

SYNERGY GRID & DEVELOPMENT PHILS., INC. CORPORATE SOCIAL RESPONSIBILITY

I. INTRODUCTION

Synergy Grid & Development Phils., Inc. (the “Company” or “SGP”) aims to make a positive contribution to the well-being of individuals and families, our communities and our planet that will have a lasting impact benefiting future generations.

Our corporate social responsibility (“CSR”) strategy, as aligned with the Company’s sustainability development goals, affirms the Company’s commitment to employee empowerment, economic and social development, and environmental stewardship.



II. EMPLOYEE EMPOWERMENT

The Company values its employees and considers them to be one of the most important stakeholders of the organization. It recognizes that when employees feel empowered at work, employees display a stronger job performance, job satisfaction, and commitment to the organization. The Company also recognizes that it has a responsibility towards its employees to ensure that they are happy and satisfied with their jobs. SGP desires for its employees to find meaning and purpose at work and to feel proud of the organization they are working at.

Among the planned activities of the Corporation to empower its present and future employees are team-building activities, specialized trainings, individual coaching and mentoring, and creation of organizational support groups.

The Company also seeks to empower the employees by encouraging their participation in the Company's CSR activities. Through employee engagement in our CSR, the Company aims to go beyond formal values statements on paper to living out these values.

III. ECONOMIC AND SOCIAL DEVELOPMENT

When the Company resumes commercial operations, it will aim to engage its community through programs that will benefit the people socio-economically as well as instill the Company's values and mission in protecting the environment. The Company will assist the community, cities or municipalities identify the best energy saving measures will not only benefit them financially but will also reduce the negative impacts of industries and activities that are energy and pollution intensive.

IV. ENVIRONMENTAL STEWARDSHIP

The Company recognizes its role in contributing solutions to global environmental challenges such as air pollution, water shortage, and climate change. The Company seeks to take a proactive role in minimizing its negative effect to the environment by implementing paperless transactions and procedures and other cost-cutting measures in the use of electricity and other resources.