

2025 | SUSTAINABILITY REPORT





# PREFACE

At Height Realty Inc., sustainability is embedded in our approach to land development, property management, and long-term value creation. We recognize our responsibility to deliver projects that are not only economically viable but also environmentally responsible and socially inclusive. This Sustainability Report reflects our commitment to integrating sustainable practices across our operations, from planning and construction to estate management and stakeholder engagement. It serves as a transparent disclosure of our performance, initiatives, and progress, demonstrating how sustainability principles guide our decision-making and operational strategies. Through this report, we aim to provide our stakeholders with clear, reliable, and meaningful information on our environmental, social, and governance (ESG) performance.

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# OUR PROMISE

This Sustainability Report has been prepared in accordance with internationally recognized sustainability reporting standards and applicable Philippine regulatory requirements. It adheres to the principles of transparency, accuracy, completeness, and accountability. Height Realty Inc. affirms its compliance with relevant national laws and regulations, including:

- Republic Act No. 11058 (Occupational Safety and Health Standards Law)
- DOLE Department Order No. 198-18 (Implementing Rules and Regulations of RA 11058)
- DENR Environmental Compliance requirements (ECC/CNC conditions)

All disclosures within this report have undergone internal validation processes to ensure data integrity, consistency, and audit readiness.

## SUSTAINABILITY POLICY STATEMENT

Height Realty Inc. is committed to integrating sustainability into its core business strategy and operational framework. The Company commits to:

- Promote environmentally responsible design, construction, and property management practices
- Ensure safe, healthy, and compliant workplaces in accordance with national OSH standards
- Uphold ethical governance, transparency, and accountability across all operations
- Engage stakeholders and contribute to community development
- Ensure long-term socio-economic growth

Sustainability principles are embedded across all project lifecycle stages, including planning, procurement, construction, and estate operations.

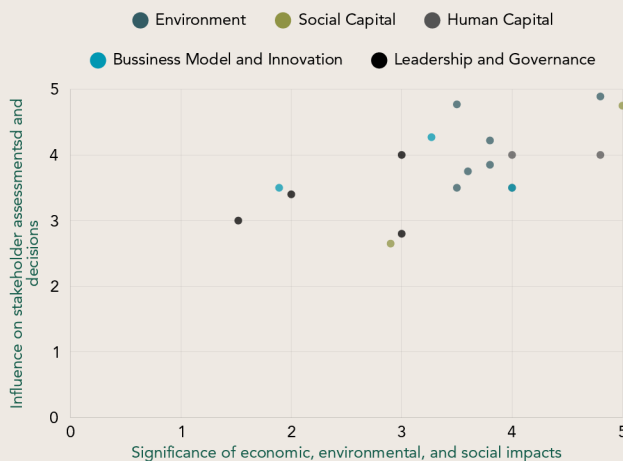
## REPORTING STANDARDS AND FRAMEWORK

This report has been prepared in alignment with the SEC Memorandum Circular No. 4 Series of 2019, Global Reporting Initiative (GRI) Standards and Sustainability Accounting Standards Board (SASB), a globally recognized frameworks for sustainability reporting.

- Accuracy and Completeness
  - Comprehensive disclosure of material impacts
- Consistency and Comparability
  - Enabling performance tracking across reporting periods
- Stakeholder Inclusiveness
  - Addressing relevant stakeholder concerns
- Sustainability Context
  - Positioning performance within broader environmental and societal systems

The report also considers ESG (Environmental, Social, Governance) criteria and supports alignment with green building frameworks such as BERDE (Building for Ecologically Responsive Design Excellence), where applicable.

# MATERIALITY ASESMENT



Height Realty Inc. affirms its commitment to focused, transparent, and stakeholder-responsive sustainability reporting through the conduct of a materiality assessment aligned with the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB) framework. The assessment was undertaken through a structured methodology involving stakeholder consultation, impact assessment, and prioritization of material topics relevant to the Company's operations and long-term sustainability objectives.

Key internal stakeholders, including representatives from the Marketing, Human Resources, Legal, Operations, and Project Management departments, were engaged alongside external stakeholders such as clients, employees, contractors, and local community representatives. Insights were gathered through coordination meetings and internal workshops to identify sustainability topics with the highest significance to both business operations and stakeholder expectations. The identified topics were subsequently evaluated and prioritized based on their potential environmental, social, economic, and governance impacts, as well as their relevance to stakeholder decision-making. As a result, the Company prioritized key areas such as Energy Management, Customer Privacy, and Water and Wastewater Management, alongside Air Quality, Waste Management, Labour Practices, and Employee Engagement. These material topics guide Height Realty Inc.'s sustainability initiatives, operational strategies, and disclosures, ensuring that the Company remains responsive to evolving stakeholder expectations while continuously improving its environmental and social performance.

## ENVIRONMENT

- GHG Emission
- Air Quality
- Energy Management
- Water and Wastewater Management
- Waste and Hazardous Waste Management
- Ecological Impact

## HUMAN CAPITAL

- Labour Practices
- Employee Health & Safety
- Employee Engagement, Diversity & Inclusion

## BUSINESS MODEL AND INNOVATION

- Business Model Resilience
- Materials Sourcing & Efficiency
- Physical Impacts of Climate Change

## LEADERSHIP AND GOVERNANCE

- Competitive Behaviour
- Management (Regulatory Environment)
- Critical Incident Risk Management
- Systemic Risk Management

## SOCIAL CAPITAL

- Customer Privacy
- Access and Affordability



# INTRODUCTION

Height Realty is the Philippines' newest and most progressive property developer, redefining modern real estate through innovation, responsibility, and purposeful design. We develop environmentally conscious living experiences that go beyond structures, creating resilient, future-ready communities where people can thrive.

Sustainability is at the core of our philosophy. Guided by our commitment to being "Built for Life," we integrate responsible planning, efficient resource use, and long-term value creation across every stage of development.

This Sustainability Report outlines our commitments, initiatives, and performance in environmental stewardship, social responsibility, and governance. It reflects our dedication to transparency, accountability, and continuous improvement as we build developments that enrich lives today while safeguarding the future for generations to come.

# The Management



“At Height Realty, we believe that what we build today shapes the lives of tomorrow. Our commitment to being Built for Life drives us to create developments that are resilient, thoughtful, and enduring. Through Curated Living, we design spaces that bring convenience, connection, and quality experiences to everyday life. And by Protecting Value, we safeguard not only investments, but the trust placed in us by our communities and partners.”

## **Kevin Kristopher K. Wong**

President and CEO of Height Realty, Inc

# Project Leaders



“Sustainability is our standard, not an option at Height Realty. From disciplined execution in construction to forward thinking property management, we create resilient developments, elevate everyday living experiences, and secure enduring value for generations to come ”

## Engr. Jess Niño H. De Villa

Assistant Vice President  
Project Technical and Property Management Unit

“Height Realty is strengthened by integrity and accountability. Through disciplined compliance, strong and transparent vendor partnerships, and clear, continuous communication, we build lasting trust, uphold the highest standards of performance, and ensure that every commitment we make is delivered, today and for the future ”

## Mr. Bernard M. Asperin

Project Director  
Project Management



# PROJECT TEAM

Powered by dedicated and accountable professionals, the Project Team leads with technical excellence, operational discipline, and an unwavering commitment to sustainability, integrating responsible construction and proactive property management into every stage of development.



**KEVIN KRISTOPHER K. WONG**  
President and CEO



**ENGR. JESS NIÑO H. DE VILLA**  
Assistant Vice President - PTPMU



**BERNARD M. ASPERIN**  
Project Director



## PROJECT TECHNICAL AND PROPERTY MANAGEMENT UNIT

We do more than build and maintain properties, we safeguard performance, elevate quality, advance sustainable practices, and preserve long-term value with precision, foresight, and integrity.



## Project Management

*Driving sustainable developments through responsible planning, efficient execution, and future-ready project delivery.*



## Property Management

*Sustaining communities through efficient operations, resource stewardship, and enhanced occupant well-being.*



## Safety Management

*Protecting people and communities through resilient, responsible, and safety-driven operations.*

...the force that transforms vision into reality  
and assets into enduring legacies

# SUSTAINABILITY COMMITTEE

Ensuring sustainability is not just a commitment, but a competitive strength embedded in every project, every decision, and every outcome.



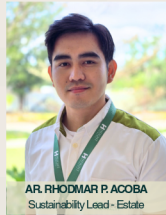
**ENGR. JESS NIÑO H. DE VILLA**  
Chief Sustainability Officer

Registered Electrical Engineer  
Certified Berde Professional - District  
EMB Managing Head  
DOE Certified Energy Manager  
DOE Certified Energy Auditor  
DOLE Safety Officer III - BOSH  
LLDA Pollution Control Officer  
EMB Pollution Control Officer



**ENGR. JONATHAN D. CRUZ**  
Sustainability Manager

Registered Mechanical Engineer  
DOLE Safety Officer II - BOSH  
LLDA Pollution Control Officer  
EMB Pollution Control Officer



**AR. RHODMAR P. ACOBA**  
Sustainability Lead - Estate

Licensed Architect  
DOLE Safety Officer II - COSH  
EMB Pollution Control Officer



**ENGR. OSMAN P. DIGERIMO**  
Sustainability Lead - Promenade

Licensed Civil Engineer  
DOLE Safety Officer II - COSH  
EMB Pollution Control Officer



**ROBERTO M. ROA**  
Safety Lead - Construction

DOLE Safety Officer III - COSH



**JOSEPH RODANM T. ACLETA**  
Safety Lead - Operation

DOLE Safety Officer II - BOSH

Through a multidisciplinary team of certified sustainability, safety, engineering, and environmental professionals, HRI strengthens the integration of green jobs within its operations and developments. The Sustainability Committee actively applies industry-recognized certifications, environmental compliance expertise, and sustainable management practices into daily operations, project planning, construction, facilities management, and long-term estate stewardship, ensuring that sustainability is embedded not only in policy, but in execution across all levels of the organization.

## Protected Value



## Curated Living




## Nurture Wellness



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HRI strengthened its sustainability commitment across every stage of development planning, design, construction, and operations. We integrate smart land use and resilient design from the start, implement responsible construction practices to reduce environmental impact, and promote efficient, long-term operations that support sustainable and thriving communities.





We protect value by advancing inclusive opportunities, supporting responsible economic growth, and fostering strong partnerships that uplift people and communities. Through fair and equitable practices, meaningful livelihoods, and collaboration with stakeholders, we ensure that every development contributes to shared progress, resilience, and long-term impact.

The value we protect today becomes the enduring strength of tomorrow's communities

# PROTECTED VALUE

# WORKFORCE INCLUSIVITY



0-30 Years Old - 25 % ; 31-50 Years Old - 63%; 51- 65 Years Old - 12%

At Height Realty, we value the strength that comes from a diverse workforce. Our organization brings together professionals of different ages, backgrounds, and experiences, creating an environment where varied perspectives contribute to better ideas and stronger decisions. By fostering collaboration across generations, we encourage knowledge sharing, innovation, and continuous learning that help our teams grow together and build communities that serve a wide range of people.



# GENDER EQUAL OPPORTUNITY



Executives : 50% Female , 50% Male



Managerial : 60% Female , 40% Male



Officer : 50% Female , 50% Male



Supervisory: 40% Female , 60% Male



Associate : 70% Female , 30% Male

We uphold a workplace where men and women are given equal opportunities to grow, contribute, and lead. We believe that talent, dedication, and integrity, not gender, should define a person's path for advancement within the organization. By fostering a culture of respect, fairness, and inclusion, we empower individuals across all levels to participate meaningfully in shaping our developments and communities. Through this commitment, Height Realty continues to build a balanced and progressive organization where everyone has the opportunity to succeed

# EMPLOYEE ENGAGEMENTS



At Height Realty, employee engagement is strengthened through meaningful initiatives that foster connection, transparency, and shared responsibility. Through activities such as team building programs, town hall meetings, and the active practice of safety on site, we cultivate a culture where every team member is heard, valued, and empowered. These efforts reinforce collaboration, strengthen accountability, and ensure that our people remain aligned in delivering safe, high-quality, and sustainable developments.



HRI continuously invests in programs that support employee development, leadership growth, and workplace well-being. The company encourages active participation in sustainability initiatives, safety campaigns, skills enhancement training, and cross-functional collaboration to strengthen both individual and organizational performance. Through these initiatives, Height Realty builds a resilient and purpose-driven workforce aligned with the company's long-term vision of responsible development and sustainable community building.

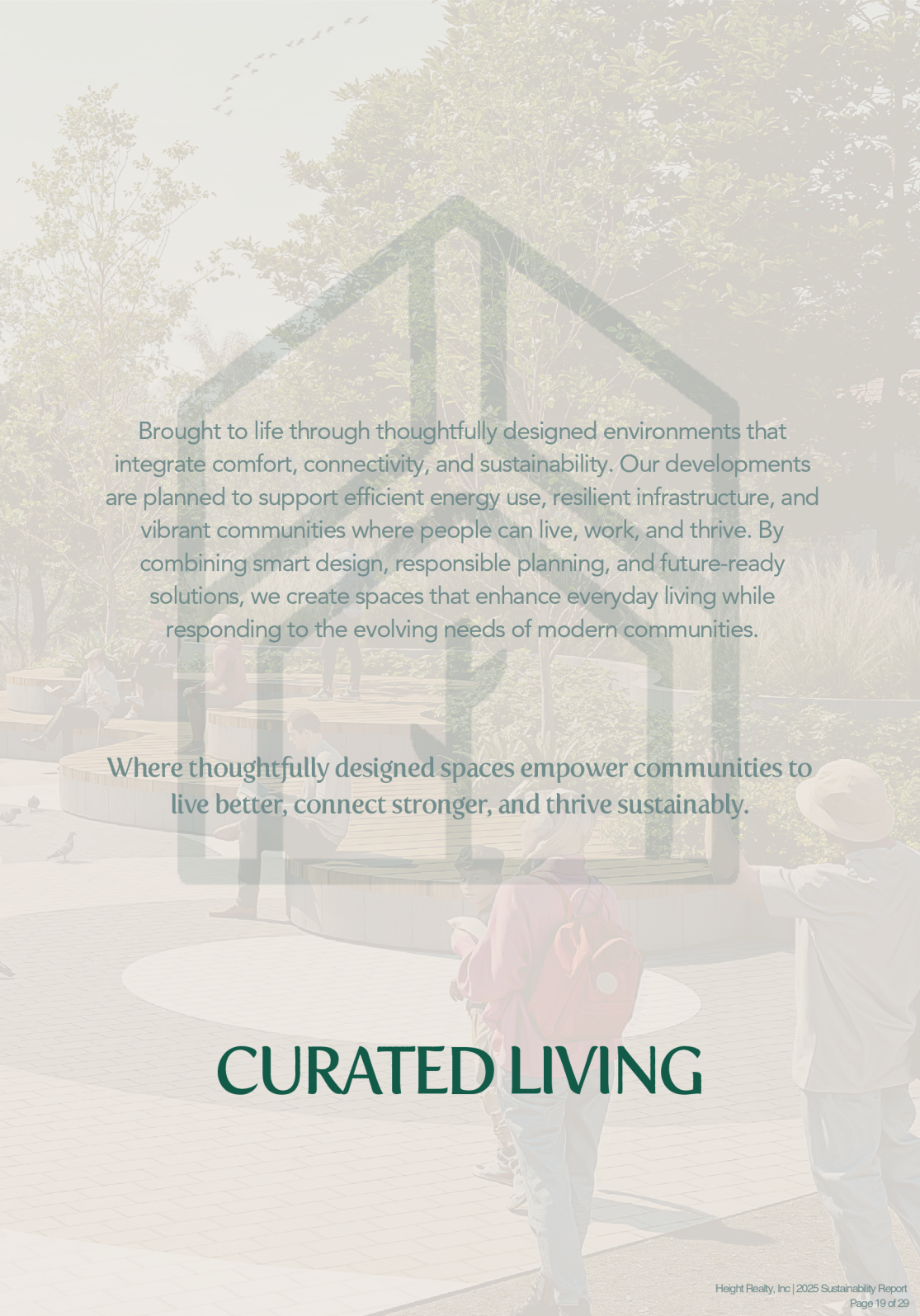
# SHARED PROGRESS



Height Realty believes that lasting progress is built through meaningful partnerships. By working closely with institutions such as Metrobank to help future residents access opportunities within a more sustainable society, alongside utility providers like Meralco for reliable power infrastructure and Maynilad Water Services to ensure safe and dependable water supply, we strengthen the very foundations of the communities we serve. We also actively engage with the barangay and local partners to support youth development and community initiatives.

Beyond infrastructure, Height Realty collaborates with stakeholders and partners in relief operations, youth Christmas drives, and other community engagement programs, working together to uplift lives and create lasting value for both present and future generations.

Guided by its commitment to responsible development, Height Realty continuously fosters partnerships that promote sustainability, resilience, and inclusive growth. Through collaborative initiatives focused on environmental stewardship, social development, and community well-being, the company aims to create spaces that not only support economic progress but also nurture stronger, healthier, and more connected communities for generations to come.



Brought to life through thoughtfully designed environments that integrate comfort, connectivity, and sustainability. Our developments are planned to support efficient energy use, resilient infrastructure, and vibrant communities where people can live, work, and thrive. By combining smart design, responsible planning, and future-ready solutions, we create spaces that enhance everyday living while responding to the evolving needs of modern communities.

Where thoughtfully designed spaces empower communities to live better, connect stronger, and thrive sustainably.

# CURATED LIVING

# HRI SUSTAINABILITY GOALS



The UN Sustainable Development Goals (SDGs) were strategically embedded in the project's planning, construction, and operational framework, advancing Protected Value, Curated Living, and Nurtured Wellness by safeguarding long-term investments, shaping thoughtfully designed communities, and fostering environments that support both human well-being and ecological balance.



PROTECTED VALUE



CURATED LIVING



NUTURE WELLNESS



# SOUTHLINKS ESTATE



Southlinks Estate is thoughtfully masterplanned to integrate sustainability into every stage of development, from planning and design to construction and long-term operations. Through strategic land use, resilient infrastructure, and environmentally responsible practices, the estate is designed to create a balanced community that supports both modern living and environmental stewardship.

- 46 hectare Site Area
- 28 hectares Total Developable Area
- 4 hectares Total Open Spaces
- 367 Residential Units
- 5,249 Estimated Population



# PARTNERS FOR SUSTAINABILITY

Behind every sustainable decision at Height Realty Inc is a team of trusted designers, consultants, and builders. Through their expertise and partnership, we transform environmental responsibility into real, lasting communities.

## PLANNING AND DESIGN CONSULTANTS

(CONCEPT - MASTER PLAN - LIGHTING - LANDSCAPE - TRAFFIC MANAGEMENT)



## ENGINEERING CONSULTANTS

(CONCEPT - INFRASTRUCTURE - COMPLIANCE)



## UTILITY PROVIDERS

(PLANNING - DESIGN - OPERATION)



## MANAGEMENT AND IMPLEMENTATION

(PROJECT MANAGEMENT - CONSTRUCTION IMPLEMENTATION)



## SUSTAINABILITY CONSULTANT

(CONCEPT - DESIGN - OPERATIONS)



eco tektonika  
*Designing A Sustainable Planet*

An aerial photograph of a residential neighborhood with many houses and trees. Overlaid on the image is a large, semi-transparent green graphic of a house with two leaves on top, symbolizing nature and well-being.

We nurture wellness by creating environments that support the health, safety, and well-being of our people and communities. Through responsible workplace practices, safe project sites, and initiatives that promote physical, mental, and environmental well-being, we ensure that development goes beyond infrastructure.

“Where spaces are designed not just to function, but to nurture life, health, and well-being.”

# NURTURE WELLNESS

# PARADISE CLUBHOUSE



## Sustainability and Green Credentials

- The Clubhouse aligns with BERDE (Building for Ecologically Responsive Design Excellence) certification standards
- Emphasizes sustainability through rainwater harvesting, natural ventilation, and eco-conscious building practices

## Lifestyle and Community Focused

- The clubhouse features environments tailored for social synergy; residents have diverse zones to convene, entertain, or unwind with neighbors and engage in community-driven activities or shared fitness routines
- Designed to support multigenerational living, fostering social bonds through shared amenities and nature-rich settings

## Immersive Nature Integration

- The layout encourages residents to explore, gather, and feel immersed in a lush environment
- The clubhouse sits amid undulating landscaped terrain, featuring wide event lawns, wellness gardens, forest walks, pocket parks, and outdoor terraces, offering nature immersion within the everyday lifestyle

## Spatial Layout and Experience

- Rather than being a monolithic block, the architectural plan embraces porosity and connectivity: the Clubhouse merges indoor and outdoor spaces where amenities face one another, encouraging visual and physical openness

## Premium Amenities

- Sports courts: basketball, tennis, volleyball, multi-sport courts
- Swimming facilities: indoor pools, leisure pools, kids' pools, outdoor pools
- Fitness & wellness spaces: fitness center, yoga zones, wellness gardens
- Social spaces: event lawn, party rooms, lobby lounge, game room,
- children's rooms, private meeting rooms, screening room

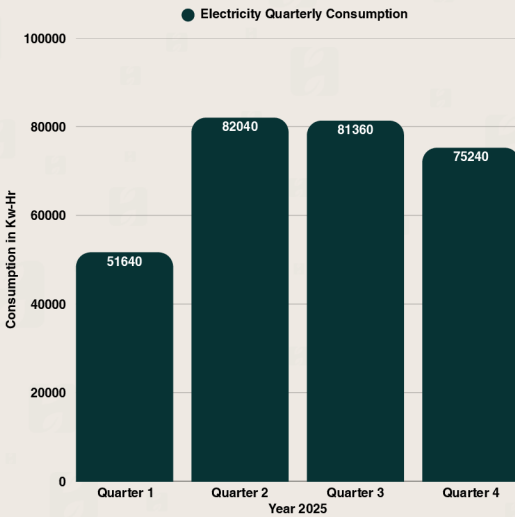
## Size and Prestige

- The clubhouse is 1.4 hectares in area
- It's designed to be Metro Manila's "largest residential clubhouse," "positioning itself as a top-tier amenity hub"

# ENERGY UTILIZATION

GRI 302 : Energy

## Construction Electricity Consumption



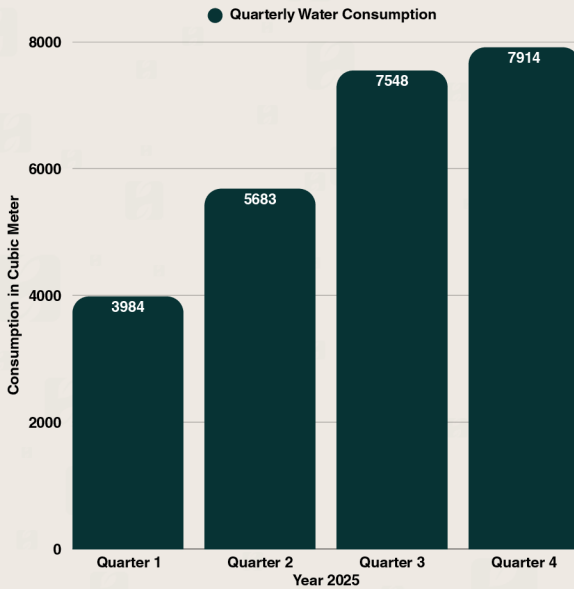
Height Realty continues to monitor and manage site electricity consumption as part of its commitment to sustainable operations, with energy usage tracked through periodic meter readings and facility-level monitoring. The year 2025 is established as the baseline for evaluating 2026 performance, enabling trend analysis, variance tracking, and normalization against operational demand. Consumption remained within expected thresholds, aligned with BERDE and EDGE energy efficiency principles.

- Energy Monitoring
  - Tracking of total kWh consumption with  $\pm 5\%$  reporting variance accuracy
- Performance Metrics
  - Energy intensity indicators (kWh/m<sup>2</sup>) with a target reduction of 5% in 2026 vs. baseline
- Operational Controls
  - Scheduled equipment usage and preventive maintenance to optimize load efficiency
- Trend Analysis
  - Correlation of energy use with construction activities
- Forward Strategy
  - Adoption of energy systems aligned with EDGE target of  $\geq 20\%$  energy savings in 2025

# WATER CONSUMPTION

GRI 303: Water

## Construction Water Consumption



Height Realty monitors construction water consumption to ensure responsible resource use and regulatory compliance. In 2025, water usage increased in line with construction progress and is primarily attributed to dust suppression measures in compliance with ECC requirements. The 2025 data serves as the baseline for 2026 performance evaluation, supporting improved water efficiency planning.

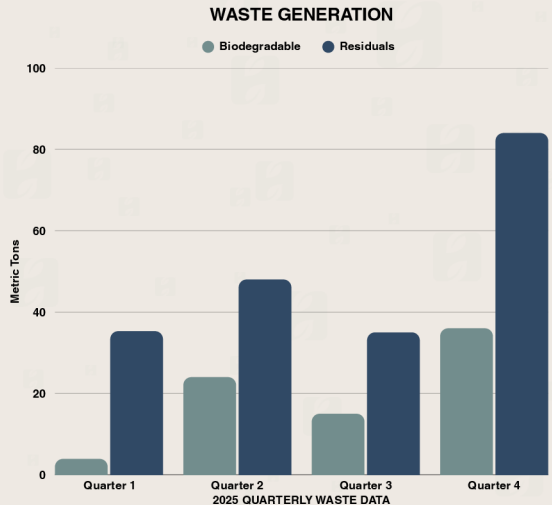
- Water Monitoring:
  - Measurement of total consumption ( $m^3$ ) with regular tracking and reporting
- Performance Metrics
  - Establishment of water intensity indicators with a target reduction of 3% in 2026 vs. baseline
- Operational Controls
  - Controlled water spraying for dust mitigation and optimized scheduling
- Compliance
  - Adherence to ECC conditions for environmental protection and air quality control
- Forward Strategy
  - Implementation of reuse strategies and efficient distribution systems to minimize wastage

# WASTE GENERATION

## GRI 306 : Waste

Height Realty implements structured waste management practices to minimize environmental impact and ensure compliance with applicable regulations. In 2025, waste generation increased in line with construction activities, with residual waste comprising the majority share. Measure are established through;

- Waste Monitoring
  - Tracking of total waste generated (MT) by type (biodegradable, residual)
- Performance Metrics
  - Waste intensity indicators with a target reduction of 5% in 2026 vs. baseline
- Segregation and Handling
  - Implementation of proper waste segregation in compliance with RA 9003 (Ecological Solid Waste Management Act)
- Disposal Compliance
  - Engagement of accredited haulers and disposal facilities
- Forward Strategy
  - Promotion of material reuse, reduction of construction off-cuts, and improved site-level waste efficiency



# SUSTAINABILITY ROAD MAP



Height Realty's sustainability roadmap reflects a bold and future-focused commitment to becoming a net-zero developer by 2030. Anchored on responsible growth and resilient community development, the roadmap begins with comprehensive baseline benchmarking, sustainability assessments, and framework development in 2025, followed by the full integration of sustainability policies and operational standards across all business functions by 2026. As the company progresses, continuous performance reviews, optimization initiatives, and innovation-driven enhancements will further strengthen operational efficiency, environmental stewardship, and long-term value creation by 2028. This strategic and measurable journey culminates in 2030 with fully embedded, company-wide sustainable practices that align with global environmental goals and the evolving standards of responsible urban development.

As part of this commitment, Height Realty will pursue BERDE Certification and integrate Net Zero-aligned design and operational practices, including standards guided by ANZ/PH frameworks, across all future developments within the Estate. These initiatives support the company's broader vision of achieving BERDE-Districts Certification, creating environmentally responsible, resource-efficient, and future-ready communities designed to thrive for generations to come.

2025 | SUSTAINABILITY REPORT

