![STI Education Systems Holdings logo]

Sustainability Report 2021

MOVING FORWARD TO A BRIGHTER FUTURE

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GRI 102-48, 102-50, 102-52, 102-53, 102-54

ABOUT THIS REPORT

NOTE ON FORWARD-LOOKING STATEMENTS

This report may contain forward-looking statements that present the Group's view of its risks and opportunities subject to the trends, projections, plans, and other information available as of the writing of the report. Statements describing the Group's outlook are meant to address the uncertainties posed by the ongoing and evolving COVID-19 pandemic and related regulations, but these do not present or guarantee the Group's future performance. While the Group believes that the disclosures are reasonable, risks and uncertainties beyond the Group's control may impact the Group's performance and outcomes may differ materially from those expressed or implied in this report. The Group does not assume any obligation to update forward-looking statements to reflect actual results, changes in assumptions, or changes in other factors which may affect these statements.

STI Education Systems Holdings, Inc. (STI Holdings or the Parent Company), through its subsidiaries STI Education Services Group, Inc. (STI ESG), STI West Negros University, Inc. (STI WNU), and Information and Communications Technology Academy, Inc. (iACADEMY), collectively referred to as "Group," has established its place as one of the leading institutions in innovative and relevant education that nurtures individuals to become competent and responsible members of society. Guided by its core values, the Group continuously improves the delivery of education to its students in pursuit of sustainable development.

This year's report focuses on the Group's commitment to provide a bright future to its students even with the unforeseen and unparalleled disruptions faced by educational institutions. Despite the environmental, economic, and societal challenges brought by the global health crisis, the Group displayed tremendous resilience and remained steadfast in empowering and equipping the youth with essential knowledge and skills.

Moreover, this report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards:

Core Option, covering the periods of April 1, 2020 to June 30, 2020 and July 1, 2020 to June 30, 2021.

The Group adjusted the school calendar of STI schools nationwide to align its academic cycle with the calendars of public colleges and universities as well as other private Higher Education Institutions (HEIs) not only in the Philippines but in the ASEAN region as well. In line with this, STI Holdings, STI ESG, STI WNU, and iACADEMY adopted a new accounting period from a fiscal year beginning April 1 of each year and ending on March 31 of the following year to a fiscal year beginning July 1 of each year and ending on June 30 of the following year.

Both the Philippine Securities and Exchange Commission (SEC) and the Bureau of Internal Revenue (BIR) approved the change in the accounting period.

There is no restatement of the information contained in this Sustainability Report despite the Group's adoption of a new accounting period. The disclosures in this report do not cover franchise schools and include only STI ESG branches and subsidiaries, STI WNU, and iACADEMY, unless otherwise stated.

To better understand the Group's sustainability plans, all stakeholders are encouraged to read this publication in conjunction with STI Holdings' annual report as of and for the year ended June 30, 2021, which is available on the website **www.stiholdings.com**. Readers may also email **info@stiholdings.com.ph** for feedback and queries about this report.

GRI 102-14

MESSAGE FROM THE CHAIRMAN AND THE PRESIDENT

Dear Fellow Stakeholders,

In March 2020, STI Holdings and its subsidiaries saw the start of a health crisis that continues to grip not just the nation but the rest of the world.

The COVID-19 pandemic consequently and quickly changed the educational landscape in the country. With this backdrop, STI Holdings and its subsidiaries (the Group) assessed the sustainability topics that would be material to their stakeholders. The Group likewise measured its performance to establish its contribution to the United Nations Sustainability Development Goals (SDGs) during the reporting period.

The Group's quick and effective adaptation to the significant changes in its operations serves as a testament to its pursuit of innovation in the field of education over the years. School Year 2020-2021 witnessed the Group reinforce its commitment to nation-building by delivering quality education to its network of more than 70,000 students while prioritizing the welfare of the Group's 2,200-strong workforce. It has thus contributed to the achievement of priority SDGs such as Quality Education and Good Health and Well-being, among others. It had invested in online learning platforms as early as six years ago, a move which proved to be instrumental in ensuring a seamless transition to a fully remote mode of learning. Recognizing the unprecedented challenges experienced by the Filipino youth and their families, it also forged partnerships and launched programs to provide students

with digital connectivity assistance, counseling services, and financial aid. The Group also reached out to other stakeholders, including parents and guardians, whose vital role in the attainment of students' academic and life goals is even more pronounced today.

Understanding that the educational institutions will be required to be agile as events surrounding the global pandemic continue to develop, the schools have established initiatives that aim to address the varying needs of their communities. The Group offered not only learning tools and materials but also programs or activities celebrating community milestones, providing academic or wellness-related support, and creating environmental awareness for online platforms. Students participated in various online competitions and faculty members presented research papers virtually as well. The Group harnessed industry partnerships to provide new courses that are relevant to today's increasingly digital economy. It also worked with various organizations to pave the way for students to make positive social contributions and maintained membership with notable associations.
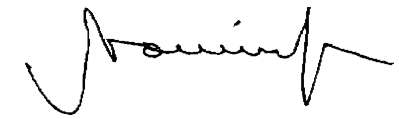
The evolving nature of the pandemic paints a demanding year ahead but we believe that the future is bright and that we must continue moving forward. We are pleased to see that the youth appear to be embracing this same outlook with early enrollment figures for the new school

year already reaching more than 83,000 students, indicating a robust increase of 18% compared to 70,223 in SY 2020-2021. Furthermore, enrollment in programs regulated by the Commission on Higher Education is registering an impressive 41% increase compared to enrollment in SY 2020-2021 at more than 56,000 students which is notably even better than pre-pandemic levels.

Though the future is never certain, we hope for a gradual transition to a "new normal" — a flexible blended learning mode that is a mix of online and face-to-face classes and hands-on learning activities — in the coming years. Until then, we will persist in the path of innovation to continually deliver relevant education that emboldens the youth to become truly productive and compassionate members of society.

EUSEBIO H. TANCO
Chairman, STI Holdings

MONICO V. JACOB
President and Chief Executive Officer, STI Holdings

OUR ORGANIZATION

STI EDUCATION SYSTEMS HOLDINGS, INC. (STI HOLDINGS)

STI Holdings is a leading education and investment corporation in the Philippines. It is recognized as one of the largest networks of schools in the country today. Its registered address and principal place of business is at the 7th Floor STI Holdings Center, 6764 Ayala Avenue, Makati City.

STI Holdings began in 1928 when Theo H. Davies and Co., a Hawaiian corporation, established a branch office in the Philippines. In 1946, Jardine-Matheson group reincorporated the entity as a Philippine company. It was listed on the Philippine Stock Exchange on October 12, 1976. In March 2010, it became part of the Tanco Group of Companies. It is the holding company within the Tanco Group that drives investment in its education business. Today, it has investments in three large educational institutions — STI ESG, STI WNU, and iACADEMY — and is also the owner of Attenborough Holdings Corporation (AHC).

STI EDUCATION SERVICES GROUP, INC. (STI ESG)

STI ESG is the largest subsidiary of STI Holdings. It was incorporated on June 2, 1983 and is involved in setting up, maintaining, and operating educational institutions to provide pre-elementary, elementary, secondary, and tertiary as well as post-graduate courses, post-secondary and lower tertiary non-degree programs.

STI ESG began with the goal of training as many Filipinos as possible in computer programming and addressing the information technology (IT) education needs of the Philippines.

At present, STI ESG offers secondary and tertiary programs as well as post-graduate and associate programs. The colleges of STI ESG grant Associate Degrees and Baccalaureate Degrees and offer Technical Courses, and Vocational Courses in the fields of Information and Communications Technology (ICT), Business and Management, Hospitality Management, Tourism Management, Arts and Sciences, Engineering, and Education. These programs are accredited by the Commission on Higher Education (CHED) and/or the Technical Education and Skills Development Authority (TESDA). Also accredited by TESDA, the education centers of STI ESG offer technical/vocational courses for computer programming, computer technology, multimedia arts, and office administration, among others. In addition, all schools in the STI ESG network have been granted permit by the Department of Education (DepEd) to offer Senior High School (SHS).

Starting School Year (SY) 2020-2021, select schools in the Group were given government permits to offer Bachelor of Science in Retail Technology and Consumer Science Program (BSRTCS) and government recognition to offer a 2-year Associate in Retail Technology Program (ART). ART has a ladderized curriculum preparatory for the BSRTCS and graduates of ART will receive a diploma upon completion of the program.

STI ESG, whose head office is located in Cainta, Rizal, has a network of sixty-four (64) schools spread across Luzon, Visayas, and Mindanao. It is comprised of sixty (60) STI-Branded Colleges and four (4) STI-Branded Education Centers. Likewise, of these sixty-four (64) schools, thirty-four (34) colleges and one (1) education center are wholly owned while twenty-six (26) colleges and three (3) education centers are operated by franchisees.

Map 1: STI Campuses in Metro Manila

Map 2: STI Campuses in Northern & Central Luzon, Southern Luzon, Visayas, and Mindanao
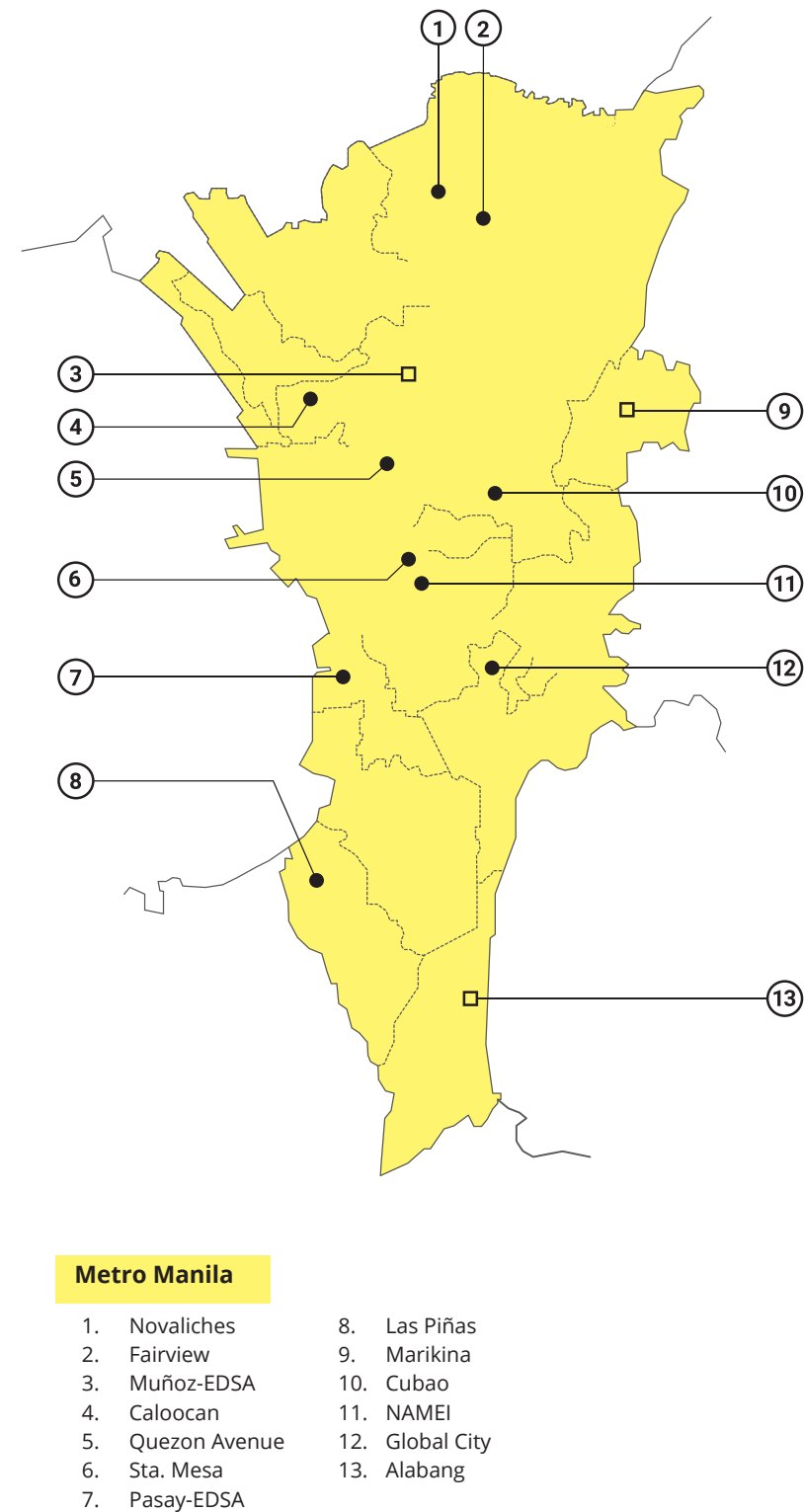
Northern Luzon

14. Laoag
15. Vigan
16. Cauayan
17. La Union
18. Baguio
19. Alaminos
20. Dagupan
21. San Jose
22. Tarlac
23. Malolos
24. Balagtas
25. Meycauayan
26. Angeles
27. San Fernando
28. Baliuag
29. Sta. Maria
30. San Jose Del Monte

Southern Luzon

31. Bacoor
32. Rosario
33. Dasmariñas
34. Balayan
35. Tagaytay
36. Batangas
37. Lipa
38. Puerto Princesa
39. Ortigas-Cainta
40. Tanay
41. Carmona
42. Santa Rosa
43. Calamba
44. Sta. Cruz
45. San Pablo
46. Lucena
47. San Pablo
48. Naga
49. Legazpi

Visayas

50. Kalibo
51. Ormoc
52. Maasin
53. Dumaguete
54. Cagayan de Oro

Mindanao

55. Iligan
56. Cotabato
57. Tacurong
58. Koronadal
59. General Santos
60. Surigao
61. Malaybalay
62. Valencia
63. Tagum
64. Davao

Metro Manila

1. Novaliches
2. Fairview
3. Muñoz-EDSA
4. Caloocan
5. Quezon Avenue
6. Sta. Mesa
7. Pasay-EDSA
8. Las Piñas
9. Marikina
10. Cubao
11. NAMEI
12. Global City
13. Alabang

● Wholly-Owned   ▫ Franchised

STI WEST NEGROS UNIVERSITY, INC. (STI WNU)

STI WNU, a leading university in the City of Bacolod in Negros Occidental, offers a wide variety of programs and complements the courses offered by the Parent Company's other subsidiary, STI ESG. The University offers elementary, secondary including SHS, tertiary, and post-graduate courses. It also operates a maritime training center that offers and conducts training required by the Maritime Industry Authority (MARINA) for officers and crew on board Philippine and/or foreign-registered ships operating in the Philippine and/or international waters.

STI WNU was founded by three Baptist women leaders on February 14, 1948 when the city was still reeling from the aftermath of the Second World War. The school, then West Negros College, first operated as a sectarian educational institution offering six undergraduate programs that attracted 710 students handled by 33 faculty members. It has since gone through years of providing education that is responsive to the needs of the community and was granted the University Status by CHED in June 2008.

In October 2013, the Parent Company acquired majority ownership interest in STI WNU. Since then, STI WNU's facilities have been continuously upgraded, catering to more than 6,000 students.

INFORMATION AND COMMUNICATIONS TECHNOLOGY ACADEMY, INC. (iACADEMY)

iACADEMY is a premier school that offers specialized courses centered on Computing, Business and Design such as software engineering, game development, real estate, animation, multimedia arts, fashion design, film and visual effects. iACADEMY introduced two new programs starting SY 2020-2021, namely: Bachelor of Science in Computer Science major in Data Science and, in partnership with AWS, Bachelor of Science in Computer Science major in Cloud Computing. It has also been given a government permit to offer Bachelor of Science in Accountancy starting SY 2020-2021. It also offers Senior High School.

Recognized as the most innovative school in the Philippines by the Global Brands Awards for the second year in a row, iACADEMY has been providing 19 years of non-traditional, Game Changing education, pioneering specialized programs that are technology-focused, innovative, and industry-relevant.

iACADEMY was established in 2002 as a wholly-owned subsidiary of STI ESG and through acquisition by STI Holdings became its wholly-owned subsidiary on September 30, 2016. iACADEMY's Nexus building is located along Yakal St. in Makati City.

GRI 102-16

EDUCATIONAL PHILOSOPHY

The Group strongly promotes the learner-centered approach as its paradigm for teaching and learning. Hence, every student is nurtured holistically through technology-enhanced, student-centered active learning. The Group strives to provide innovative and relevant education that nurtures students to become competent and responsible members of the society.

GRI 102-40, 102-42, 102-43, 102-44

STAKEHOLDER ENGAGEMENT

The following stakeholders were identified based on influence, representation, contribution, responsibility, and dependency of the entities within the Group. For SY 2020-2021, engagement with stakeholders was primarily through different online platforms, especially with respect to changes in the learning delivery system and school operations.

STAKEHOLDER GROUP	FREQUENCY OF ENGAGEMENT	MODE OF ENGAGEMENT	KEY TOPICS RAISED	THE GROUP'S RESPONSE (REPORT REFERENCE)
Students	Regular basis	Online orientation program, eLearning Management System (eLMS), webinars, social media	Programs or courses, school facilities, campus life, teaching, tuition fees, safety	Quality and Affordable Education, Curriculum Development and Implementation, Student Affairs & Services, Academic Research, Inclusive Education, Customer Data & Privacy, COVID-19 Response
Faculty and Staff	Regular basis	Orientation program, online trainings, social media	Working arrangement, trainings, career advancement, salary and benefits, health & safety	Academic Research, Employment, Learning & Development, Customer Data & Privacy, Diversity & Inclusion, COVID-19 Response
Parents	Regular basis	Online orientation program, eLMS, webinars, website, media articles, social media	Quality of education, school facilities, teaching, grades, tuition fees, safety	Quality and Affordable Education, Curriculum Development and Implementation, Student Affairs & Services, Academic Research, Inclusive Education, Customer Data & Privacy, COVID-19 Response
Alumni	Annual or as required	Workshops, webinars, website, social media	Employment	Student Affairs & Services, Community Relations & Strategic Partnerships, Customer Data & Privacy
Board of Directors	Quarterly or as needed	Board meetings	Plans and strategies, risks, results of operations	Economic Performance, Governance, Diversity & Inclusion, COVID-19 Response
Stockholders and Investors	Quarterly, Annual, or as needed	Annual stockholders' meeting, reports, website, media articles, social media	Overall performance of STI Holdings, results of operations, company updates	Economic Performance, Governance, COVID-19 Response
Industry Partners	As required	Meetings, webinars, trainings, website, media articles, social media	Collaboration opportunities, curriculum design, graduates, employment, virtual on-the-job training	Community Relations & Strategic Partnerships, COVID-19 Response
Regulators	Monthly or as needed	Meetings, online workshops, online seminars	Collaboration opportunities, access to education, curriculum, compliance requirements	Quality and Affordable Education, Curriculum Development and Implementation, Economic Performance, Governance, Energy & Emissions, Customer Data & Privacy, COVID-19 Response
Suppliers and Service Providers	As needed	Bidding process, meetings, email	Quotation and estimates, production and delivery, progress, completion	Supply Chain, COVID-19 Response
Local Community	As required	Website, media articles, social media	Community engagement, safety	Climate Change, Community Relations & Strategic Partnerships, COVID-19 Response

The Group collaborates with various stakeholders for compliance, strategy, information, and involvement. Stakeholders are engaged through a variety of ways, including direct dialogue, surveys, meetings or forums, social media, and sharing of information. The frequency and nature of the engagement likewise vary depending on the need and/or issues encountered.

GRI 102-46, 102-47

MATERIALITY

The Group aims to address all stakeholder concerns and attend to areas of its operations where it has the most material impacts. Following the guidelines and principles set by the SEC, GRI Standards, and the Sustainability Accounting Standards Board (SASB) Standards, the Group conducted its materiality assessment this year by examining external trends and global issues, in addition to addressing the key topics raised by its stakeholders. It considered the prevalent issues within the education sector by benchmarking against its peers, scanned media mentions related to the Group, and checked advocacies of global non-governmental organizations to inform its materiality assessment process.

The Group carefully assessed the results and determined to include **COVID-19 Response** and **Diversity and Inclusion** among its material sustainability topics. The material economic, environmental, social, and governance topics covered in this report are listed below.

System-wide Development

- Quality and Affordable Education
- Curriculum Development and Implementation
- Student Affairs and Services
- Inclusive Education
- Academic Research

Social Commitment

- COVID-19 Response
- Customer Data Privacy and Security
- Diversity and Inclusion
- Community Relations and Strategic Partnerships
- Learning and Development
- Employment

Environmental Initiatives
- Energy and Emissions
- Climate Change

Economic Value and Governance
- Economic Performance

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The SDGs highlight the extent of today's social, economic, environmental, and governance issues and have set clear goals that governments, private sectors, and civil societies should strive to achieve by 2030. Educational institutions, in this regard, play a vital role as they educate the youth on the importance of delivering these goals and values to

the society, and eventually achieve a better and more sustainable future for all.

The Group supports the principles of the SDGs and strives to maximize its contribution through the following activities, measures, and strategies aligned with the various SDGs.

SDG 3: Good Health and Well-being
- Health insurance policy covering teachers and full-time administrative staff
- To protect the students, faculty, and other personnel's health and safety, the Group implemented measures to mitigate transmission of COVID-19 such as but not limited to the implementation of flexible learning models, disinfection of facilities, provision of sanitizers/ alcohol within the premises, deployment of a skeleton workforce, and adoption of work-from-home arrangements.

SDG 4: Quality Education
- Scholarships or alternative form of financial assistance for over 21,000 students within the whole STI network
- Senior High School Qualified Voucher Recipients and beneficiaries of the Tertiary Education Subsidy aggregating to over 29,000 students
- Competitive program offerings that are industry and market-driven
- Career orientation and internship programs for senior high school and college students
- Centralized courseware development to ensure the standard delivery of courses across its network of schools
- Continuity of education amidst community quarantine and implementation of full remote learning using digital tools and online technology
- For SY 2020-2021, the Group provided discounts and rebates in partnership with banks and other institutions to help students have access to quality education amidst the COVID-19 pandemic
- The Group provided trainings and webinars to its employees, with each receiving an average of 31 training hours

SDG 5: Gender Equality
- The Group's workforce consisted of 46% male and 54% female, wherein 53% are under 30 years old, 38% are 30 to 50 years old, and 9% are over 50 years old
- Equal employment opportunity

SDG 8: Decent Work and Economic Growth
- PhP595M paid to employees in the form of wages and benefits
- PhP96M paid in taxes to the government
- 97.5% of purchases paid to local suppliers
- 426 new employee hires within the Group
- Over 17,000 skilled graduates contributing to the supply of human capital, not just across the country but also to the global industry

SDG 16: Peace, Justice, and Strong Institutions
- Compliance with laws, rules and regulations, policies, and standards of governing bodies covering the Group's operations
- No substantiated complaints nor complaints and no leak or loss of customer data were received from regulatory bodies, students, employees, and/or other stakeholders.

GRI 102-10

COVID-19 RESPONSE

In a move to contain the Coronavirus Disease 2019 (COVID-19) outbreak, the National Capital Region and other parts of the country were subjected to stringent social distancing measures, including but not limited to suspension of classes, prohibition of mass gatherings, and imposition of community quarantine, among others. The present COVID-19 pandemic has brought challenges and has affected the global economy. Measures to mitigate its impact have resulted in a global economic recession, travel restrictions, and loss of jobs, among others.

Similarly, the COVID-19 pandemic has affected the education sector. Educational institutions have suspended face-to-face classes to contain the spread of the virus and reduce infections. As such, the Group enhanced its online learning platforms to ensure continued learning during the pandemic.
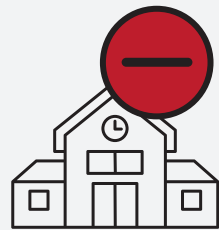
SUSPENSION AND CLOSURE OF SCHOOLS

In September 2020, STI ESG announced the suspension of the operations of some of its owned schools namely: STI Cebu, STI Iloilo, STI Quezon Avenue, and STI Tuguegarao for SY 2020-2021, and cessation of the operations of STI Pagadian effective SY 2020-2021. Similarly, STI ESG announced the cessation of operations of some of its franchised schools, namely: STI College Bohol, Inc. (STI Bohol), STI College Recto, Inc. (STI Recto), Sungold Technologies, Inc. (STI Zamboanga), STI College Pasay, Inc. (STI Pasay), STI College Dipolog, Inc. (STI Dipolog), STI College San Francisco, Inc. (STI San Francisco), and suspension of operations of STI College Parañaque, Inc. (STI Parañaque) effective SY 2020-2021. STI ESG determined that continuing the operations of these schools was no longer viable due to low enrollment turnout and/or the high cost of rental of facilities.

As at June 30, 2021, STI ESG has a network of 64 schools comprising of 60 colleges and 4 education centers. Of the total, STI ESG owns 35 schools while franchisees operate 29 schools.

The students enrolled in the aforementioned schools were given the option to transfer to other STI ESG schools. The suspension and cessation of operations of the schools mentioned above have no material financial impact to the Group.

ENROLLMENT

Private schools reported a dip in enrollment for SY 2020-2021 due to the impact of the COVID-19 pandemic. A survey conducted by STI ESG disclosed that a number of students did not pursue education for SY 2020-2021 because of the financial difficulties experienced by their respective families/benefactors during the year.

Despite this, the Group registered an enrollment of

over 70,000 students

in SY 2020-2021.

CONTINUITY OF EDUCATION AMIDST COMMUNITY QUARANTINE

For SY 2019-2020, the school calendars of STI ESG and STI WNU for SHS and tertiary students covered the months of June 2019 to March 2020 and July 2019 to April 2020, respectively. With the imposition of the Enhanced Community Quarantine (ECQ) throughout Luzon, classes in all levels were suspended on March 17, 2020. Classes of SHS students of STI ESG and STI WNU were completed by the end of March 2020 while classes in the tertiary level were suspended in all campuses nationwide to ensure the safety and welfare of the students.

The tertiary students were given three options to finish the second semester of SY 2019-2020, namely: (1) online learning where those who are willing to and can go online may finish all their lessons via the eLearning Management System (eLMS); (2) offline learning for those who are willing to continue and finish all their lessons but cannot go online, in which case handouts were provided to the students; or (3) face-to-face for those who cannot go online and opt to wait until STI ESG and STI WNU could resume classes under the "new normal" operations with face-to-face classes combined with applicable learning modes. Classes of students who opted for online and offline studies resumed in the third week of May 2020 and were completed as at July 30, 2020, while those who opted for face-to-face classes, later took their classes online and completed the same during the first term of SY 2020-2021.

For iACADEMY, the school calendars for SY 2019-2020 of SHS and tertiary enrollees were originally set from August 2019 to May 2020 and July 2019 to June 2020, respectively. Classes for SHS and tertiary students were suspended due to the implementation of the ECQ in March 2020. SHS modular classes of those who opted for online and offline studies resumed on April 15, 2020 and were completed on June 5, 2020 for Grade 12 students and June 11, 2020 for Grade 11 students. For tertiary, online classes resumed on April 15, 2020 and the school year was completed on July 15, 2020.

For SY 2020-2021, classes for both SHS and tertiary students under the STI network started in September 2020, while classes for SHS and tertiary students of iACADEMY started on August 24, 2020 and August 28, 2020, respectively. Face-to-face classes remain suspended and thus the Group has continued to conduct classes online as of June 30, 2021.

IMPLEMENTATION OF FULL REMOTE LEARNING
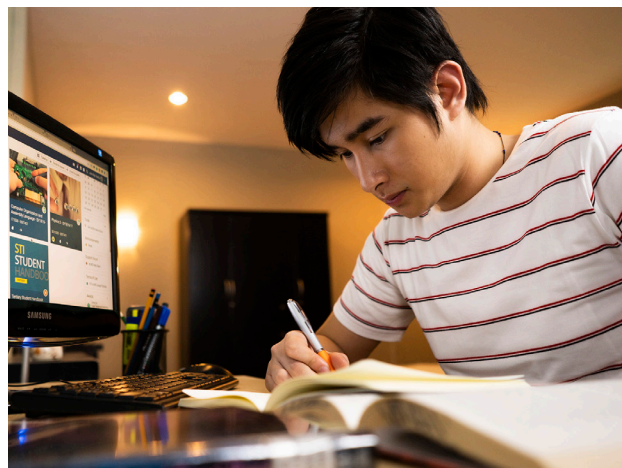
STI ESG and STI WNU introduced the ONline and ONsite Education at STI (ONE STI) Learning Model while iACADEMY introduced the Guided Online Autonomous Learning (GOAL) in SY 2020-2021 as these institutions transitioned to full online learning. These models use digital tools and online technology combined with invaluable hands-on practice and onsite engagements to achieve the students' academic objectives through a responsive learning experience. In this setup, all activities or modules are delivered 100% online through eLearning Management System (eLMS), Google Meet, and/or Microsoft Teams.

The Group employs eLMS, a world-class and award-winning learning management system used by schools and universities across the globe. This cloud-based eLearning tool gives teachers and students a two-way platform where they can collaborate, assign and submit homework, take assessments, and track learning progress, among others. The concept of online learning is not new to the Group, as the schools in the network have already implemented a blended learning model for the past six years. This model allows the students to continue their studies at home uninterrupted despite physical classroom disruptions.

Moreover, STI ESG and STI WNU provided internet connectivity assistance to the students through a monthly data plan of up to 34GB to help them get connected with their online classes.

HEALTH AND SAFETY PROTOCOLS

In the continuous battle against the coronavirus disease, the Group strongly prioritizes the health and safety of the students, faculty members, other school personnel, and visitors in the campus. The Group complies with the health and safety protocols mandated by the Inter-Agency Task Force for the Management of Emerging Infectious Diseases (IATF), Department of Health (DOH), Commission on Higher Education (CHED), Department of Education (DepEd), and other local government agencies.

The following measures to mitigate transmission of COVID-19 were implemented to protect the health and safety of students, faculty, and other personnel:

- Implementation of flexible learning model
- Regular disinfection of facilities
- Provision of sanitizers/alcohol within the premises
- Deployment only of skeleton workforce in the schools and offices
- Implementation of work-from-home arrangements to the furthest extent possible
- Wearing of face shield/face mask at all times
- Regular temperature check before entering the office/school premises and during office hours
- Launch of communication campaign about the institution's health and campus safety protocols and information dissemination on COVID-19 facts through social media

- Issuance of operations advisories regarding COVID-19
- Use of the StaySafe application or contact tracing form to track entry of employees or guests into the school and/or the office
- Close monitoring of employees who have been vaccinated
- Provision of designated holding area for those who are unwell or suspected with COVID-19

GRI 413-1

COMMUNITY SERVICES

The STI ESG community demonstrated the *Bayanihan* spirit as the students, faculty members, and school personnel all worked together to extend a helping hand to their respective communities during this time of a global pandemic. Activities such as face mask donations to local government units, food provision for frontliners, distribution of hygiene kits, and setting up of community pantries, among others were organized by various STI campuses nationwide. STI College Ortigas-Cainta also opened its dormitory facilities and provided daily meals to the healthcare workers of Cainta Municipal Hospital, while some STI students and school personnel volunteered as frontliners in their communities.

STI College San Jose Del Monte

STI WNU community pantry

STI College Vigan

Frontliners from Cainta Municipal Hospital

STUDENT FINANCIAL AID PROGRAMS

As part of the Group's ongoing efforts to support more Filipino youth in gaining access to quality education amid the unprecedented situation caused by the economic impact of the COVID-19 pandemic, the Group partnered with banks and other institutions and provided rebates and discounts to students through different programs including the following:

LandBank ACADEME Program

LandBank approved a PhP250.0 million Term Loan/Rediscounting Line Facility on July 22, 2020, under its Academic Development to Empower the Masses towards Endless Opportunities (ACADEME) Lending Program in favor of STI ESG. The ACADEME Lending Program provides credit support to private high schools, private technical and vocational education training institutions, as well as Higher Education Institutions (HEIs) such as colleges and universities, to aid students, through their parents or benefactors, in continuing their education, under a "'study now, pay later'" program.

The school can borrow up to 70% of the sub-promissory notes on a per semester basis, and subject further to a maximum amount based on the school's net borrowing capacity, with a very low fixed interest rate of 3% per annum that is payable up to the maturity of the sub-promissory notes, but not to exceed a period of three years.

Under the LandBank-STI Student Loan Program, incoming and existing college students for SY 2020-2021 were able to borrow up to PhP15,000 per term, which was credited directly to the STI campus they were enrolled in. The loan amount defrayed the cost of tuition and other school fees for a given term. To further ease the financial burden of the students, STI ESG absorbed the 3% interest rate, thus making the student loan program available to the students at no interest and with easy application process.

PAG-IBIG – STI Educational Assistance Program

STI ESG and STI WNU strengthened their partnership with Pag-IBIG Fund to ensure that students from all walks of life will have the opportunity to receive quality education. Through the Pag-IBIG – STI Educational Assistance Program, Pag-IBIG Loyalty and Loyalty Plus cardholders, and their qualified dependents within the second degree of consanguinity and/or affinity, availed of a 10% partial scholarship grant on tuition fees (excluding miscellaneous and other school fees). Furthermore, an additional 10% scholarship grant was offered to student applicants during SY 2020-2021. Qualified applicants were entitled to an aggregate of 20% scholarship grant on tuition fees in any STI campus nationwide.

DBP RISE

STI ESG executed a memorandum of agreement with the Development Bank of the Philippines (DBP) on March 17, 2021 for the implementation of the DBP Resources for Inclusive and Sustainable Education Program (DBP RISE). The program grants financial assistance to deserving students from the ranks of underprivileged Filipino families who aspire to pursue studies in DBP-accredited public and private tertiary schools. DBP RISE covers: (1) the total cost of tuition fees for all year levels of the entire course or program based on the partner school's tuition fee structure which is determined at the beginning of


the first term of the course or program for SY 2020-2021, and (2) student support fund which covers other school fees, miscellaneous fees, and living allowance that will be determined and set by DBP.

Reduction of Other School Fees and/or Miscellaneous Fee

As part of STI ESG and STI WNU's continuous efforts to further support the students and parents in relation to the impact of the COVID-19 pandemic, select students enrolled in certain programs enjoyed a refund and/or a tuition fee credit. Both reduced the laboratory fees by up to 35% and other school or miscellaneous fees of both tertiary and senior high school students for SY 2020-2021. iACADEMY gave discounts

of as much as 31% and 6% on its regular Other School Fees and Tuition Fees, respectively, for Senior High School students, resulting in a considerable (10%) reduction on their total fees in SY 2020-2021. For the same cause, iACADEMY also gave 50% and 33% discounts on its regular Laboratory Fees and Other School Fees, respectively, for college students.
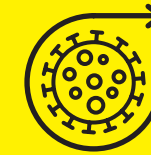
EXPECTED IMPACT OF COVID-19 PANDEMIC ON FUTURE OPERATIONS

As the health crisis continues to unfold, the Group continues to strengthen its digital learning delivery as a response to the changing educational landscape. Fortunately, the Group has been at the forefront of education over the years, as it started to explore online education in 2015 with senior high school students and in 2017 with tertiary students. The Group likewise continues to nurture and develop a strong Academics team that keeps a keen eye out on the latest trends in the workforce and skills that would be needed in the future and that will mold critical-thinking graduates who are competent and responsible members of society. The Group remains persistent in taking steps to be at the forefront of this global shift in the educational landscape.

The Group expects that the IATF, CHED, and DepEd will continue to implement measures mitigating the varied effects of the pandemic as deemed necessary. The Group recognizes that the nature of the pandemic continues to evolve and will cause economic disruptions and other consequences. In this light, the Group will continue to prioritize the health and well-being of its students, employees, and other personnel as it pursues innovative and efficient ways to ensure the delivery of quality education.

SYSTEM–WIDE DEVELOPMENT

The educational entities in the Group endeavor to transform lives through education, empower the students to reach their full potential, provide opportunities for social inclusion, and look forward to a society where individuals can use their abilities, experience, and talents to make a positive difference.
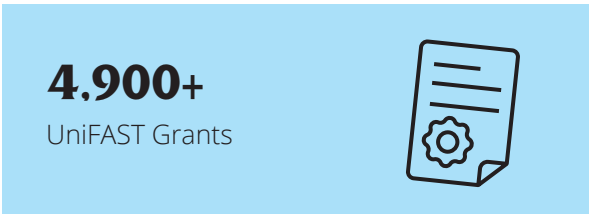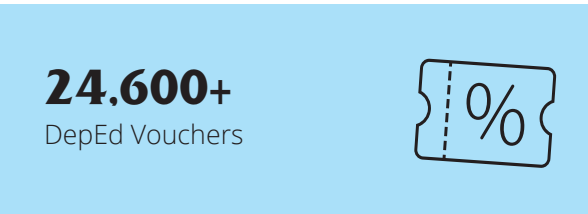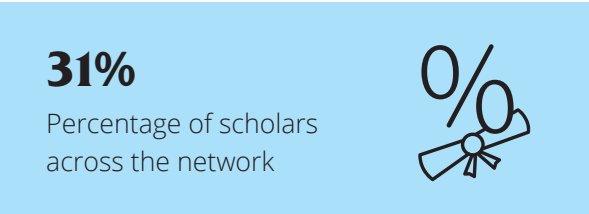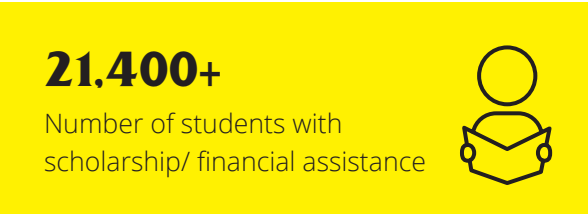
QUALITY AND AFFORDABLE EDUCATION

The Group firmly believes that education is the best investment that a student can make for his or her future and therefore remains committed to providing quality and affordable education to its students, so that they can be competitive in the global economy. The Group has delivered the following contributions for SY 2020-2021:

70,223
students*

17,343
graduates*
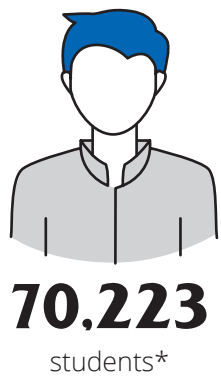
The Group offers tuition installment plans to facilitate a more affordable payment scheme. Also, to ensure that more Filipino youth have access to quality education, the Group provides scholarship grants to academically deserving students, siblings of existing students, dependents of employees and/or alumni, and varsity players, among others. The Group likewise accepts students with Tertiary

Education Subsidy (TES) and Senior High School Qualified Voucher Recipients. These scholarship grants and subsidies assist students in financing their educational journey. Also, to further support its students in these challenging times, the Group partnered with banks and other institutions and provided rebates and discounts to students for SY 2020-2021.

21,400+
Number of students with scholarship/ financial assistance

31%
Percentage of scholars across the network

24,600+
DepEd Vouchers

4,900+
UniFAST Grants

across the network

GRI 102-12

CURRICULUM DEVELOPMENT AND IMPLEMENTATION

The Group stays true to its commitment of providing the students with real-life education by strengthening its curriculum and equipping the students with the right knowledge and training. The Group likewise remains responsive to the industry's changes and trends learned through regular market studies and frequent discussions with industry partners. Programs are also constantly reviewed and updated to meet the government regulatory requirements.

To further streamline its program curricula, STI ESG adopts a centralized courseware development process and ensures the standard

delivery of courses across its network of campuses. The standardized curriculum and courseware materials lead to economies of scale for schools within the STI ESG network, including STI WNU, as a single course could reach thousands of students.

For SY 2020-2021, STI ESG updated the courseware materials to suit the online modality and, at the same time, ensured that the materials are also Outcome-Based Education (OBE)-aligned with assessment tools, rubric, and performance tasks. The Group has likewise sustained its thrust to strengthen ties with leaders in different industries and global brands like Huawei, SAP, Junior Achievement Philippines, Gatessoft, Amadeus, Rajah Travel Corporation, Linux Professional Institute, Python Institute, Dolby Atmos, Avid, Alibaba Business School, and other companies. These industry partners share the Group's vision of infusing learning content and in-demand trends and technology from the industry, and blending such with the online classes, training programs, workshops, seminars for students and faculty members, and online on-the-job trainings of students nationwide.

The establishment, operation, administration, and management of schools within the Group are subject to the existing laws, rules, and regulations, policies, and standards of appropriate regulatory bodies – DepEd , TESDA, and CHED.

STI ESG Programs

Basic Education
- Junior High School (Grades 7 to 10)*

Senior High School
Academic Track
- Accountancy, Business and Management
- Humanities and Social Sciences
- Science, Technology, Engineering, and Mathematics
- General Academic Strand

Technical-Vocational-Livelihood Track
- ICT Strand with specializations in:
  - Computer Programming
  - Animation
  - Illustration
  - Computer Systems Servicing

Tertiary
- BS in Information Systems
- BS in Computer Science
- BS in Information Technology
- BS in Information Technology major in Network Engineering**
- BS in Information Technology major in Digital Arts**
- BS in Accountancy
- BS in Management Accounting
- BS in Accounting Information System
- BS in Accounting Technology**
- BS in Business Administration major in Operations Management
- BS in Business Management major in Operations**
- BS in Office Administration**
- BS in Office Administration with specialization in Customer Relations**
- BS in Hospitality Management
- BS in Culinary Management**
- BS in Hotel and Restaurant Management**
- BS in Tourism Management
- BS in Travel Management**
- BS in Computer Engineering
- BA in Communication

- Home Economics Strand with specializations in:
  - Commercial Cooking
  - Cookery
  - Bartending
  - Food and Beverage Services
  - Bread and Pastry Production
  - Local Guiding Services
  - Travel Services
  - Tourism Promotions Services
  - Front Office Services

- Industrial Arts Strand with specialization in:
  - Electronic Products Assembly and Servicing

- Bachelor of Multimedia Arts
- BS in Marine Engineering***
- BS in Marine Transportation***
- BS in Naval Architecture and Marine Engineering***
- Bachelor of Secondary Education major in Mathematics
- Bachelor of Secondary Education major in Computer Education
- Master in Information Technology
- 3-year Hotel and Restaurant Administration**
- 2-year Information Technology Program
- 2-year Hospitality and Restaurant Services
- 2-year Tourism and Events Management
- 2-year Computer and Consumer Electronics Program**
- 2-year Multimedia Arts Program**

Junior High School is available only at NAMEI Institute of Mandaluyong, Inc.
***These tertiary programs are offered only to senior college students.*
****These maritime programs are offered only to students of NAMEI Polytechnic College, Inc.*

STI WNU Programs

Basic Education
- Pre-Elementary (Nursery, Kinder 1 and Kinder 2)
- Elementary (Grades 1 to 6)
- Junior High School (Grades 7 to 10)

Senior High School
Academic Track
- Accountancy, Business and Management
- Humanities and Social Sciences
- Science, Technology, Engineering, and Mathematics
- General Academic Strand

Technical-Vocational Livelihood Track
- Maritime Specialization Strand
- ICT Strand
- Home Economics Strand

Sports Track

Arts and Design Track

School of Graduate Studies (SGS)
- Doctor of Philosophy in Educational Management
- Doctor in Public Administration
- Master of Arts in Education
- Master in Business Administration
- Master in Public Administration

iACADEMY Programs

Senior High School
Academic Track
- Accountancy, Business and Management
- Humanities and Social Sciences
- General Academic Strand
- Science, Technology, Engineering, and Mathematics (Robotics)

Technical-Vocational Livelihood Track
- Computer Programming (Software Development)
- Animation
- Fashion Design
- Graphic Illustration

Academic Track
- Media and Visual Arts (Multimedia Arts)
- Audio Production

Tertiary
- BS in Hospitality Management
- BS in Tourism Management
- BS in Criminology
- BS in Information Technology
- BS in Information System
- BS in Computer Science
- BS in Accountancy
- BS in Business Administration
- BS in Management Accounting
- BS in Retail Technology and Consumer Science
- Bachelor of Early Childhood Education
- Bachelor of Physical Education
- Bachelor of Secondary Education major in Mathematics, English, Filipino and Values Education
- Bachelor of Elementary Education - General Education BS in Psychology
- BS in Mathematics
- BA in Communication
- BA in English Language
- Teacher Certificate Program
- BS in Electrical Engineering
- BS in Civil Engineering
- BS in Chemical Engineering
- BS in Electronics Engineering
- BS in Mechanical Engineering

Tertiary
- BS in Computer Science (Software Engineering)
- BS in Computer Science (Cloud Computing)
- BS in Computer Science (Data Science)
- BS in Entertainment and Multimedia Computing (Game Development)
- BS in Information Technology (Web Development)
- BS in Business Administration major in Marketing Management
- BS in Business Administration major in Financial Management
- BS in Real Estate Management
- AB in Psychology
- BS in Accountancy
- BS in Animation
- AB in Multimedia Arts and Design
- AB in Fashion Design and Technology
- AB in Film and Visual Effects

Accreditations

STI ESG's Learning Delivery System (LDS) was awarded by the ISO certifying body TÜV Rheinland Philippines, Inc. with the ISO 9001:2008 certification on February 5, 2015 and the ISO 9001:2015 certification on February 5, 2018. The LDS was then recertified for ISO 9001:2015 on February 5, 2021.

The LDS covers courseware development, faculty training and certification, student development program, and job placement assistance. The ISO certification ensures that STI ESG's LDS is relevant, responsive, and learner-centered with a strong focus on continual improvement and quality assurance.

STI WNU has accredited programs duly certified by various accrediting agencies. The Philippine Association of Colleges and Universities Commission (PACUCOA) accreditation ensures that the university's academic programs continuously adhere to its objectives and maintain academic excellence. Meanwhile, STI WNU's Maritime Training Center (MTC) has been awarded the ISO 9001:2015 certification by Det Norske Veritas Germanischer Lloyd (DNV GL). The ISO certification keeps the University's maritime programs for seafarers compliant with the standards of the maritime industry.

STUDENT AFFAIRS AND SERVICES

The Group believes that learning goes beyond the four corners of the classroom and that students should be empowered to realize their educational goals and potentials through holistic development experiences in the school. Students will have an enriched learning experience as they interact with other students outside the classroom setting, receive counseling on mental health and career pathing, and get involved with various advocacies.

Due to government restrictions brought by the pandemic, on-campus activities with large gatherings were strictly prohibited during SY 2020-2021. Student-related activities were then implemented online, mostly on social media platforms.

STUDENT SERVICES

Guidance and Counseling Services

The Guidance and Counseling Office of STI ESG assists the students in making the best out of their school life. Through the Guidance Office, online individual and group counseling services were extended during SY 2020-2021 to help students deal with various personal, emotional, career and school-related concerns, especially those related to their mental health and struggles in adjusting to online learning. Students may reach out to their Guidance Counselor through MS Teams, Outlook, eLMS, Facebook Messenger, or phone. They may also be referred by their professors, peers, school physician, or even their parents.

Telehealth Consultation

iACADEMY implemented steps to make its clinic available to all of its students and employees for non-emergency consultations. These consultations are conducted over Google Meet so that a visual assessment can be performed. The sessions are not recorded but notes are kept as part of a student's medical record.

Digipeer ONCOL

Launched on October 16, 2020, this program was initiated by the Guidance and Counseling Office of iACADEMY to provide a channel for students to destress during examination periods.

Job Placement Assistance Services

STI ESG's Job Placement Assistance Services group conducts employment preparation activities and presents employment opportunities to graduating students and alumni. STI ESG launched the STI Virtual Career Fair (VCF) and National Job Placement Month (NJPM) 2.0 in collaboration with industry partners during SY 2020-2021. Both the VCF and NJPM 2.0 featured online employment preparation webinars and virtual recruitment activities wherein the graduating students were prepped on how the "new normal" changed the recruitment practice.

STI Virtual Career Fair

Student Governments and Organizations

The educational entities of the Group provide the students with opportunities to organize themselves and experience relevant activities through student organizations. The student councils aim to provide a fun environment conducive to student development while governed by the rules set forth by the School Administration.

Student Handbook Development

The Student Handbook Development Committee is tasked to create a mechanism that will continually develop and update the handbook for student use. It aims to make the handbook available in accessible formats (such as but not limited to electronic and print media) for dissemination, information, and guidance of students and stakeholders.

Student Personal Accident Insurance

One of the top concerns of the Group is the safety and well-being of its students. Despite the absence of face-to-face classes and on-campus activities, STI ESG continued to provide student insurance coverage to its students to ensure their welfare amidst the global health crisis.

Career Planning Program (CPP)

CPP is a six-stage program comprised of a series of activities intended to help STI ESG's Senior High School students explore and evaluate a variety of career options and guide them in making a well-informed educational and career decision. For SY 2020-2021, all activities including the one-on-one career planning consultation were conducted online via MS Teams.

STUDENT CO-CURRICULAR ACTIVITIES

Commencement Exercises

For SY 2020-2021, the commencement exercises for graduating senior high school and tertiary students were streamed live on the official Facebook Fan Pages of STI ESG campuses, STI WNU, and iACADEMY. In addition to Facebook, iACADEMY also posted its graduation ceremonies on its YouTube account.

SOAR: Emergence - Game On! (SHS SOAR 2020) and Emergence - The Next Level (College SOAR 2020)

The annual Student Orientation and Registration (SOAR) for incoming Grade 11 and Freshmen College students of iACADEMY was conducted on a virtual platform. The event is composed of an Academic and Student Life and Services orientation followed by games and activities for each team. Lastly, a ceremonial welcome party is held for the new Game Changers. SOAR, a three-part event, was composed of the following: The Creed – a module-type orientation via Coursebank (August 10 to 20, 2020), The Hunt – an online game for grouped sections/programs (August 22, 2020), and The Champion's Chest – an online concert featuring local bands and performers (August 24, 2020).

iACADEMY Org Drive 2020

This event, held from September 14 to 18, 2020, was composed of online activities intended to provide a welcoming atmosphere for students as they get acquainted with the accredited student organizations. It also serves as a venue for member recruitment and possible networking of future activities, workshops and events.

KASADYAHAN

Kasadyahan, an annual showcase of "Sinadya," is held at the end of every school year to celebrate the students' hard work. Over the years, Kasadyahan has become a symbol of camaraderie and fellowship in the STI WNU community. In December 2020, STI WNU launched the Virtual Kasadyahan composed of various online activities to carry on with the spirit of this festivity despite the pandemic.

Year End Party: THRIVE- iACADEMY Year End Party and Game Changer Awards Night - Deepen Your Root and Bloom Forth!

The Year End Party was held on June 16, 2021 to cap off the academic year with a celebration of memorable and meaningful moments of iACADEMY student organizations despite an online setup. This event which hopes to inspire other student organizations to strive for excellence in the new school year also included the pre-recorded Game Changer of the Year Awards that was filmed on June 7, 2021. The Year End Party included performances from student performers Octave, Rhythm, CTRL, and several bands from the Audio Production strand.
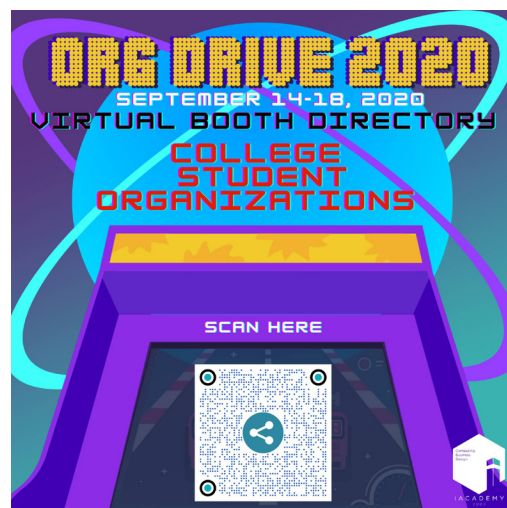
SUPPORT WEBINARS

Rated PG: Parents Webinars

Parents and guardians play a significant role in helping their children meet and thrive amid the challenges of online learning. These webinars intend to support, empower, and recognize their continuous effort in helping STI students be the best that they can be.

The webinar series kicked off on November 23, 2020 with the episode "Role of Parents in Supporting Students' Online Learning." STI Guidance Counselor Kristine Rose Cruz talked about the implications of distance learning on parenting and the parents' roles in supporting their child's psychological well-being. Streamed on the STI Official Facebook Fan Page, the episode registered almost 8,000 total engagement, 84,000 visibility, and 98,000 impressions.

This was soon followed by the second episode titled "Protecting Your Child's Data Privacy" that was streamed on the STI Official Facebook Fan Page on December 19, 2020. In this episode, STI Associate School Legal Manager Atty. Kathlyn Catapang highlighted the importance of data for educators and shared inputs that would help parents and guardians protect the child's data privacy. This episode reached more than 3,000 total engagement, visibility to 53,000 and 59,000 impressions.

The third episode, "Dear Parents," was a roundtable discussion featuring select STI School Administrators and Academic Heads who provided an overview of online education based on their varied perspectives. They also shared tips for parents and guardians on how they can further help their child with their educational journey. Interviews with select STI students who shared their online learning experiences were also shown. STI College Bacoor School Administrator Jobim Monico Zabala, STI College Caloocan School Administrator Marife Ibarra, STI West

Parents Webinar: Role of Parents in Supporting Students' Online Learning

👍 **8,000** engagement*   👁 **84,000** visibility*   ▷ **98,000** impressions*

*approximately

Negros University EVP/University Administrator Mark Molina, STI College Global City Academic Head Renia Matira, and STI College Cotabato Academic Head Dr. Alfred Taboada served as panelists during the discussion.

Student Webinars

This series of webinars aim to assist the students in dealing with the different challenges they face in online learning and the impact of COVID-19 in their daily lives. For SY 2020-2021, webinars focusing on mental stress were streamed on the STI Official Facebook Fan Page.

The first episode titled "No One Left Behind – Mental Health is Everyone's Responsibility" was discussed by Dr. Eugene Hontiveros, RPsy, DIP CH, NLP, a senior consultant for the MindCare Program of PhilCare. The webinar encouraged everyone to keep moving forward despite the difficult times they experience and emphasized that taking care of one's own

**Student Webinar: No One Left Behind –
Mental Health is Everyone's Responsibility**

👍 **16,000**
engagement*

👁 **74,000**
visibility*

▷ **76,000**
impressions*

*approximately

mental well-being as well as that of the family and loved ones is everyone's responsibility. This episode, streamed on March 12, 2021, exceeded 16,000 total engagement, and achieved visibility to 74,000 and 76,000 impressions.

Meanwhile, the second episode "Thinking Ahead – Tips to Avoid Academic Stress" was posted on May 21, 2021. MyGolana Philippines, Inc.'s Supervising Counselor Dra. Lucia Ramos and STI ESG's Faculty Development Head Ms. Loida Dumaguin talked about anxiety and stress, shared tips on how students can avoid stressors, and emphasized the importance of maintaining student life balance. This episode registered more than 10,000 total engagement, visibility to 29,000, and 29,000 impressions.

Wellness Webinars

These are webinars designed to meet the different needs of the students and employees concerning their mental health and the many different ways to cope with stress. Most webinars are programs developed by the guidance counselors while in some, subject matter experts are invited as guest speakers.

CHED Webinars

The webinar titled "Agubay: A webinar towards a Responsive and Accessible Student Affairs and Services Amidst the COVID-19 Pandemic" was conducted by CHED Region 6 on June 6, 2020. In this webinar, staff of Student Affairs and Services were urged to implement practices that are fresh, innovative and creative to be able to provide quality services despite the pandemic.

Another webinar from CHED Region 6, "Ang Pagpadayon: A Talk on Mental Health Preparedness Relative to the Limited Face-to-Face Classes in Higher Education" was conducted in support of the national initiatives related to the safe and gradual re-opening of campuses of higher education institutions and aimed to help students prepare and cope with the new normal of learning.

STUDENT-LED ACTIVITIES

iMOVE - iACADEMY Mobilizing One Vision to Empower

As a call to action for areas that were affected by Typhoon Ulysses in November 2020, student organizations came together to initiate a fund and donation drive. Through this event, monetary donations were collected and subsequently turned over to kidsforkidsph and Tanging Yaman Foundation, Inc. Donations in kind such as bottled water, canned goods, and soap, among others were also collected in iACADEMY and turned over to kidsforkidsph and other non-profit organizations that aimed to help the survivors of Typhoon Ulysses. Activities such as pre-recorded dance lessons for a cause and a tournament for a cause allowed the Game Changers to share their skills in the service of a greater purpose.

Octave Sulyap: Project Cloud

SULYAP: Project Cloud is a spin-off of iACADEMY's Octave's annual talent showcase. This school year, the organization decided to combine the event with its Valentine's Day activity in February 2021 and work with other selected organizations to serenade fellow students.

Battle League

Battle League is an esports competition that is open to both current and incoming students. This also showcases the Game Development program of iACADEMY. Winners of the Battle League, which was held from November 27 to 29, 2020, donated proceeds of their winnings to their chosen charitable organization. Sixteen teams composed of 5 members each participated in this event.

ICON 2021: The Search for the Ultimate Game Changer

Previously called Mr. and Ms. iACADEMY, this pageant was conducted online in January 2021. The pageant celebrates the individuality of iACADEMY students as it aims to look at candidates from a holistic perspective as they are required to lead the advancement of society through their chosen advocacies. This event also cultivates healthy competition among the College Student Organizations as representative/s are nominated by the organizations.

QUATRO: The BiTIW Carol Fest

QUATRO: THE BiTIW Carol Fest is the official Audiovisual Performance Conclusion of the Basic Integrated Theatre Initiation Workshop of iACADEMY's BiTAG. It is a theater production series that showcases each group that underwent the online theater workshop and training. Through this activity, members of BiTAg enhance their skills in their

SULYAP: Project Cloud

respective departments, learn how to collaborate with other members in other departments and create a Christmas-theme production.

Lead On: Symbiosis

While the previous iACADEMY Leadership Empowerment and Development (iLEAD) program was an annual 2-day student leadership training and workshop event, this year's program was called "Lead On" and was conducted entirely online through a month-long webinar consisting of individual assignments, group challenges, plenary sessions, and workshops. The program which was conducted in May 2021 aimed to hone the leadership abilities of iACADEMY student leaders and was attended by selected officers of the organizations, as well as student officers in the senior high school (recommended by their advisers) and chosen student leaders in the college level (recommended by their college professors).

STUDENT ACHIEVEMENTS AND RECOGNITIONS

#2
Jenelyn Evangelista Castillo

#10
Jennzey Gainn Dela Peña Eleda

Board Examination

Jenelyn Evangelista Castillo from NAMEI ranked second at the June 2021 Naval Architecture and Marine Engineering Licensure Exams with an 88.40% rating, while Jennzey Gainn Dela Peña Eleda placed 10th with an 83.50% rating. NAMEI was also recognized as one of the top 3 best performing schools as it achieved a 42.31% passing rate.

International Conference

Tourism students from STI College General Santos and STI College Tagum proudly participated as speakers in an international conference organized by the East Asia Institute of Management. With the theme, "Emerging Trends in Tourism: Impact on Tourism Education," the 4th China-ASEAN Tourism Education Alliance International Conference was successfully staged virtually on January 16, 2021. From STI College General Santos, Dianne Acosta talked about Transforming Traditional Community to Actors of Tourism Industry 4.0, Shiela Mae Halasan discussed the Social Media Marketing of Tourism, while Kythe Ante presented the Opportunity and Challenges of Community-

based Tourism. On the other hand, representing STI College Tagum, Jewel Mae Malone talked about Crisis and Disaster Management for Tourism and Anna Mae Panton enlightened the audience on Cultural and Heritage Tourism.

K-reate for a Cause

K-reate for a Cause is a national competition where the youth can express their creativity and raise funds for their chosen charity. The design competition is part of SMART's "Live Your Passion with Purpose" campaign. Leading front and center are the South Korean idols Bangtan Sonyeondan or BTS who are known for their powerful performances and top-charting hits. Over a hundred STI students from 38 campuses nationwide joined the competition and showcased their passion for the arts and for doing good. Out of the 51 winners nationwide, 26 were young student designers from various STI campuses who turned their original hallyu (Korean wave) and BTS inspired artworks into goods.

Huawei ICT Academy

STI ESG and Huawei ICT Academy partnered to equip Filipino students with the needed knowledge and skills to prepare them for their future careers in the ICT industry. Through the partnership, STI delivered Huawei ICT technologies training and encouraged select students of BS Information Technology and BS Computer Engineering to get Huawei certification. Huawei also helped integrate in-demand ICT technologies into STI programs to better prepare the students for future certifications. STI ESG has so far produced almost 300 students who were certified in five technology domains: cloud computing, Big Data, artificial intelligence, routing and switching, and storage.

Student participants of the Huawei ICT Academy

An industry certification validates the skills and readiness of the students to join the ICT workforce. Every certification is valid for three years, and the students' names appear on Huawei's online database as Huawei Certified ICT Associates (HCIA). Being recognized as an HCIA vastly improves the students' competitiveness in the job market as well as the school's employment rate.

Blockchain Exellerator Program

Amidst the COVID-19 pandemic, select 4th year college students from various STI campuses completed the UnionBank Blockchain Exellerator Program on July 20, 2020. The program was an eight-week intensive course for developers who want to strengthen their knowledge about blockchain, a public ledger that records not only the assets but also the transactions of a business.

The participants were grouped into teams and tasked to create a blockchain application based on a business model. Through a five-minute elevator pitch to a panel of experts, the teams virtually presented the working prototype of their application. At the end of the presentation, seven

students from the BS Information Technology and BS Computer Engineering courses were certified as blockchain experts.

Local Competitions

The group of Christian Daniel Perez, Roberto II Asistores, and Jovilyra Cabigao Micael from STI College Meycauayan was hailed as the Grand Winner in the Application Development Contest (AppCon) 2020 on April 17, 2020. Their group received a cash prize of PhP100,000 on top of the plaque of recognition and gold medals. Meanwhile, the STI College Bacoor group composed of Rica Mae Enriquez, Jaybert Ranmel Bautista, John Daniel Cumigad, Sean Carlos Fronda, Christian John Borjal, and Jenzen Paul Diaz was given the Excellence Award and received a cash prize of PhP50,000, silver medals, and plaque of recognition. AppCon 2020 is a competition about developing a web or mobile-based application that aims to resolve social issues in the country.

Ernest Carlo Ramilo Guiuntab from STI College Vigan also earned recognition for his school as he won first place in the tertiary category of the National Statistics Month Provincial Essay Writing Contest on October 19, 2020.

Another student from STI College Vigan, Joshua Alegre bagged the third place and Most Informative Award in the Tarlac Cultural Heritage Vlogging Contest on March 7, 2021. The competition was part of the Kanlahi Festival 2021. Alegre's vlog featured the rich cultural heritage of the town Anao.

Liofer Pinatacan, 2nd year Hotel and Restaurant Administration student from STI College Iligan, was named the Big Winner of ABS-CBN's reality competition Pinoy Big Brother: Connect on

March 14, 2021. Dubbed as the "Dong Diskarte ng Zamboanga del Sur," Pinatacan garnered the highest number of public votes to win the competition and took home PhP1 million and new house and lot.

STI College Sta. Mesa's Grade 12 Science, Technology, Engineering, and Mathematics (STEM) student Royce Elwood Paragua won a bronze medal in the 2021 FAMMPSA (Federation of APPSAM-MAPESA-MAPRESA Private Schools Association, Inc.) Mathematics Olympiad Online Edition held from March 16 to 17, 2021. Paragua competed against 520 students from various schools in Metro Manila.

Third year BS Accountancy student Allison Bernardine Tabernilla from STI College Lucena topped the Auditing Level 3 in the Accounting Varsities Final Brawl of the Trident held from April 12 to 17, 2021. The competition was organized by the National Federation of Junior Philippine Institute of Accountants Region 4 Council.

Liofer Pinatacan, winner of Pinoy Big Brother: Connect

Animation Competitions

In June 2020, iACADEMY's outstanding alumnus Jethro Ian Lacson had his artworks showcasing LGBTQ+ characters recognized by Netflix.

Industry partner Knowledge Channel, through its Knowledge Channel Volunteer and Internship Program (KCVIP), recognized during the KCVIP Virtual Graduation 2020 noteworthy iACADEMY interns namely Francis Miguel Garcia as Outstanding Intern for IT, Lorenzo Martin Benedicto as Outstanding Intern for Game Development, Fidel Aziz Drake Fernandez with Best in Motion Graphics Award, Thaddeus Ted Artificio with Special Citation for Motion Graphics Award, and Jarrod Patrick Pena with Most Transformative Intern.

In August 2020, iACADEMY Animation students Ed John Dela Cruz, Naomi Dimaculangan, and Reia Simpas made it as finalists in the CCP *Gawad Alternatibo*. The *Gawad CCP Para sa Alternatibong Pelikula at Video* or *Gawad Alternatibo* is the longest-running independent film competition of its kind in Asia. The main competition has four major categories – Animation, Experimental, Documentary, and Short Feature.

In September 2020, iACADEMY released its first edition of the Ground Glass Film Festival which celebrated the creativity of iACADEMY students who, during the first months of the pandemic, were able to muster the energy and focus to create amazing short films. Juried by internationally-awarded filmmakers Raymond Red, Sari Dalena, and John Torres, BS Animation student Danica Sy took home the grand prize for her 2-minute animated short film entitled *Pagkain*. Sy's *Pagkain* also won her the Honorable Mention in the 2020 Peace Motion Graphics Competition by the Sunhak Peace Prize Foundation in South Korea awarded in January 2021.

In November 2020, 3rd year iACADEMY student Ruka Azuma won the Independent Achievement Award during the 10th International Film Festival Manhattan NYC for his film "Blue Room Feelings." Also in the same month, the photo artwork of Rex Joshua America, a 1st year iACADEMY Multimedia student, was featured in Vogue Italia, the Italian edition of the Vogue Magazine.

In May 2021, Ysha Cenzon, 1st year iACADEMY Multimedia student, published through Penlab "My Dear Ghost Family," a comic about a dispirited teenage boy who helped a family of ghosts move on to the afterlife with a birthday celebration.

Third year iACADEMY BS Animation students Nicole Anna Argañosa, Elisha Gabrielle R. Briones, and Mesfin Bram Diosina were declared as the first runner-up in the EU Whiz, a partnership between the Philippines and the European Union in June 2021. The group bested 149 entries nationwide.

Also in June 2021, 3rd year iACADEMY Multimedia student Chris Sante produced an 80s inspired mix that was featured by a multivitamin brand in its social media account.

Fashion Design Competition

In October 2020, iACADEMY Fashion Design student Carlie Lajara was declared as the Metro Magazine's Style Me Now winner. Metro Style is a multi-platform lifestyle media outfit in the Philippines.

Study with our Scholars

This program pertains to study sessions conducted by iACADEMY's scholars that aim to help students thrive in their classes. Study with our Scholars was initiated on November 27, 2020 by the Scholarship Office.

BS Business Administration Competitions

In August 2020, iACADEMY BS Business Administration students Geoffrey Tan, Julianne Febiar, Ryan Badrek, Matthew San Jose, and Software Engineering student Paul Magbojos landed in the Top 12 in the national level of the Alibaba GET Global Challenge. Their entry was a digital platform that makes buying and selling of fresh foods easier and more accessible to consumers, reduces overcrowding in groceries and markets, and makes buying of fresh foods more convenient while providing growth opportunities for entrepreneurs, farmers, home growers and delivery drivers.

In December 2020, iACADEMY BS Business Administration students Nicolas Villapando and Kurt Boquiren emerged as Top 3 at the ATIFTAP Marketing Competition 14th Global Business Conference III Digital on the "RISE: Marketing and Beyond Marketing Case Competition." The top team came from Northwestern University while the team from Ateneo de Manila University emerged as Top 2.

In June 2021, iACADEMY Senior High School students Neo Roizz Hombrebueno, Eliana Nicole Carlos, and Seth Joaquim Astorga bagged the 1st Runner-up title in The Next Bright Idea Digital Design Competition. The Next Bright Idea is Enderun Colleges' business and design pitch competition for young aspiring entrepreneurs and creative thinkers. It aims to generate breakthrough business ideas and design solutions.

Information and Communications Technology (ICT) Applications

In coordination with the Provincial ICT Division, ICT scholars of the Provincial Government of Negros Occidental who are fourth year BS Information Technology students of STI WNU presented to Governor Eugenio Jose Lacson several conceptualized ICT applications on May 7, 2021.The outputs were designed to help boost the economic recovery of the province.

The scholars developed five systems namely Emergency Rescue and Response Operation System, Depot Procurement and Inventory System, Fire Alert Notification with Map Locator, Monitoring System

of the Scholarship Program Division, and Document Tracking System of Negros Occidental. Of the five systems that were presented, the Emergency Rescue and Response Operation System was recognized as the best application for having useful features such as online registration, user management, online rescue and response operation module, locator, and emergency report management.

The ICT scholarship program of the Negros Occidental Scholarship Program Division was created to help deserving residents of the province finish their ICT courses at STI WNU.

ACADEMIC RESEARCH

As the foundation of knowledge, research opens discourse on certain issues or topics currently prevalent in society such as cultural norms, health, education, and technology. This consequently leads to the development of new ideas, methods, or technology. The following are research papers from some of the faculty members of the Group as well as students, some of which were presented either in local or international conferences and seminars during the reporting period:

- "The Lived Experiences of Bangsamoro Women in Armed Conflict Situation Towards Resiliency and National Security" – STI College Cotabato's Social Work Department Program Head, Dr. Izriel Zeriah Kaliman-Kanda, presented her paper during the virtual conference of Philippine Association for Social Worker, Inc. Convention on November 26-28, 2020. Kanda's study focused on the lived experiences of the Bangsamoro women in armed conflict affected areas

in Maguindanao. The results of the study intend to provide baseline data for possible intervention by addressing the issues and concerns raised by the Bangsamoro women.

- "Mahogany Sawdust Tannin as Ink Resource" – Dr. Mary Jonie Villanueva, a faculty member of the College of Engineering of STI WNU, presented this paper during the Virtual International Research Conference hosted by HCU of Thailand on June 25, 2021.

- "ONE STI Learning Model: Delivering Tourism Education Amidst COVID-19 Pandemic" – Ann Gilyn Premarion, Academic Head of STI College General Santos, presented her research study in the 4th China-ASEAN Tourism Education Alliance (CATEA) International Conference 2020/2021 on January 16, 2021 at the East Asia Institute of Management (EAIM) campus in Singapore. Premarion's research study focused on STI ESG's ONE STI Learning Model that enables the students to continue their studies, move up to the next level, graduate, and seek employment amidst the pandemic. After her successful presentation at the international conference, the Singapore Management Journal (SMJ) published Premarion's study in its May 2021 issue. SMJ is a peer-reviewed publication that publishes original articles relating to business and management.

- "Academic and On the Job Training Performance of Business Administration Students of STI West Negros University" – Dr. Mima Villanueva, STI WNU's Vice President for Academic Affairs and two faculty members from the College of Business Management and Accountancy, Dr. Salvador Sigaya, Jr. and Ms. Maricon Arca, presented this paper during the Virtual International Research Conference hosted by HCU of Thailand on June 25, 2021.

- "Rice Hull Ceiling Board" – Engr. Lalaine Rufin, a faculty member of the College of Engineering of STI WNU, conducted this developmental research that aimed to develop a Rice Hull Ceiling Board (RHCB) and presented the same during the Virtual International Research Conference hosted by HCU of Thailand on June 25, 2021.

- "A Phenomenological Study on the Observed Behavioral Changes and Adaptation of Filipino Young Adults during COVID-19 Pandemic" – iACADEMY students Timothy John Dy, Pamela Icee Loyola, and faculty member Paola Gonzales presented this study at the 1st Psychology Research Conference at Colegio de San Gabriel Arcangel, Inc. in San Jose del Monte, Bulacan on March 28, 2021.
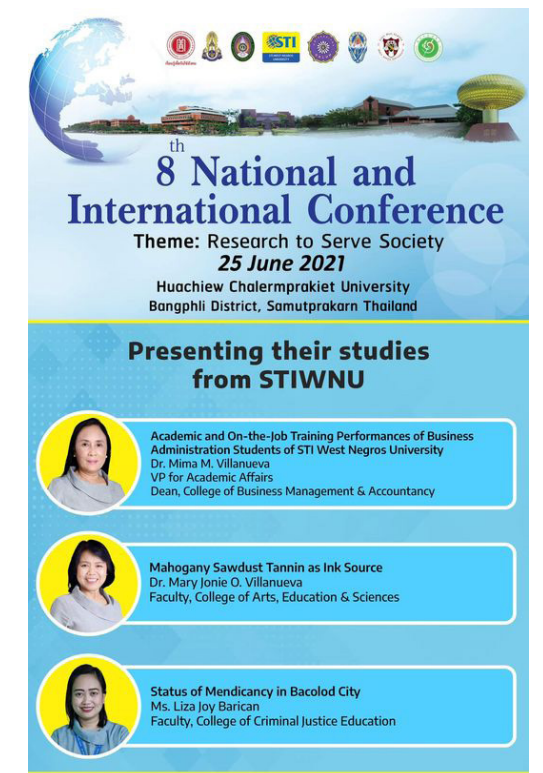
STI WNU faculty during the 8th National and International Conference

- "Are we pre-judged? A qualitative study on Filipino Stereotypes" – iACADEMY students Jeanne Vernise Candelario, Fiona Coleen Gutierrez, and faculty member Paola Gonzales presented this study at the 1st Psychology Research Conference at Colegio de San Gabriel Arcangel, Inc. on March 28, 2021.

- "Design Schools in the Time of Pandemic: Education, Technology, Industry, and Empathy Post COVID" – iACADEMY faculty member Jon Cuyson completed this research paper in October 2020.

INCLUSIVE EDUCATION
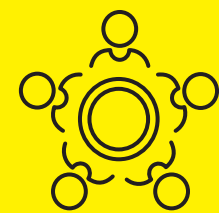
The Group fosters a culture that values diversity and inclusion. The Group believes that having a diverse and inclusive community will help the students become socially responsible individuals as they share experiences and myriad perspectives. The differences in age, religion, ethnicity, sexual orientation, physical ability, and background will promote creativity, improve collaborations, and help students thrive in an exponentially diverse environment.

Moreover, the Group recognizes the importance of a gender-responsive education and society. In support of the CHED Memorandum Order 01 series of 2015 or "Establishing the Policies and Guidelines on Gender and Development in the Commission on Higher Education and Higher Education Institutes (HEIs)," the Group practices gender sensitivity in the academe by educating and informing various sectors of society on the need to recognize and respect the rights of individuals, regardless of gender.

STI ESG also promotes gender awareness by appointing the Guidance Counselors and Guidance Associates as the Gender and Development focal persons in each school to pursue and implement programs, projects, and activities that will contribute to the achievement of women empowerment and gender equality.

Meanwhile, the school facilities of the Group are provided with access for persons with disabilities (PWD) and learners with special needs. Ramps and railings, elevators, and PWD restrooms are available in various campuses. In addition, STI ESG together with STI Foundation has partnered with DepEd in offering learning centers for the Alternative Learning System (ALS). The partnership specifically aims to provide out-of-school youth aged 15 to 30 with an opportunity to complete their high school education in a non-formal learning environment. To date, there are six STI campuses offering ALS: STI College Ortigas-Cainta, STI College Batangas, STI College Lipa, STI College Muñoz-EDSA, STI College Rosario, and STI WNU. In SY 2020-2021, ALS classes were suspended in the aforementioned campuses due to the restrictions of conducting face-to-face classes among the students.

Eusebio H. Tanco
Chairman of the Board

Monico V. Jacob
President and Chief Executive Officer

Paolo Martin O. Bautista
Vice President and
Chief Investment and Risk Officer

Rainerio M. Borja
Director

ECONOMIC VALUE AND GOVERNANCE

The Group aims to maximize the organization's long-term success and create sustainable value for its stockholders, other stakeholders, and the nation. The Group adheres to the principles and practices of good corporate governance and conducts its business in accordance with the highest level of accountability, transparency, and integrity.

Joseph Augustin L. Tanco
Vice President, Investor Relations

Maria Vanessa Rose L. Tanco
Director

Jesli A. Lapus
Independent Director

Martin K. Tanco
Director

Ma. Leonora V. De Jesus
Independent Director

Robert G. Vergara
Independent Director

Raymond N. Alimurung
Independent Director

Atty. Arsenio C. Cabrera, Jr.
Corporate Secretary and
Corporate Information Officer

Yolanda M. Bautista
Treasurer and Chief Finance Officer

GRI 102-7, 102-45, 201-1

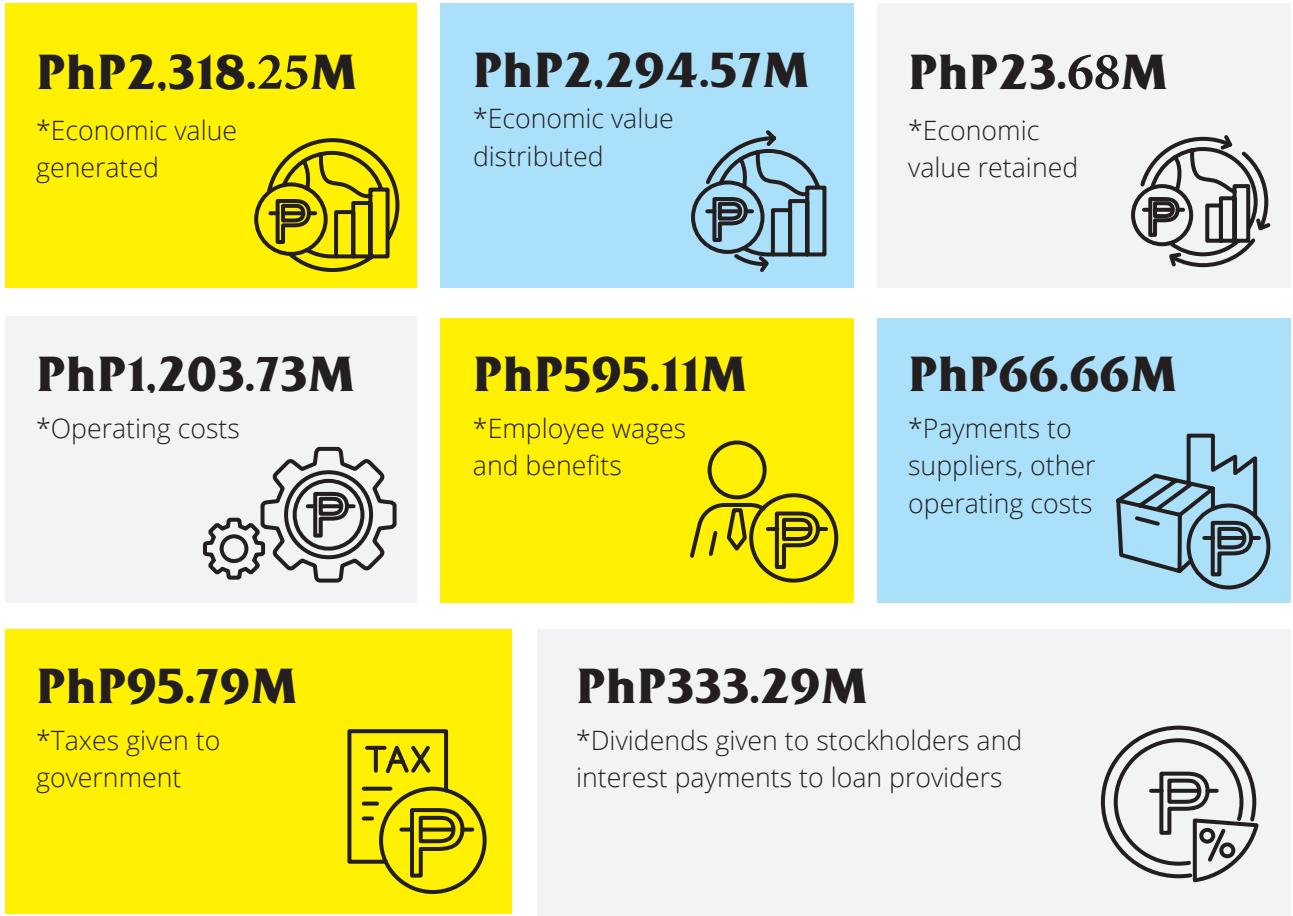# ECONOMIC PERFORMANCE

The economic impact of the Group goes beyond its financial performance. True to its mission of nurturing individuals to be competent and responsible members of society, the Group's network of schools has produced great talents and contributed to the supply of human capital, not just across the country but also to the global industry. The Group's impact on employment, both direct and indirect, contributed to the country's economic growth and development.

Of the economic value distributed for SY 2020-2021, a significant portion was composed of employee wages and benefits and operating costs covering payments to local suppliers. Also, construction of the STI Academic Center Legazpi continued as part of the Group's commitment to constantly improve the delivery of education to its students by ensuring that its schools feature state-of-the-art facilities with expansive classrooms, top-of-the-line computer laboratories, and recreational spaces.

PhP2,318.25M
*Economic value generated

PhP2,294.57M
*Economic value distributed

PhP23.68M
*Economic value retained

PhP1,203.73M
*Operating costs

PhP595.11M
*Employee wages and benefits

PhP66.66M
*Payments to suppliers, other operating costs

PhP95.79M
*Taxes given to government

PhP333.29M
*Dividends given to stockholders and interest payments to loan providers

The ongoing COVID-19 pandemic has brought significant challenges and has affected not just the Group but the global economy. Similarly, the economic uncertainty and the adverse impact of the community quarantine have affected the education sector. The Economic Performance disclosures cover STI Holdings and its subsidiaries.

Detailed information about the Group's financial performance, including its operations, net sales, total capitalization, quantity of products and services provided, and entities included in the consolidated financial statements can be found in its Annual Report (SEC Form 17-A), which is available on the website www.stiholdings.com.

GRI 102-9

SUPPLY CHAIN

The Group adopts a policy that aims to provide standards and guidelines in ensuring that its supply chain transactions will result in the best value for money in the acquisition of goods and services and promote openness, transparency, fairness, and equity to all suppliers.

The entities within the Group follow an accreditation program for its contractors and suppliers to ensure that their vendors are capable of delivering goods and/or services with technical, commercial, and financial capability, adequate equipment and facilities, good service performance, or any measure that will safeguard quality and reliability. Some goods and services are sourced within the locality, province, or region where the school is located.

The Group has cut down on its spending and deferred certain projects as part of the cost control measures that it has implemented in response to the impact of the COVID-19 pandemic.

April 1, 2020 to June 30, 2020

99.8%
of purchases paid to local suppliers

July 1, 2020 to June 30, 2021

97.5%
of purchases paid to local suppliers

GRI 102-11, 102-18

GOVERNANCE

Corporate Governance

The Board of Directors (BOD) and Management of STI Holdings believe that corporate governance is a necessary component of what constitutes sound strategic business management and therefore undertake every effort necessary to create awareness within the organization.

The BOD is composed of the Chairman, the President and Chief Executive Officer, the Vice President for Investor Relations, the Vice President and Chief Investment and Risk Officer, and seven other Board members including four independent directors. The Executive Committee consists of the Chairman, the President and Chief Executive Officer, the Treasurer, and two Board members.

The Corporate Secretary is responsible for the safekeeping and preservation of the integrity of all documents, records and information essential to the conduct of his/her duties and responsibilities to the Parent Company as set out in the By-Laws.

The Parent Company exerts all efforts to further strengthen compliance to principles and practices of good corporate governance through the organization of corporate governance seminars and use of various assessment tools.

Risk Management

The Group adopts what it considers as conservative financial and operational controls and policies to manage its business risks. The Group regularly conducts market studies and analyzes trends and uncertainties to determine the needs of the industry and the market. The Group likewise maintains business strategies and plans to sustain growth and competitive advantage.

GOVERNANCE STRUCTURE

BOARD OF DIRECTORS AND EXECUTIVE OFFICERS

Eusebio H. Tanco
Chairman of the Board

Monico V. Jacob
President and Chief Executive Officer

Joseph Augustin L. Tanco
Vice President, Investor Relations

Paolo Martin O. Bautista
Vice President and Chief Investment and Risk Officer

Maria Vanessa Rose L. Tanco
Director

Martin K. Tanco
Director

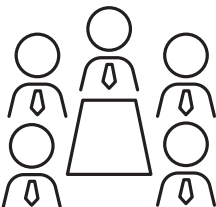**Rainerio M. Borja**
Director

Jesli A. Lapus
Independent Director

Robert G. Vergara
Independent Director

Ma. Leonora V. De Jesus
Independent Director

Raymond N. Alimurung
Independent Director

Atty. Arsenio C. Cabrera, Jr.
Corporate Secretary and Corporate Information Officer

Yolanda M. Bautista
Treasurer and Chief Finance Officer

The Board of Directors has the highest mandate in governance matters and in the management of the business of the Parent Company. It is the responsibility of the Board to foster the success of the Parent Company and secure its sustained competitiveness in a manner consistent with its fiduciary duty, and to promote and adhere to the principles and best practices of Corporate Governance.

EXECUTIVE COMMITTEE

Eusebio H. Tanco
Chairman

Monico V. Jacob
Yolanda M. Bautista

Martin K. Tanco
Rainerio M. Borja

The Executive Committee has and may exercise all the powers which may be lawfully delegated, subject to such limitations as may be provided by resolution of the Board.

AUDIT and RISK COMMITTEE

Jesli A. Lapus
Chairman

Robert G. Vergara
Martin K. Tanco
Ma. Leonora V. De Jesus
Raymond N. Alimurung

The Audit and Risk Committee assists the Board in overseeing the financial reporting process, system of internal control, audit process, and monitoring of compliance with applicable laws, rules, and regulations. It also ensures that there is an effective and integrated enterprise risk management (ERM) program in place.

CORPORATE GOVERNANCE COMMITTEE

Robert G. Vergara
Chairman

Jesli A. Lapus
Ma. Leonora V. De Jesus
Raymond N. Alimurung

The Corporate Governance Committee assists the Board of the Parent Company in the fulfillment of its corporate governance responsibilities in accordance with all applicable laws, rules and regulations.

RELATED PARTY TRANSACTIONS COMMITTEE

Ma. Leonora V. De Jesus
Chairwoman

Robert G. Vergara
Jesli A. Lapus
Raymond N. Alimurung

The Related Party Transactions Committee reviews all material related party transactions of the Parent Company and ensures that said transactions are conducted at arms' length.

ENVIRONMENTAL INITIATIVES

The Group acknowledges the need to contribute positively to the efforts made in addressing climate change, decreasing energy consumption, and reducing carbon emissions as it recognizes that its operations impact its surrounding communities and the environment.

CLIMATE CHANGE

The Group strives to educate the youth and increase their awareness of social and environmental issues arising from climate change.
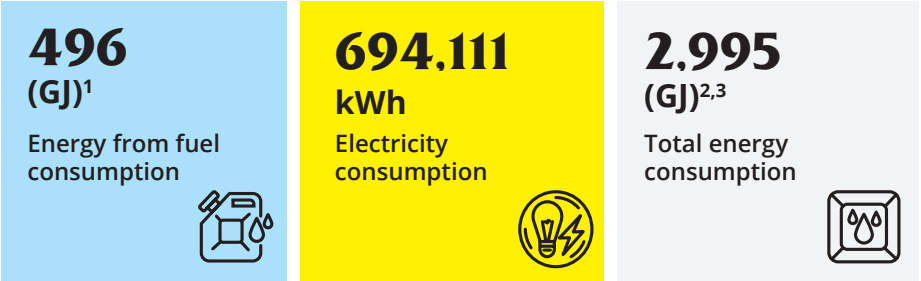
In support of this, iACADEMY held a week-long Earth Day celebration titled "EARTH WEEK: Curet terrae! (Take Care of the Earth!)" featuring SHS and UG organizations uniting to raise awareness and ignite action to care for the Earth in April 2021. iACADEMY students advocate environmental preservation by spreading awareness on what individuals should and should not do in maintaining ecological balance. This event aims to encourage the youth to advocate for sustainability through different mediums and show the purpose and importance of collective climate action.
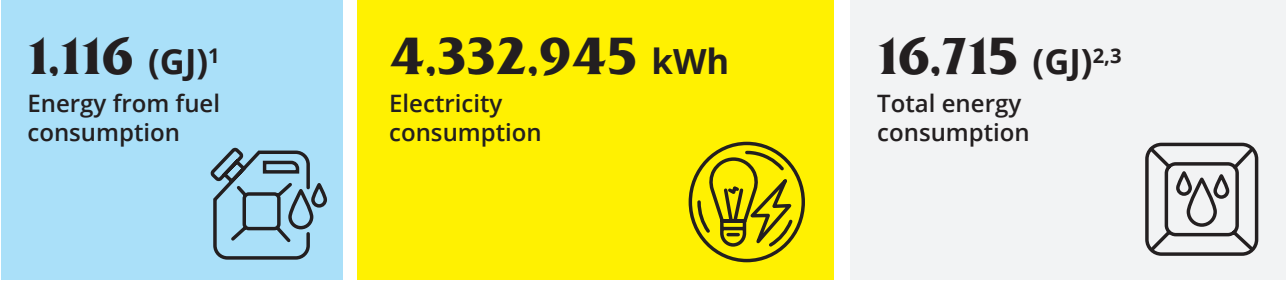
GRI 302-1, 305-1, 305-2

ENERGY AND EMISSIONS

The Group primarily relies on electricity for its energy requirements. The following table shows the Group's energy consumption and carbon footprint for the reporting period.
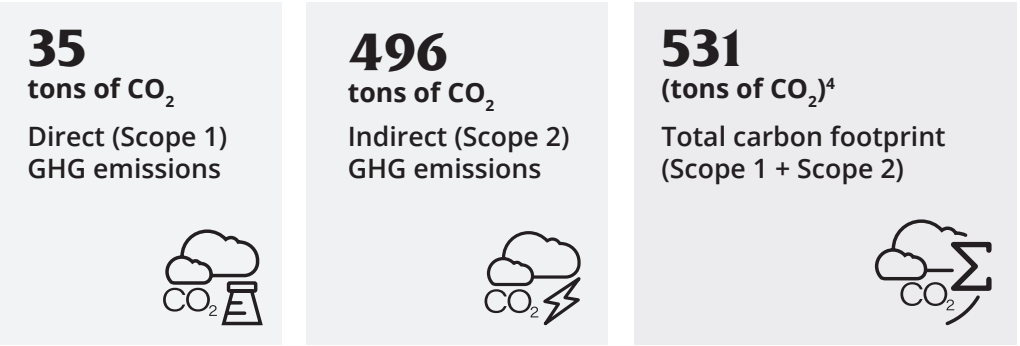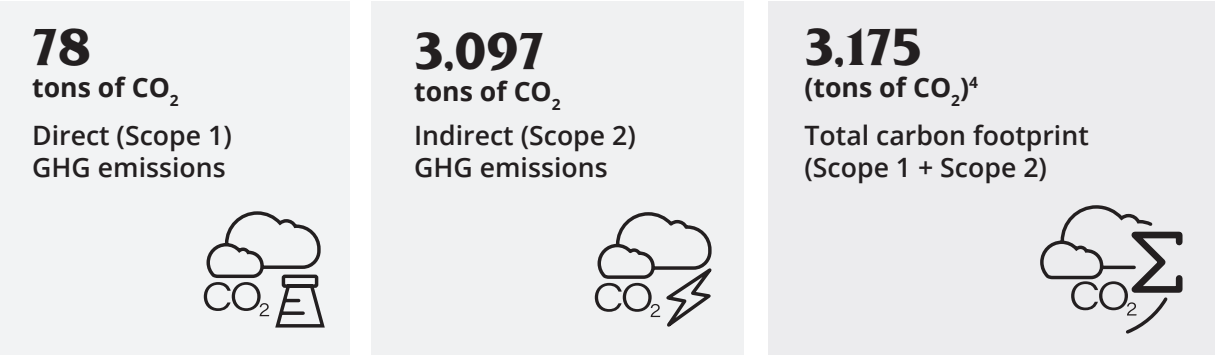
April 1, 2020 - June 30, 2020

496 **(GJ)[1]**
Energy from fuel consumption

694,111 **kWh**
Electricity consumption

2,995 **(GJ)[2,3]**
Total energy consumption

July 1, 2020 - June 30, 2021

1,116 **(GJ)[1]**
Energy from fuel consumption

4,332,945 **kWh**
Electricity consumption

16,715 **(GJ)[2,3]**
Total energy consumption

April 1, 2020 - June 30, 2020

35 **tons of CO_2**
Direct (Scope 1) GHG emissions

496 **tons of CO_2**
Indirect (Scope 2) GHG emissions

531 **(tons of CO_2)[4]**
Total carbon footprint (Scope 1 + Scope 2)

July 1, 2020 - June 30, 2021

78 **tons of CO_2**
Direct (Scope 1) GHG emissions

3,097 **tons of CO_2**
Indirect (Scope 2) GHG emissions

3,175 **(tons of CO_2)[4]**
Total carbon footprint (Scope 1 + Scope 2)

[1] Fuel consumption of the Group is driven primarily by the use of diesel, gasoline, and LPG to power its vehicles, generators, machineries, kitchen laboratories, and canteen stoves in STI ESG-owned campuses, STI WNU, and iACADEMY.

[2] Total of Scope 1 and Scope 2 energy consumption

[3] STI-ESG owned campuses not included in the scope for April 1, 2020 to June 30, 2020 are Carmona and San Jose Del Monte since electricity consumptions were included in succeeding billings. Whereas, Cebu, Iloilo, Quezon Avenue, Tuguegarao, and Pagadian campuses were not included in both reporting periods due to suspension/cessation of operations.

[4] Source of Emission Factors: US EPA Greenhouse Gas Inventory Guidance – Direct Emissions from Stationary Combustion Sources, IPCC 2006 Guidelines for National Greenhouse Inventories, and Department of Energy (DOE) National Grid Emission Factors
Source of Global Warming Potential: IPCC Sixth Assessment Report (AR6)
Source of Conversion Factors: US Energy Information Administration Energy conversion calculators, Elgas LPG conversions, Aqua-calc compound and materials volume calculator

SOCIAL COMMITMENT

The Group believes that the success and strength of a company lie in its employees' expertise, harmonious relationship with partners in the communities, and the desire to work for the creation of a sustainable future for all.

GRI 102-7, 102-8, 102-41, 401-1

EMPLOYMENT

The Group aims to develop a culture that is service-oriented, trustworthy, and innovative in creating solutions that are responsive to the ever-changing needs of the stakeholders and the environment.

Despite the challenges of managing a large workforce based in different key urban cities nationwide, the Group remains steadfast in harnessing the talent and passion of each employee by developing a culture that is based on performance and empowerment. The Group firmly promotes equality, diversity, and health and well-being in its policies and practices.

Nationwide, the Group has 2,234 exceptional employees consisting of faculty, research, management, and support staff. Faculty members comprise 66% of the Group's entire workforce.

Total number of employees by employment contract and type, gender, and region

April 1, 2020 - June 30, 2020

	Male	**Female**	**Total**
Regular	379	580	959
On-probation	175	251	426
Full-time	554	831	1,385
Part-time	364	299	663

July 1, 2020 - June 30, 2021

	Male	**Female**	**Total**
Regular	343	517	860
On-probation	184	254	438
Full-time	527	771	1,298
Part-time	510	426	936

April 1, 2020 - June 30, 2020

	Luzon	**Metro Manila**	**Visayas**	**Mindanao**	**Total**
Regular	435	312	173	39	959
On-probation	217	176	14	19	426
Full-time	310	299	25	29	663
Part-time	762	787	212	87	2,048

July 1, 2020 - June 30, 2021

	Luzon	**Metro Manila**	**Visayas**	**Mindanao**	**Total**
Regular	380	296	149	35	860
On-probation	221	145	54	18	438
Full-time	349	432	122	42	936
Part-time	950	864	325	95	2,234

New Hires and Turnover

April 1, 2020 - June 30, 2020

	New Hires			**Turnover**		
	Male (1%)	Female (0%)	Total (1%)	Male (2%)	Female (3%)	Total (5%)
Under 30 years old	8	7	15	28	44	72
30-50 years old	4	2	6	10	14	24
Over 50 years old	0	0	0	4	7	11
Total	12	9	21	42	65	107

July 1, 2020 - June 30, 2021

	Male (9%)	Female (11%)	Total (19%)	Male (8%)	Female (10%)	Total (18%)
Under 30 years old	124	154	278	92	158	250
30-50 years old	63	72	135	58	53	111
Over 50 years old	4	9	13	24	9	33
Total	191	235	426	174	220	394

April 1, 2020 - June 30, 2020

	New Hires		Turnover	
Luzon	19	2%	42	4%
Metro Manila	0	0%	53	7%
Visayas	2	1%	8	4%
Mindanao	0	0%	4	5%
Total	21	1%	107	5%

July 1, 2020 - June 30, 2021

	New Hires		Turnover	
Luzon	173	18%	166	17%
Metro Manila	153	18%	174	20%
Visayas	36	11%	45	14%
Mindanao	64	67%	9	9%
Total	426	19%	394	18%

GRI 102-41
Collective Bargaining Agreements

In recognition of concerns regarding employee welfare, STI WNU and its workers' union entered into a collective bargaining agreement (CBA). Included in the CBA are economic provisions, which are reviewed every three years. At present, 25 employees or 20% of the total number of the University's regular employees are active members of the workers' union.

GRI 405-1
DIVERSITY AND INCLUSION

The Group recognizes the importance of promoting diversity and inclusion in the workplace to attract the most qualified applicants and, consequently, attain a diverse talent pool that will bring out varied perspectives and creative ideas and initiatives to the organization.
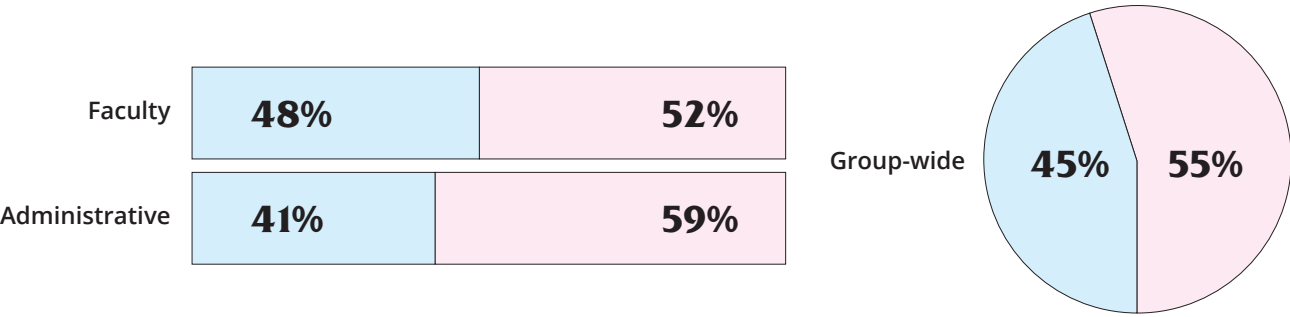
A diverse and inclusive work environment, regardless of ethnicity, gender, age, and religion, among others, also establishes a sense of belonging among employees that increases engagement and shows a higher level of productivity and notable improvement in work performance.

The Group's Board of Directors is composed of 82% males and 18% females, 27% of whom are between the ages of 30 and 50 years with the rest being over 50 years old as of the reporting period.

Diversity by gender
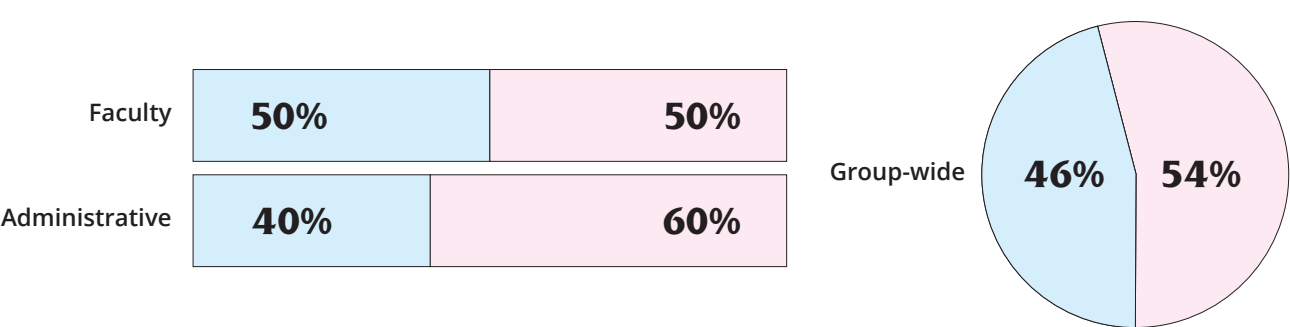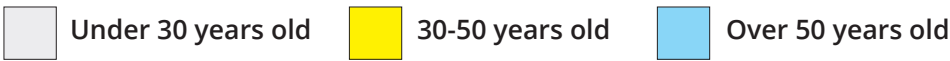
■ Male ■ Female

April 1, 2020 - June 30, 2020

	Male	Female
Faculty	48%	52%
Administrative	41%	59%

Group-wide: 45% / 55%

July 1, 2020 - June 30, 2021

	Male	Female
Faculty	50%	50%
Administrative	40%	60%

Group-wide: 46% / 54%

Diversity by age group

Under 30 years old   30-50 years old   Over 50 years old

April 1, 2020 - June 30, 2020

Faculty	59%	32%	9%
Administrative	45%	46%	8%

July 1, 2020 - June 30, 2021

Faculty	58%	32%	10%
Administrative	44%	49%	8%

April 1, 2020 - June 30, 2020

66%   29%   6%

Group-wide

July 1, 2020 - June 30, 2021

53%   38%   9%

Group-wide
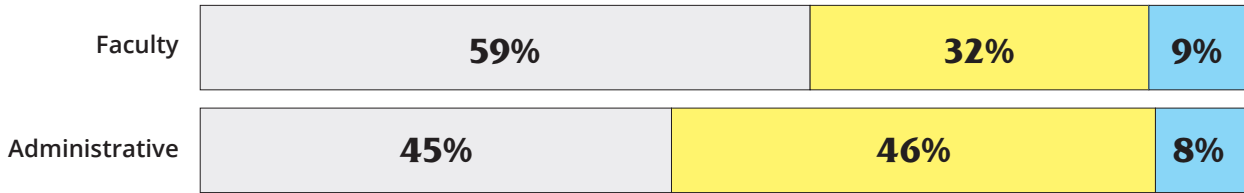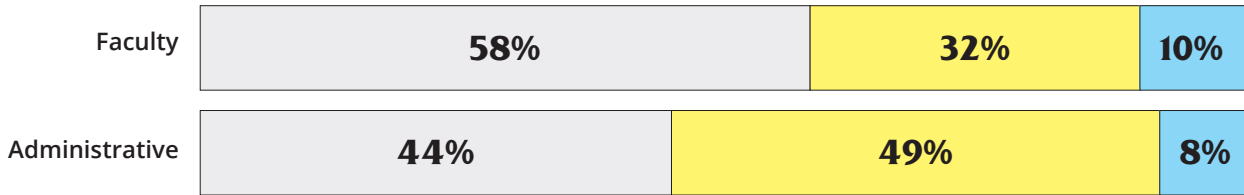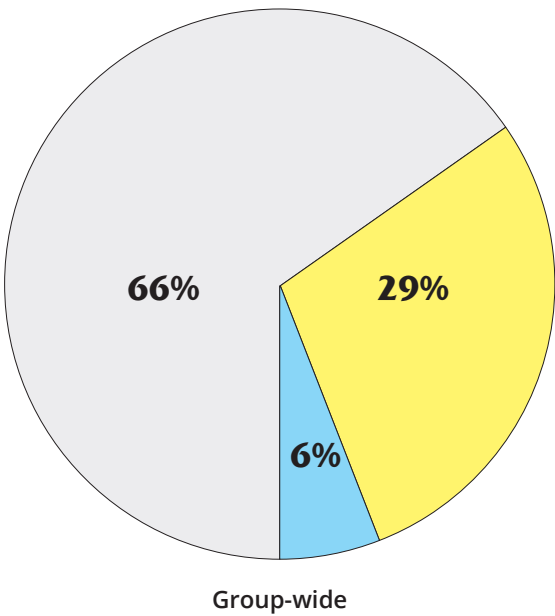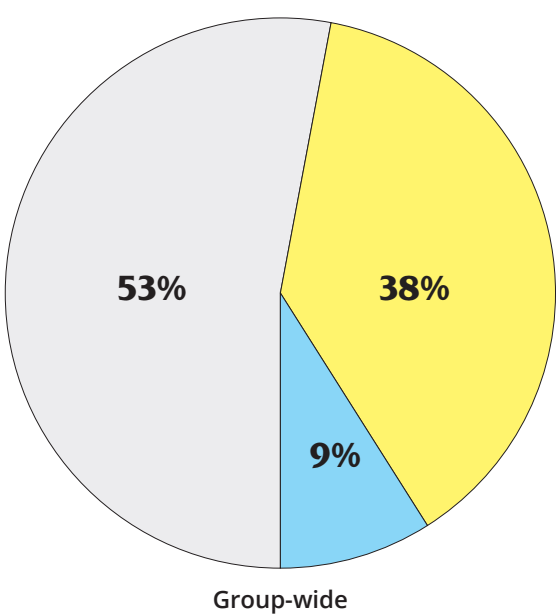
LEARNING AND DEVELOPMENT

The Group considers its employees as one of the organization's biggest assets and believes that investing in talent is vital to ensure sustainable business growth and success. In this regard, the Group aims to provide its employees with development programs that assist them in effectively carrying out their jobs and prepare them for career advancement.

As part of STI ESG's Learning Delivery System, which has been successfully certified by the International Standards Organization (ISO) and has attained ISO Certification 9001:2015, STI ESG and STI WNU faculty members regularly undergo competency-based certifications and trainings to ensure that they are proficient in the subject matter to be able to deliver the required day-to-day lessons. Additionally, all faculty members and staff of STI ESG and STI WNU undergo regular performance evaluation ratings from superiors and peers.

iACADEMY uses education-focused key performance indicators (KPIs) to ensure the academic rigor of the school's learning system. With the use of common Specific, Measurable, Attainable, Realistic and Timely (SMART) KPIs, iACADEMY identifies internal and external changes or progress of staff and faculty members.

The Group also recognized the need to transform the traditional in-classroom learning delivery to alternative modes and leveraged on online learning platforms, tools, and technologies given the current disruption caused by the global COVID-19 health crisis to the education sector. In this regard, faculty trainings during SY 2020-2021 were conducted online by utilizing eLMS and video conferencing tools such as MS Teams and Google Meet. For the April 1, 2020 to June 30, 2020 period, both male and female employees received an average of 0.2 training hour, while administrative employees received an average of 0.4 training hour.
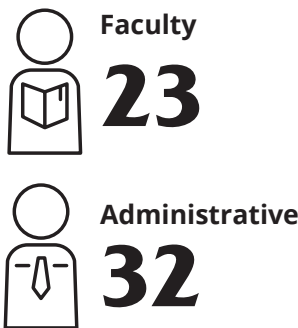
Average training hours by gender

July 1, 2020 – June 30, 2021

Male
49

Female
19
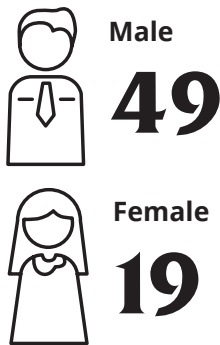
Average training hours by employee category

July 1, 2020 – June 30, 2021

Faculty
23

Administrative
32

GRI 102-13, 413-1

COMMUNITY RELATIONS AND STRATEGIC PARTNERSHIPS

The Group continues to identify and explore opportunities for forging strategic partnerships and strong community relations through the creation of avenues for students to make positive contributions to society. Some of these programs include the following:

- **Partnership with the Department of Education**
  STI ESG partnered with DepEd to strengthen the latter's Basic Education Learning Continuity Plan (BE-LCP), a package of academic interventions that will respond to the difficulties brought about by COVID-19. Under the partnership, STI ESG will provide DepEd various forms of support for free including rendition of technical assistance in the digitization or conversion of learning contents into digital format, transportation services, and use of STI facilities nationwide to name a few.

- **Development Academy of the Philippines (DAP)**
  The partnership between STI ESG and DAP aspires to implement Smarter Philippines through Data Analytics, Research and Development, Training and Adoption (SPARTA) within the STI network. SPARTA is a program that aims to put in place the necessary online education as well as research and development mechanism and infrastructure. As part of the collaboration, DAP prepares to implement various activities such as town hall meetings, online roadshows, and hackathons to strengthen STI's Bachelor of Science in Retail Technology and Consumer Science (BSRTCS)

program. For the online training component of SPARTA, 1,500 slots are allotted for STI scholars.

- **Fasttrack Solutions, Inc.**
  This partnership allows STI ESG to integrate SAP Business One on Cloud in the following programs: BS in Accountancy, BS in Management Accounting, BS in Accounting Information System, BS in Information Technology, and BS in Business Administration. In addition, SAP Business One on Cloud can be accessed by both students and teachers on various devices such as desktop computers, laptops, tablets, or mobile phones within the specified laboratory schedules.

- **Job's Café**
  Jobs Café is A Work for the Future Program wherein STI WNU partners with BPO companies that could provide part-time employment to qualified students to support their continued education in pursuit of a better future.

- **Twelve Teachers Thousand Lives Project**
  Twelve Teachers Thousand Lives Project aims to produce professional teachers who could inspire children and help elevate educational prestige in their own community and uplift family standard of living.

- **Celebrating DAPS**
  Launched in various barangays in Bacolod City, Celebrating DAPs (or Differently-Abled Persons) is a program that aims to assist DAP in securing an employment. This has become a pathway for various BPO companies to employ differently-abled persons.

- **Vegetable Urban Gardening**
  The Vegetable Urban Garden Project was launched to address food security concerns and income generating opportunities in the community.

MEMBERSHIP OF ASSOCIATIONS

For educational institutions, institutional linkages and memberships in associations play a key role in stimulating learning and innovation. It enables the academe to engage in meaningful collaborations in order to provide better opportunities to its stakeholders.

STI ESG is active in the following associations or has fostered partnerships with known industry leaders:

- Association of Administrators in Hotel/ Hospitality & Restaurant Management Educational Institutions (AAHRMEI)
- Institute of Computer Engineers of the Philippines (ICpEP)
- Internet and Mobile Marketing Association of the Philippines (IMMAP)

- Philippine Association of National Advertisers (PANA)
- Public Relations Society of the Philippines (PRSP)
- NCR School Registrar's Association (NASCRA)

STI WNU has various local and international industry and organizational partners to help enrich its students' and faculties' academic learnings and real-life skills. These include but are not limited to: Asian University Digital Resource Network, TESOL Asia SITE Ltd Australia, Galuh University, Panasiatic Solutions, Focus Direct, Inc., Today English LTD Partnership (TELP), Huachiew Chalermprakiet University, OK English Academy, CENECO, NONECO, PLDT, Globe Telecom, John B. Lacson Colleges Foundation Training Center, Bacolod City Police Office, and Bureau of Fire Protection.

STI WNU and its students are active members of the following organizations:

- Association of Administrators in Hotel/ Hospitality & Restaurant Management Educational Institutions (AAHRMEI)

- Council of Hotel and Restaurant Educators of the Philippines (COHREP)
- Tourism Educators and Movers Philippines (TEAM PHILS WV)

- Hotel and Restaurant Association of Negros Occidental (HRANO)
- Bacolod City Tourism Office and Department of Tourism Region VI
- Philippine Society of IT Educators (PSITE)
- Bacolod-Negros Occidental Federation of ICT (BNeFIT)

- Junior Philippine Institute of Chemical Engineers (JPIChE)
- Philippine Institute of Civil Engineers (PICE)
- Institute of Integrated Electrical Engineers of the Philippines (IIEEP)

iACADEMY is a school partner for Python Institute and Linux Professional Institute (LPI). iACADEMY likewise forged a partnership with global leaders in audio and sound technology Dolby Atmos and Avid to teach its world-class AB Music Production and Sound Design program and is the first Philippine school chosen by Alibaba Business School's Global Digital Talent Program (GDT) and was named as Global eCommerce NeTwork (GET) to implement digital and e-commerce-driven business college courses.

GRI 418-1
CUSTOMER DATA AND PRIVACY

The Group believes in keeping personal data shared by its stakeholders safe and secure and ensuring that such are collected and processed by lawful means. The subsidiaries continue to adhere to the Data Privacy Act of 2012 (DPA) and its implementing rules and regulations. Concerns regarding data privacy may be communicated to the respective data privacy officers of the schools. There is no incident of customer data leak, theft or loss, and complaint for the reporting period.

GRI CONTENT INDEX

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		Reporting Practice	
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