the opportunity/ies related to material topic of the organization		

Solid and Hazardous Wastes

Solid Waste

Disclosure	Quantity	Units
Total solid waste generated		kg
Reusable		kg
Recyclable		kg
Composted		kg
Incinerated		kg
Residuals/Landfilled		kg

What is the impact and where does it occur? What is the organization's involvement in the impact?	**Which stakeholders are affected?**	**Management Approach**
Identify the impact and where it occurs (i.e., primary business operations and/or supply chain) *Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)*	*(e.g. employees, community, suppliers, government, vulnerable groups)*	*What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?*
What are the Risk/s Identified?	**Which stakeholders are affected?**	**Management Approach**
Identify risk/s related to material topic of the organization		
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	**Management Approach**
Identify the opportunity/ies related to material topic of the organization		

Hazardous Waste

Disclosure	**Quantity**	**Units**
Total weight of hazardous waste generated		kg
Total weight of hazardous waste transported		kg

What is the impact and where does it occur? What is the organization's involvement in the impact?	**Which stakeholders are affected?**	**Management Approach**
Identify the impact and where it occurs (i.e., primary business operations and/or supply chain) *Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)*	*(e.g. employees, community, suppliers, government, vulnerable groups)*	*What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?*
What are the Risk/s Identified?	**Which stakeholders are affected?**	**Management Approach**
Identify risk/s related to material topic of the organization		

What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
Identify the opportunity/ies related to material topic of the organization		

Effluents

Disclosure	Quantity	Units
Total volume of water discharges		Cubic meters
Percent of wastewater recycled		%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach

Identify the impact and where it occurs (i.e., primary business operations and/or supply chain) *Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)*	*(e.g. employees, community, suppliers, government, vulnerable groups)*	*What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?*
What are the Risk/s Identified?	**Which stakeholders are affected?**	**Management Approach**
Identify risk/s related to material topic of the organization		
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	**Management Approach**
Identify the opportunity/ies related to material topic of the organization		

Environmental compliance

Non-compliance with Environmental Laws and Regulations

Disclosure	Quantity	Units
Total amount of monetary fines for non-compliance with environmental laws and/or regulations	0.00	PhP
No. of non-monetary sanctions for non-compliance with environmental laws and/or regulations	0	#
No. of cases resolved through dispute resolution mechanism	0	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Identify the impact and where it occurs (i.e., primary business operations and/or supply chain) *Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)*	*(e.g. employees, community, suppliers, government, vulnerable groups)*	*What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?*
What are the Risk/s Identified?	**Which stakeholders are affected?**	**Management Approach**
Identify risk/s related to material topic of the organization		
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	**Management Approach**
Identify the opportunity/ies related to material topic of the organization		

SOCIAL

Employee Management

Employee Hiring and Benefits

Employee data

Disclosure	Quantity	Units
Total number of employees[4]		
a. Number of female employees	16	#
b. Number of male employees	7	#
Attrition rate[5]	0%	rate
Ratio of lowest paid employee against minimum wage	1:1	ratio

Employee benefits

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

[4] Employees are individuals who are in an employment relationship with the organization, according to national law or its application (GRI Standards 2016 Glossary)

[5] Attrition are = (no. of new hires – no. of turnover)/(average of total no. of employees of previous year and total no. of employees of current year)

What is the impact and where does it occur? What is the organization's involvement in the impact?	**Management Approach**
Participation in medical mission and allowing the government to utilize area as quarantine center have direct impact on the primary business operation.	*What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?*

Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)	
What are the Risk/s Identified?	**Management Approach**
Identify risk/s related to material topic of the organization	
What are the Opportunity/ies Identified?	**Management Approach**
Will attract potential market and customers	

Employee Training and Development

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

What is the impact and where does it occur? What is the organization's involvement in the impact?	**Management Approach**
Identify the impact and where it occurs (i.e., primary business operations and/or supply chain) *Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)*	*What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you* *have to manage the material topic?*
What are the Risk/s Identified?	**Management Approach**
Identify risk/s related to material topic of the organization	
What are the Opportunity/ies Identified?	**Management Approach**
Identify the opportunity/ies related to material topic of the organization	

Labor-Management Relations

Disclosure	Quantity	Units
% of employees covered with Collective Bargaining Agreements	0	%
Number of consultations conducted with employees concerning employee-related policies	1	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	**Management Approach**
Identify the impact and where it occurs (i.e., primary business operations and/or supply chain) *Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)*	*What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you* *have to manage the material topic?*
What are the Risk/s Identified?	**Management Approach**
Identify risk/s related to material topic of the organization	
What are the Opportunity/ies Identified?	**Management Approach**
Identify the opportunity/ies related to material topic of the organization	

Diversity and Equal Opportunity

Disclosure	Quantity	Units
% of female workers in the workforce	70	%
% of male workers in the workforce	30	%
Number of employees from indigenous communities and/or vulnerable sector*	0	#

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

What is the impact and where does it occur? What is the organization's involvement in the impact?	**Management Approach**
Identify the impact and where it occurs (i.e., primary business operations and/or supply chain) *Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)*	*What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you* *have to manage the material topic?*

What are the Risk/s Identified?	Management Approach
Identify risk/s related to material topic of the organization	
What are the Opportunity/ies Identified?	**Management Approach**
Identify the opportunity/ies related to material topic of the organization	

Workplace Conditions, Labor Standards, and Human Rights

Occupational Health and Safety

Disclosure	Quantity	Units
Safe Man-Hours	8	Man-hours
No. of work-related injuries	0	#
No. of work-related fatalities	0	#
No. of work related ill-health	0	#
No. of safety drills	2	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Identify the impact and where it occurs (i.e., primary business operations and/or supply chain) *Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)*	*What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?*
What are the Risk/s Identified?	**Management Approach**
Identify risk/s related to material topic of the organization	
What are the Opportunity/ies Identified?	**Management Approach**
Identify the opportunity/ies related to material topic of the organization	

Labor Laws and Human Rights

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

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

Topic	Y/N	If Yes, cite reference in the company policy
Forced labor	N	
Child labor	N	
Human Rights	N	

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Identify the impact and where it occurs (i.e., primary business operations and/or supply chain) *Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)*	*What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you* *have to manage the material topic?*
What are the Risk/s Identified?	**Management Approach**
Identify risk/s related to material topic of the organization	
What are the Opportunity/ies Identified?	**Management Approach**
Identify the opportunity/ies related to material topic of the organization	

Supply Chain Management

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

Do you consider the following sustainability topics when accrediting suppliers?

Topic	Y/N	If Yes, cite reference in the supplier policy
Environmental performance	Y	
Forced labor	N	
Child labor	N	
Human rights	Y	
Bribery and corruption	Y	

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)	*What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms,*
Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)	*and/or projects, programs, and initiatives do you have to manage the material topic?*
What are the Risk/s Identified?	**Management Approach**
Identify risk/s related to material topic of the organization	
What are the Opportunity/ies Identified?	**Management Approach**
Identify the opportunity/ies related to material topic of the organization	

Relationship with Community

Significant Impacts on Local Communities

Operations with significant (positive or negative) impacts on local communities (exclude CSR projects; this has to be business operations)	Location	Vulnerable groups (if applicable)*	Does the particular operation have impacts on indigenous people (Y/N)?	Collective or individual rights that have been identified that or particular concern for the community	Mitigating measures (if negative) or enhancement measures (if positive)

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

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

Certificates	Quantity	Units
FPIC process is still undergoing		#
CP secured		#

What are the Risk/s Identified?	Management Approach
Identify risk/s related to material topic of the organization	
What are the Opportunity/ies Identified?	**Management Approach**
Identify the opportunity/ies related to material topic of the organization	

Customer Management

Customer Satisfaction

Disclosure	Score	Did a third party conduct the customer satisfaction study (Y/N)?
Customer satisfaction		

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Identify the impact and where it occurs (i.e., primary business operations and/or supply chain) *Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)*	*What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you* *have to manage the material topic?*
What are the Risk/s Identified?	**Management Approach**
Identify risk/s related to material topic of the organization	
What are the Opportunity/ies Identified?	**Management Approach**
Identify the opportunity/ies related to material topic of the organization	

Health and Safety

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

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

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Identify the impact and where it occurs (i.e., primary business operations and/or supply chain) *Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)*	*What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you* *have to manage the material topic?*
What are the Risk/s Identified?	**Management Approach**
Identify risk/s related to material topic of the organization	
What are the Opportunity/ies Identified?	**Management Approach**
Identify the opportunity/ies related to material topic of the organization	

Marketing and labelling

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

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

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Identify the impact and where it occurs (i.e., primary business operations and/or supply chain) *Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)*	*What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?*
What are the Risk/s Identified?	**Management Approach**
Identify risk/s related to material topic of the organization	
What are the Opportunity/ies Identified?	**Management Approach**
Identify the opportunity/ies related to material topic of the organization	

Customer privacy

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

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

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Identify the impact and where it occurs (i.e., primary business operations and/or supply chain) *Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)*	*What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?*
What are the Risk/s Identified?	**Management Approach**
Identify risk/s related to material topic of the organization	

What are the Opportunity/ies Identified?	Management Approach
Identify the opportunity/ies related to material topic of the organization	

Data Security

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

What is the impact and where does it occur? What is the organization’s involvement in the impact?	Management Approach
Identify the impact and where it occurs (i.e., primary business operations and/or supply chain) *Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)*	*What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?*
What are the Risk/s Identified?	**Management Approach**
Identify risk/s related to material topic of the organization	
What are the Opportunity/ies Identified?	**Management Approach**
Identify the opportunity/ies related to material topic of the organization	

UN SUSTAINABLE DEVELOPMENT

Product or Service Contribution to UN SDGs

Key products and services and its contribution to sustainable development.

Key Products and Services	Societal Value / Contribution to UN SDGs	Potential Negative Impact of Contribution	Management Approach to Negative Impact

** None/Not Applicable is not an acceptable answer. For holding companies, the services and products of its subsidiaries may be disclosed.*

EVERWOODS GREEN RESOURCES AND HOLDINGS, INC. & SUBSIDIARIES

By:

JOEL T. GO
President

SUBSCRIBE AND SWORN TO BEFORE ME THIS APR 13 2026

GERSON B. GAMAS
Notary Public for the City of Manila
Notarial Commission No. 2025-156 Valid Until Dec. 31, 2026
2nd Floor, Citadel Bldg. Railroad Drive, Brgy. 653, District V,
Port Area 1018, Manila, Metro Manila
Roll No. 72250
IBP No. 542978; 12-26-2025 until 12-31-26
PTR No. 0367847; 01-05-2026; until 12-31-26 City of Manila
MCLE Compliance No. VIII-0010142, Valid Until April 14, 2028

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