

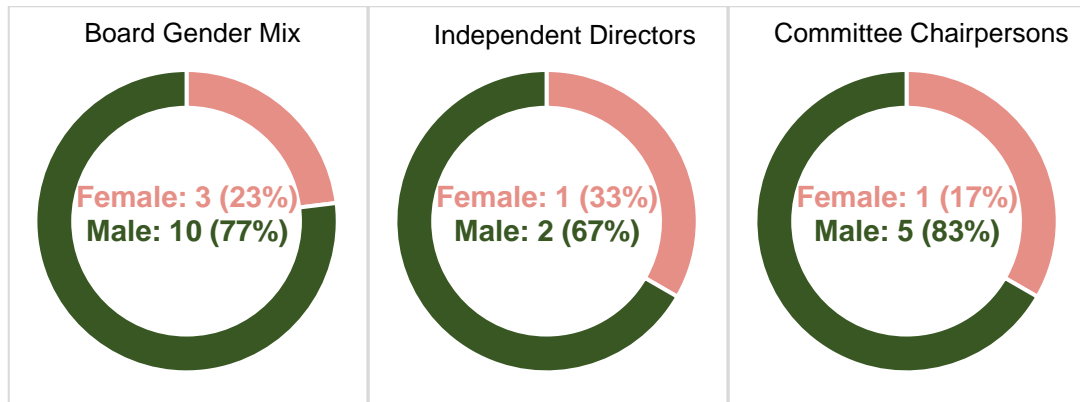
The PLDT Group 2022 Gender Equality Report

Women in the Board of Directors

PLDT has a [Board Diversity Policy](#) that articulates the company’s recognition of the value of diversity in ensuring quality of performance and decision-making capability of the Board of Directors.

PLDT’s Board is hence composed of a mix of directors who are equipped with varied knowledge, skills, professional or business experience, cultural and educational background, ethnicity, gender, age, and length of service, among others. Members sit in various functions as executive, non-executive, and independent directors.

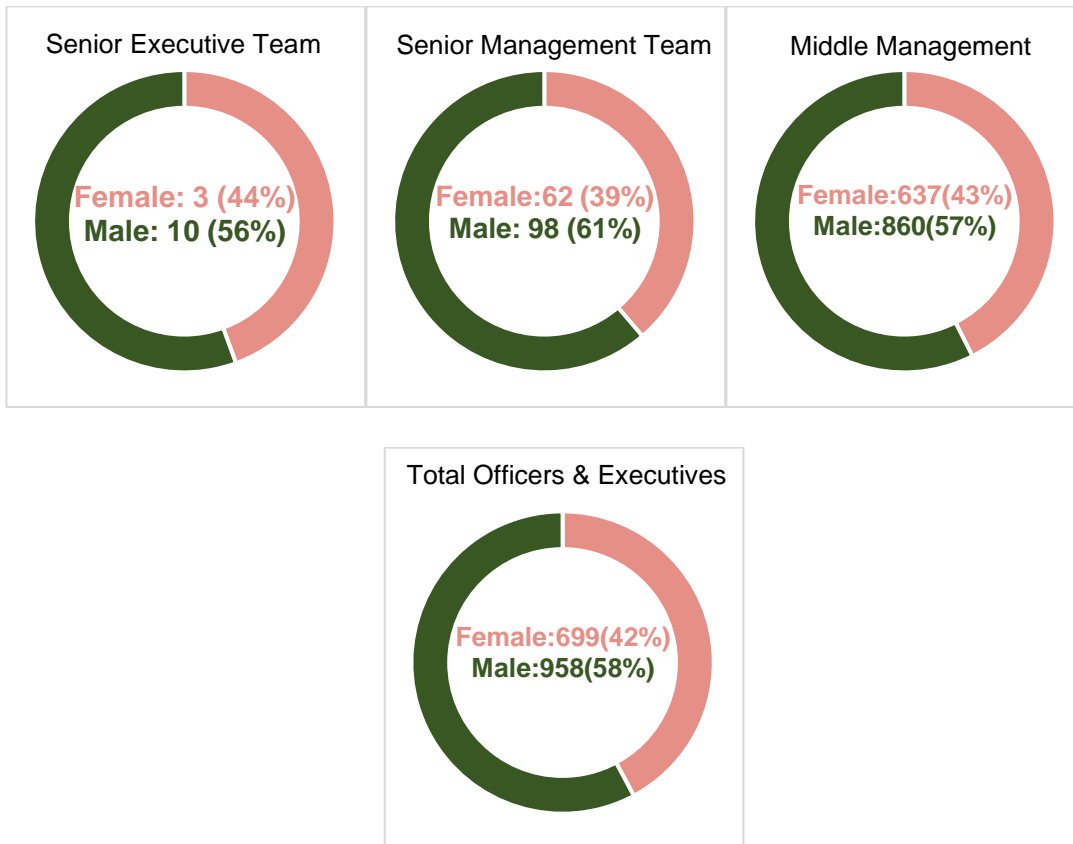
In addition, PLDT’s board is a mix of female and male directors. A woman holds a seat as an independent director. Among its six board committees, the Audit Committee is chaired by a woman.





Women in Management

To define various levels of management, PLDT's Senior Executive Team is comprised of C-Level executives, while the Senior Management Team includes the broader pool of officers with ranks of Vice President and up (disclosed as Officers in the Sustainability Report). Middle Management is comprised of Executives with ranks of Manager up to Assistant Vice President.





Women in the Workforce

PLDT upholds a [Diversity and Inclusion Policy](#) that aims to foster a workplace culture that does not tolerate any kind of harassment, abuse, discrimination, intimidation, retaliation and prejudice.

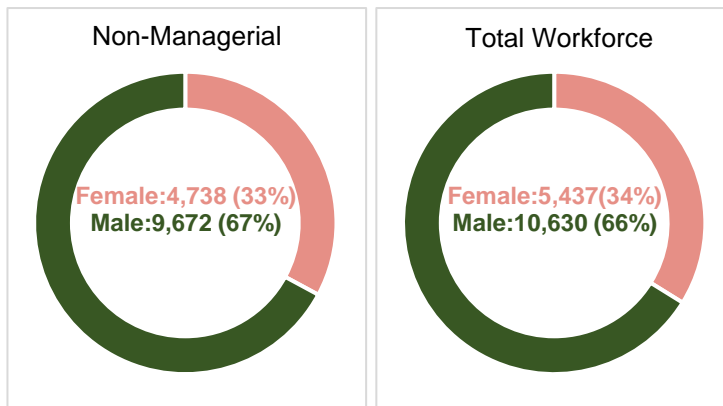
The company promotes equal opportunity in its operations. This is upheld across every facet of the employee journey, from hiring, onboarding, trainings, compensation and benefits, promotions, and corresponding disciplinary actions. PLDT is committed towards ensuring the well-being of every employee, without partiality to race, regional affiliation, ethnicity, religion, gender, gender identity or expression, sexual orientation, family or marital status, genetics, appearance, disability, age, affiliations, social origin or political views.

In its 2022 Gender Equality Assessment Results and Strategies (GEARS) assessment, PLDT achieved “gender balance” in terms of recruitment and promotion processes in all levels of the organization. In the same assessment, PLDT and Smart garnered “Leading Practice” status in terms of mainstreaming flexible work for performance and support; professional development, mentoring, sponsorship, preventing and addressing gender-based harassment and discrimination, sexual harassment, and domestic violence. Smart notably achieved “gender balance” in terms of recruitment and promotion processes in all levels of the organization, including a gender-balanced board, while the combined data of PLDT and Smart shows high retention rate for both men and women — scoring above 90% standard in retention across all levels of their integrated organization.



Women on Workforce

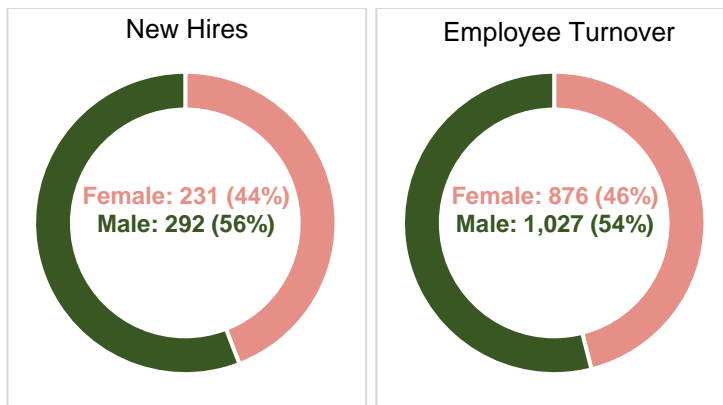
PLDT aligns with the disclosure framework of the Global Reporting Initiative (GRI) 405-1 Diversity of governance bodies and employees in reporting workforce gender diversity.



Page 44 of the [PLDT 2022 Sustainability Report](#) includes detailed disclosures on percentage (%) of women in the workforce in PLDT and in each of its subsidiaries.

Women in News Hires and Employee Turnover

PLDT aligns with the disclosure framework of GRI 401-1 on New Employee Hires and Employee Turnover.

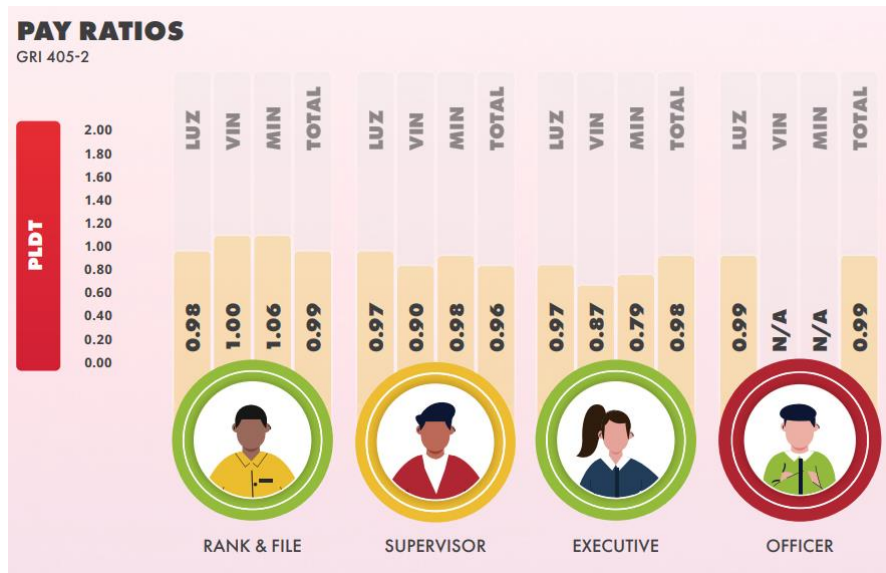


Pages 47 - 50 of the [PLDT 2022 Sustainability Report](#) includes detailed disclosures on percentage (%) of women in new hires and employee turnover in PLDT and in each of its subsidiaries.

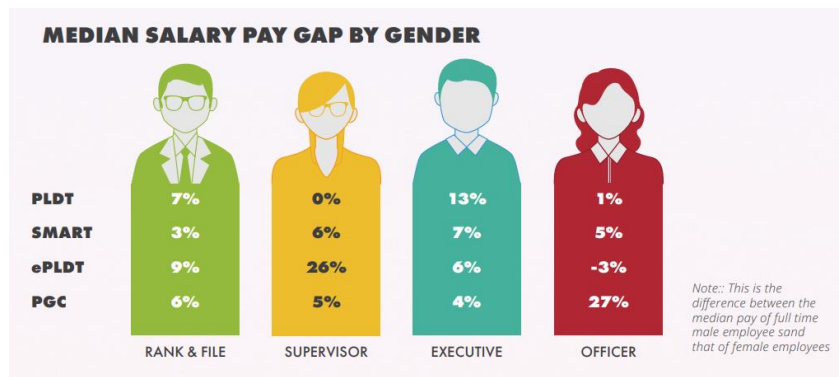


Diversity in Compensation

PLDT invests on its employees and goes beyond what the law requires in terms of compensation and benefits across various levels and functions.



Pages 69 – 70 of the [2022 Sustainability Report](#) for additional disclosures on pay ratios of PLDT subsidiaries.



PLDT rewards its employees with a long-term incentive plan with defined metrics based on the achievement of targets on telco core income, customer experience, and sustainability.



Target metrics for Sustainability are expected to capture the company's performance in various environmental, social, and governance (ESG) materiality areas, including but not limited to, climate change action, employee and customer welfare, diversity and inclusion, cyber security and data privacy, and business ethics.

Family-friendly, Flexible Work Arrangements, Safe and Happy Space

PLDT has been maintaining a high return-to-work rate and retention rate for employees availing maternity leaves and paternity leaves.

For primary caregivers, PLDT offers 105 days or 14 weeks of maternity leave with pay.

For secondary caregivers, PLDT offers nine days, or over one week to two weeks, of paternity leave with pay. This aligns with extension considerations of the prescribed extended maternity leave in the Philippines.

In 2022, PLDT implemented flexible working hours and hybrid arrangements for its workforce. About 50% of PLDT and Smart employees rendered field-based work, store-based, and office-based work due to their mission-critical roles, while the remaining 50% followed an alternate two-week hybrid format of remote and on-site work. PLDT and Smart have also implemented Work-from-Home Fridays in support of organizational energy conservation thrust in facilities across the country. For PLDT Global, employees were required to report in their offices at least three days a week, following flexible work schedule options.

We have noted zero reports and incidents of discrimination and harassment in the workplace in 2022.

Partnerships for Women Empowerment

PLDT and Smart are members of the Philippine Business Coalition for Women Empowerment (PBCWE). Through the membership, we have been looking at evidence-based strategies and best practices in the workplace.

In 2021, PLDT and Smart have supported the Artificial Intelligence Data Annotation (AIDA) program of the social impact tech startup Connected Women. Smart sponsored trainings in AIDA, which led to job opportunities for stay-at-home moms or those who were laid off during the pandemic. From 30 women, the number grew fourfold by



end-2021. Smart also provided additional training on how to become retail agents for mobile load to help them augment their income for their families.

For additional disclosures, refer to [PLDT 2022 Sustainability Report](#).



For further inquiries on PLDT's Sustainability journey, send a message to sustainability@pldt.com.ph.

About us:

PLDT Inc.

PLDT Inc. (PSE:TEL) (NYSE:PHI) is the largest fully integrated telecommunications and digital services provider in the Philippines. It offers a wide range of telecommunications and digital services across the country through our fixed line, wireless, and other principal business groups.

Smart Communications, Inc.

Smart Communications, Inc. (Smart) is a wholly owned wireless communications and digital services subsidiary of PLDT. Smart serves approximately 97% of the country's cities and municipalities with its combined 2G, 3G, 4G LTE, and 5G network, providing mobile communications services, high-speed internet connectivity, and access to digital services and content to over 66.3 million Filipinos*, supporting the country's growing digital economy, and providing the best customer experience for an increasingly digital Filipino lifestyle.

**as of end December 2022*



ePLDT

ePLDT Inc. (ePLDT) is the industry-leading digital transformation partner of enterprises in the Philippines. Leveraging on the expertise and world-class telecommunication infrastructure of the PLDT Group, ePLDT delivers customized ICT services through its Multi-Cloud and Data Centers suite, enabling enterprises to achieve their digital transformation vision. ePLDT boasts the largest data center footprint in the country, with 10 state-of-the-art facilities located in key locations nationwide. The current VITRO network of data centers offers 8,930 racks and is powered by a combined 27.9 MW total IT power capacity which has been strategic in serving mission-critical operations of industry-leading operations.

PLDT Global

PLDT Global Corporation (PGC) is a technology services company providing high-quality communications infrastructure and innovative platforms to its global network of carriers, enterprise customers, and distribution partners. As the international business unit of the PLDT Group, PGC builds and delivers a full range of digital solutions that serve the evolving needs of the Global Filipino.