

GRI CONTENT INDEX

GRI Content Index				
Statement of use		Jollibee Foods Corporation has reported in accordance with the GRI Standards for the period January 1, 2023 to December 31, 2023.		
GRI 1 used		GRI 1: Foundation 2021		
Applicable GRI Sector Standard(s)		None		
DISCLOSURE	TOPIC	PAGE NUMBER ALL ON ALL PAGES	OMISSION	
			REASON	EXPLANATION
GENERAL DISCLOSURES				
GRI 2: General Disclosures 2021	2-1 Organizational details	10		
	2-2 Entities included in the organization's sustainability reporting	10		
	2-3 Reporting period, frequency and contact point	8		
	2-4 Restatements of information		Not applicable	This is the first Sustainability report of Jollibee Group
	2-5 External assurance		Not applicable	The report has not undergone external assurance
	2-6 Activities, value chain and other business relationships	11		
	2-7 Employees	116		
	2-8 Workers who are not employees	None		
	2-9 Governance structure and composition	127		
	2-10 Nomination and selection of the highest governance body	129		
	2-11 Chair of the highest governance body	126		
	2-12 Role of the highest governance body in overseeing the management of impacts	79		
	2-13 Delegation of responsibility for managing impacts	79		
	2-14 Role of the highest governance body in sustainability reporting	79		
	2-15 Conflicts of interest	84		
	2-16 Communication of critical concerns	85		"Any critical concerns requiring Board discussion are included in the agenda of the Board of Directors. The Board discussed matters material to JFC throughout the year; however, no specific critical concern was elevated as these have been effectively addressed at the management level. "

GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	Refer to Annual for the profile of Board of Directors		
	2-18 Evaluation of the performance of the highest governance body	79		
	2-19 Remuneration policies	82		
	2-20 Process to determine remuneration	82		
	2-21 Annual total compensation ratio		Confidentiality constraints	Details are disclosed in the Annual Report
	2-22 Statement on sustainable development strategy	22		
	2-23 Policy commitments	83		
	2-24 Embedding policy commitments	83		
	2-25 Processes to remediate negative impacts	83		
	2-26 Mechanisms for seeking advice and raising concerns	85		
2-27 Compliance with laws and regulations	83			
2-28 Membership associations	Refer to Annual Report			
2-29 Approach to stakeholder engagement	We are updating our Stakeholder Engagement Program			
2-30 Collective bargaining agreements	63			
MATERIAL TOPICS				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	18		
	3-2 List of material topics	19		
Economic Performance				
GRI 3: Material Topics 2021	3-3 Management of material topics	87		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	131		
	201-2 Financial implications and other risks and opportunities due to climate change	149		
	201-3 Defined benefit plan obligations and other retirement plans	88		
	201-4 Financial assistance received from government		Not applicable	No Financial Assistance received
Market presence				
GRI 3: Material Topics 2021	3-3 Management of material topics	10		
GRI 203: Indirect Economic Impacts 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	119		

Indirect economic impacts			
GRI 3: Material Topics 2021	3-3 Management of material topics	65	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	64	
	203-2 Significant indirect economic impacts	67	
Anti-corruption			
GRI 3: Material Topics 2021	3-1 Process to determine material topics		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	83, 84	
	205-2 Communication and training about anti-corruption policies and procedures	83, 84	
	205-3 Confirmed incidents of corruption and actions taken	None	
Anti-competitive behavior			
GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None	
Tax			
GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 207: Tax 2019	207-1 Approach to tax	89	
	207-2 Tax governance, control, and risk management	89	
	207-3 Stakeholder engagement and management of concerns related to tax	None	
	207-4 Country-by-country reporting		Information unavailable/incomplete
Materials			
GRI 3: Material Topics 2021	3-3 Management of material topics	95	
GRI 203: Indirect Economic Impacts 2016	301-1 Materials used by weight or volume	132	
	301-2 Recycled input materials used	132	
	301-3 Reclaimed products and their packaging materials	132	
Energy			
GRI 3: Material Topics 2021	3-3 Management of material topics	103	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	103, 138	
	302-4 Reduction of energy consumption	103	
	302-5 Reductions in energy requirements of products and services	103	

Water and effluents				
GRI 3: Material Topics 2021	3-3 Management of material topics	111		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	111		
	303-2 Management of water discharge-related impacts	111		
	303-3 Water withdrawal	136		
	303-4 Water discharge	136		
	303-5 Water consumption	111, 136		
Emissions				
GRI 3: Material Topics 2021	3-3 Management of material topics	106		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	135		
	305-2 Energy indirect (Scope 2) GHG emissions	135		
	305-5 Reduction of GHG emissions	102		
	305-6 Emissions of ozone-depleting substances (ODS)		Not applicable	We dont emit ODS
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		Information unavailable/incomplete	To be reported in the succeeding reports
Waste				
GRI 3: Material Topics 2021	3-3 Management of material topics	97		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	97		
	306-2 Management of significant waste-related impacts	97		
	306-3 Waste generated	97, 132		
	306-4 Waste diverted from disposal	132		
	306-5 Waste directed to disposal	132		
Employment				
GRI 3: Material Topics 2021	3-3 Management of material topics	55		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	117		
Labor/management relations				
GRI 3: Material Topics 2021	3-3 Management of material topics	52		
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	62		

Occupational health and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	62
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	62
	403-2 Hazard identification, risk assessment, and incident investigation	62
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	62
	403-4 Worker participation, consultation, and communication on occupational health and safety	62
	403-5 Worker training on occupational health and safety	62
	403-6 Promotion of worker health	62
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	62
	403-8 Workers covered by an occupational health and safety management system	62
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	124
	403-10 Work-related ill health	124
Training and education		
GRI 3: Material Topics 2021	3-3 Management of material topics	57
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	121
	404-2 Programs for upgrading employee skills and transition assistance programs	57
	404-3 Percentage of employees receiving regular performance and career development reviews	57
Diversity and equal opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	51
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	127
	405-2 Ratio of basic salary and remuneration of women to men	120

Non-discrimination		
GRI 3: Material Topics 2021	3-3 Management of material topics	56
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	None
Freedom of association and collective bargaining		
GRI 3: Material Topics 2021	3-3 Management of material topics	63
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	63
Child labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	55
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	None
Forced or compulsory labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	56
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	None
Security practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	57
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	All our security personal are outsourced to third party which is responsible in conducting the trainings for them.
Rights of indigenous peoples		
GRI 3: Material Topics 2021	3-3 Management of material topics	65
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	None

Local communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	65
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	64
	413-2 Operations with significant actual and potential negative impacts on local communities	None
Supplier social assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	29
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	31
	414-2 Negative social impacts in the supply chain and actions taken	None
Public policy		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 415: Public Policy 2016	415-1 Political contributions	None
Customer health and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	36
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	36
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	37
Marketing and labeling		
GRI 3: Material Topics 2021	3-3 Management of material topics	35
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	35
	417-2 Incidents of non-compliance concerning product and service information and labeling	37
	417-3 Incidents of non-compliance concerning marketing communications	37

Customer privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	86
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>JFC has established the Global Information Security Policy that has been deployed to JFC Employees of PH, EMEA, and NA Regions. JFC Group has likewise organized Breach / Privacy incident Management protocols through a Security and Privacy Core Group composed of Business and Digital Technology Teams, Internal Controls, the Data Protection Officer, and Corporate Legal who will determine the further mobilization of specific JFC functional teams such as but not limited to Public Relations, Corporate Communications, Human Resource, and Regional Legal consultants (if Region-based), once Incidents are thoroughly assessed and verified. Standard steps and breach reporting protocols have been established to manage the scenario c/o JFC's Global Internal Controls and Data Privacy Office. This has been actively operational since 2018 and holds true to-date.</p>