PAXYS

12 April 2024

THE PHILIPPINE STOCK EXCHANGE, INC.
Disclosure Department
6th Floor PSE Tower
One Bonifacio High Street
28th Street corner 5th Avenue
Bonifacio Global City, Taguig City

Attention: **MS. ALEXANDRA D. TOM WONG**
Officer-in-Charge, Disclosure Department

Gentlemen:

Enclosed herewith is our Annual Report for the year ended 31 December 2023 (SEC Form 17-A) with Sustainability Report.

We trust that you will find the attached documents in order.

Very truly yours,

PAXYS, INC.

By:

MAYETTE H. TAPIA
Corporate Information Officer

Investor Relations

From: ICTD Submission <ictdsubmission+canned.response@sec.gov.ph>
Sent: Thursday, 11 April 2024 11:42 pm
To: Investor Relations
Subject: Re: PaxysInc_SEC Form 17A Annual Report_11April2024

Thank you for reaching out to ictdsubmission@sec.gov.ph!

Your submission is subject for Verification and Review of the Quality of the Attached Document only for Secondary Reports. The Official Copy of the submitted document/report with Barcode Page (Confirmation Receipt) will be made available after 7 working days via order through the SEC Express at https://secexpress.ph/. For further clarifications, please call (02) 8737-8888.

-- NOTICE TO COMPANIES --

Please be informed of the reports that shall be filed only through ictdsubmission@sec.gov.ph.

Pursuant to SEC MC Circular No. 3 s 2021, scanned copies of the printed reports with wet signature and proper notarization shall be filed in PORTABLE DOCUMENT FORMAT (pdf) through email at ictdsubmission@sec.gov.ph such as the following SECONDARY REPORTS:

1. 17-A 6. ICA-QR 11. IHAR 16. 39-AR 21. Monthly Reports
2. 17-C 7. 23-A 12. AMLA-CF 17. 36-AR 22. Quarterly Reports
3. 17-L 8. 23-B 13. NPM 18. PNFS 23. Letters
4. 17-Q 9. GIS-G 14. NPAM 19. MCG 24. OPC (Alternate Nominee)
5. ICASR 10. 52-AR 15.BP-FCLC 20.S10/SEC-NTCE-EXEMPT

Further, effective 01 July 2023, the following reports shall be submitted through https://efast.sec.gov.ph/user/login.

1. FORM MC 18 7. Completion Report
2. FORM 1 - MC 19 8. Certificate-SEC Form MCG- 2009
3. FORM 2- MC 19 9. Certificate-SEC Form MCG- 2002, 2020 ETC.
4. ACGR 10. Certification of Attendance in Corporate Governance
5. I-ACGR 11. Secretary's Certificate Meeting of Board Directors (Appointment)
6. MRPT

Please be informed that the submission of the abovementioned eleven (11) reports through the ictdsubmission@sec.gov.ph shall no longer be accepted. For further information, please access this link Notice for guidance on the filing of reports:

Likewise, the following reports shall be filed through the Electronic Filing and Submission Tool (eFAST) at https://efast.sec.gov.ph/user/login :

1. AFS 7. IHFS 13. SSF
2. GIS 8. LCFS 14. AFS with Affidavit of No Operation
3. BDFS 9. LCIF 15. AFS with NSPO Form 1,2, and 3
4. FCFS 10. OPC_AO 16. AFS with NSPO Form 1,2,3 and 4,5,6
5. FCIF 11. PHFS 17. FS - Parent
6. GFFS 12. SFFS 18. FS – Consolidated

For the submission and processing of compliance in the filing of Memorandum Circular No. 28 Series of 2020, please visit this link – https://apps010.sec.gov.ph/

For your information and guidance.

Thank you.

			6609
			SEC Registration Number

PAXYS, INC.

(Company's Full Name)

15th Floor, 6750 Ayala Office Tower, Ayala Avenue, Makati City

(Business Address: No. Street City/Town/Province)

Atty. Mayette H. Tapia	(+632) 8250-3800
(Contact Person)	(Company Telephone Number)

12	31	17-A	12	11
Month	Day	(Form Type)	Month	Day
(Calendar Year)			(Annual Meeting)	

2023

(Secondary License Type, If Applicable)

Dept. Requiring this Doc.	Amended Articles Number/Section

Total Amount of Borrowings

714	-	-
Total No. of Stockholders	Domestic	Foreign

To be accomplished by SEC Personnel concerned

File Number

LCU

Document ID

Cashier

STAMPS

Remarks: Please use BLACK ink for scanning purposes.

SECURITIES AND EXCHANGE COMMISSION

SEC FORM 17-A

ANNUAL REPORT PURSUANT TO SECTION 17 OF THE SECURITIES REGULATION CODE AND SECTION 141 OF THE CORPORATION CODE OF THE PHILIPPINES

1. For the calendar year ended **2023**

2. SEC Identification Number **6609**

3. BIR Tax Identification No. **000-233-218**

4. Exact Name of the registrant as specified in its charter **PAXYS, INC.**

5. Province, Country or other jurisdiction of incorporation: **Makati City, Philippines**

6. Industry Classification Code: ____________ (SEC Use Only)

7. Address of principal office: **15th Floor, 6750 Ayala Office Tower, Ayala Avenue, Makati City**

8. Issuer's telephone number, including area code: **(+632) 8250-3800**

9. Former name, former address, and former fiscal year, if changed since last report: **Not applicable**

10. Securities registered pursuant to Sections 8 and 12 of the SRC:

a) Authorized Capital Stock

Common shares, ₱1.00 par value	1,800,000,000 shares

b) Issued and Outstanding Shares

Common shares, ₱1.00 par value	1,148,534,866 shares

c) Amount of Debt Outstanding as of December 31, 2023:

Nil

Are any or all of these securities listed on the Philippine Stock Exchange?

Yes [x]   No [ ]

11. Check whether the issuer:

(i) has filed all reports required to be filed by Section 17 of the SRC and SRC Rule 17 thereunder and Sections 26 and 141 of the Corporation Code of the Philippines during the preceding 12 months (or for such shorter period that the registrant was required to file such reports);

Yes [x]   No [ ]

(ii) has been subject to such filing requirements for the past 90 days.

Yes [x]   No [ ]

12. Aggregate market value of the voting stock held by non-affiliates:

₱197,628,133.65 (171,850,551 shares @ ₱1.15 per share as of December 31, 2023)

PAXYS, INC.

SUPPLEMENTAL SCHEDULES
TO THE FINANCIAL STATEMENTS REQUIRED BY THE
SECURITIES AND EXCHANGE COMMISSION
AS AT AND FOR THE YEARS ENDED DECEMBER 31, 2023, 2022 AND 2021
AND INDEPENDENT AUDITORS' REPORT

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PART I - BUSINESS AND GENERAL INFORMATION

Item 1. Description of Business

Corporate Information

Paxys, Inc. (Paxys, the Company, or the Parent Company) is an investment holding company incorporated in the Philippines and listed on the Philippine Stock Exchange. Formerly known as Fil-Hispano Holdings Corporation, Paxys was registered with the Philippine Securities and Exchange Commission (SEC) on February 14, 1952. As at December 31, 2023, its major shareholders are All Asia Customer Services Holdings Ltd. (AACSHL), a privately held company incorporated in Hong Kong, and Paxys NV, a wholly owned subsidiary of the Company, with 54.93% and 30.09% interests, respectively.

Though its operating subsidiary, Paxys provides general transcription, data conversion, contact center and other business process outsourcing services.

Previous investments of Paxys include the following:

- The Parent Company expanded its business and made several acquisitions in Australia through Paxys Australia Pty Ltd ("PAU"). The most significant acquisition was made in April 2006 when PAU acquired SmartSalary Pty Ltd ("SmartSalary"), a salary packaging company based in Australia. In 2009, SmartSalary acquired two major Australian providers of in-house salary packaging software solutions, namely, Melbourne System Group Pty Ltd and Seqoya Pty Ltd. In 2010, PAU incorporated a wholly-owned subsidiary, Smartfleet Management Pty Ltd ("Smartfleet"), for the purpose of engaging in fleet management-related business. Smartfleet further expanded by acquiring the assets of Webfleet Management Services Pty Ltd, a leading provider of software solutions for online fleet management. Smartfleet also acquired Australian Vehicle Consultants Pty Ltd, a full-service fleet management company and a leading provider of vehicle maintenance services. SmartSalary also acquired PBI Benefit Solutions Pty Ltd, a company engaged in issuing credit card products to employees of public hospitals and public benevolent institutions in Australia. In June 2012, the Company, through Paxys N.V., sold its 100% interest in PAU and its subsidiaries to SmartGroup Investments Pty Ltd.

- In January 2007, Paxys, together with joint venture partner Stellar Global, Inc., established Stellar Global Solutions Philippines, Inc. ("SGSP"). SGSP was organized to provide cost-effective Philippine offshore outsourcing for the Australian and UK clients of the Stellar Community. In April 2011, SGSP formed a wholly-owned subsidiary – Stellar Philippines, Inc. ("Stellar Philippines") to further expand Stellar's operations in the Philippines. Paxys sold all its equity interests in SGSP and Stellar Philippines to Stellar Global, Inc. in July 2013.

- In 2008, Paxys partnered with WNS Global Services Netherlands Cooperative U.A. ("WNS Global") to form WNS Philippines, Inc. Based in Mumbai India, WNS Global is a leading provider of business process outsourcing for various services such as banking, travel, telecommunications, logistics, insurance, and healthcare. In October 2011, Paxys transferred all its equity interests in WNS Philippines, Inc. to its foreign partner.

- To further improve its IT capabilities and expertise, the Company acquired a majority stake in Ubaldo Reidenbach Solutions, Inc. ("URSI") in 2008. URSI is a Philippine company engaged in IT consultancy focusing on Linux, Open Source Software, and Red Hat Software. In 2008, Paxys acquired majority ownership in Global Idealogy Corporation ("GIC"), a software solutions provider. In October 2012, Paxys transferred all of its equity interests in URSI in favor of URSI's minority shareholders. In August 2011, Paxys sold all its equity interests in GIC in favor of GIC's minority shareholders.

In 2014, Paxys N.V., a wholly-owned subsidiary of the Parent Company, completed a tender offer to acquire 345,622,477 common shares of the Parent Company representing 30.09% of its outstanding capital stock at the price of ₱3.20 per share. As of December 31, 2022, AACSHL remains the majority shareholder owning 54.93% of the Parent Company's total issued and outstanding shares. The public ownership level of Paxys is at 14.96% as of December 31, 2022.

The registered office address of the Parent Company is at 15th Floor, 6750 Ayala Office Tower, Ayala Avenue, Makati City, Philippines.

Bankruptcy/Receivership for the Group

There has been no bankruptcy, receivership, or similar proceeding for the Paxys Group.

Business Combinations and Discontinued Operations for the Last Three (3) Years

Paxys Ltd. and Simpro Solutions Limited (SSL)

In 2012, Paxys purchased one hundred percent (100%) equity in Paxys Limited, a company registered and incorporated in Hong Kong. Paxys Ltd. owns 50% of SSL, a company incorporated in Hong Kong; along with its joint venture partner, Simpro Solutions, Inc., a Canadian BPO company engaged in contact center and back-office outsourcing activities.

SSL established Simpro Solutions Philippines, Inc. (SSPI) in 2012 for its BPO business in the Philippines. Effectively, Paxys has joint control in SSPI through its wholly-owned subsidiary, Paxys Limited.

In 2015, SSPI terminated its Philippine operations due to non-renewal of its service contracts with its customers. With the approval of the Board, SSPI thereafter amended its Articles of Incorporation shortening the term of its existence up to June 30, 2018. Said amendment has been approved by the Board of Directors on March 15, 2017, and by the Securities and

Exchange Commission on May 24, 2017. By virtue of the Amended Articles of Incorporation, the corporate existence of SSPI was terminated on June 30, 2018.

Principal Products or Service

Paxys is an investment holding company. Through its operating subsidiaries, Paxys has been engaged in diversified services such as business process outsourcing and data conversion throughout the Philippines and internationally. For the past years, Paxys divested its call center, salary packaging, IT consulting, and software solutions business. At present, Scopeworks Asia, Inc. (SWA) is its only remaining operating subsidiary.

SWA is a Philippine BPO company engaged in business process outsourcing by providing outsourcing services including data transcription services, customer service, facilities and support services, and back-office services to domestic and foreign institutions, as well as to multinational companies based in the Philippines and abroad.

Percentage of revenues contributed by foreign sales *(In Millions Php)*

	2023		2022		2021	
	Amount	**Percentage**	Amount	Percentage	Amount	Percentage
Foreign	**₱-**	**-%**	₱7.3	25%	₱29.9	67%
Local	**16.7**	**100%**	21.7	75%	14.8	33%
Total	**₱16.7**	**100%**	₱29.0	100%	₱44.7	100%

Distribution methods of the products or services

To ensure that all the clients' needs are properly addressed and met, the team has developed the Group's website (www.paxys.com). Through this site, clients can easily access all the subsidiaries' services and individual websites.

For its data transcription service, SWA delivered the service to its clients using a proprietary system which integrates marketing, transcription upload and download, job monitoring, customer service, and customer payment all on its website.

Status of any publicly- announced new product or service

There are no new products nor services introduced in 2023.

Competition

The Company's competition within the global BPO services industry includes US-based outsourcing companies, offshore BPO companies, and managed facility services companies.

Sources and Availability of Raw Materials and the Names of Principal Suppliers

Paxys and its subsidiaries obtain equipment and other materials mostly from local suppliers. The Company is not dependent upon one or limited number of suppliers for essential equipment and other materials as it continuously looks for new suppliers that can satisfy the Company's requirements.

Major Customers

The revenues from external customers accounting for 10% or more of the consolidated revenue pertain to revenue from facility management services.

Related Party Transactions

Paxys has established procedures to ensure the integrity and transparency of related party transactions between and among the Company and its joint venture partners, subsidiaries, associates, affiliates, major stockholders, officers and directors, including their spouses, children and dependent siblings and parents, and of interlocking director relationships by directors and officers. The arms-length principle is applied, and these transactions are properly recorded and disclosed in the financial records. The Group complies and shall disclose material RPTs in accordance with the SEC rules on material related party transactions for publicly listed companies.

For the year ending December 31, 2023, 2022, and 2021, there are no material related party transactions nor any pending or proposed transactions, to which the Company was or is to be a party and/or in which any of its directors and officers, any close family members of such individuals, had or is to have a direct or indirect material interest except as provided hereunder.

Complete details of the related party transactions of the company were disclosed in the notes to the financial statements.

Licenses

Scopeworks Asia, Inc. (SWA)

On November 25, 2009, SWA's registration of its expanding business process outsourcing service in the field of data transcription activity was approved by BOI. This certification entitles SWA to a three-year ITH starting December 2009 until November 2012. The ITH shall be limited only to the revenue generated from the registered expansion project. As a registered entity, SWA is required to export at least 70% of its total services, among other requirements. SWA's ITH incentive has expired in 2012 and it is now subject to 20% regular corporate income tax.

Simpro Solutions Philippines, Inc. (SSPI)
SSPI was registered with the Philippine Economic Zone Authority in October 2012 as an Ecozone Information Technology Enterprise. Under SSPI's registration conditions, SSPI's operations is not entitled to Income Tax Holiday (ITH), but only to 5% Gross Income Tax (GIT) incentive, in lieu of all national and local taxes, including the additional deduction of training expenses, as provided in RA 7916, as amended, and to incentives under Article 77, Book VI of EO 226 provided that it complies with the export sales requirement prescribed for Ecozone IT Enterprises.

As at December 31, 2023, SSPI has not availed the 5% GIT incentive and has been subjected to regular corporate income tax rate of 30% following the termination of its registered activities in June 2015. Given the termination of the corporate existence of SSPI as of June 30, 2018, the Group is also processing the cancellation of its PEZA registration.

Effect of existing or probable governmental regulations on the business

The limitation and conditions on SWA imposed by BOI ended in November 2012. Starting 2013, SWA is already subject to government regulations governing regular business entities.

Research and Development

The Company has not spent any amount during the last three calendar years on research and development activities.

Environmental Matters

The Company is not involved in any action or proceeding involving non-compliance in any material respect with relevant environmental laws and regulations of the Philippines.

Employee and Labor Relations

As of December 31, 2023, the Group has eight (8) employees. There are no existing collective bargaining agreements (CBA) covering Paxys employees nor its subsidiaries.

The Group provides its employees with medical insurance and leave benefits, gives loyalty awards and rewards, and sponsors, among others, year-end activities.

<u>Additional Requirements as to Certain Issues or Issuers</u>

<u>Debt Issues</u>

The Company's net worth exceeds ₱25.0 million. There are no unsecured bonds issued and to be issued as of December 31, 2023.

Item 2. Properties

The Group's assets consist of computer and communication equipment, leasehold improvements, furniture and fixtures, transportation equipment and software licenses. None of these assets were held as collateral in 2023 and 2022.

Below is the list of leased properties of the Group, including conditions thereof as of December 31, 2023:

PAXYS Location	Expiration of Lease	Term of Renewal
15th Floor, 6750 Ayala Office Tower, Ayala Avenue, Makati City	April 30, 2026	Upon agreement of both parties

SWA Location	Expiration of Lease	Conditions
Building No.1, Diode St., Light Industry & Science Park (LISP), Brgy. Diezmo, Cabuyao Laguna	June 30, 2024	SWA already renewed on September 2022 for a period up to June 30, 2024, with no escalation for the first year of renewal (1 January 2023-31 December 2023), and 7.5% escalation on the second year (1 January 2024 – 30 June 2024).

SWA Location	Expiration of Lease	Term of Renewal
10th Floor, Skyrise 4A, West Geonzon, Cebu City IT Park	May 17, 2024	Auto renewal, upon agreement of both parties

Item 3. Legal Proceedings

There are no material pending legal proceedings to which the Company nor any of its subsidiary or affiliates is a party, or of which any of their property is the subject.

Item 4. Submission of Matters to a Vote of Security Holders

There were no matters submitted to a vote of security holders during the year covered by this report.

PART II – SECURITIES

Item 5. Market for Registrant's Common Equity and Related Stockholders Matters

Market Information

Principal market where common equity is traded: **Philippine Stock Exchange**

High and low sales prices for each quarter within the last two fiscal years:
The following are the high and low closing sales prices of the Corporation's shares:

	Closing Prices	
	High	**Low**
2023		
1st quarter	1.80	1.80
2nd quarter	1.65	1.28
3rd quarter	1.26	1.06
4th quarter	1.15	1.02
2022		
1st quarter	2.00	1.63
2nd quarter	1.87	1.81
3rd quarter	1.83	1.70
4th quarter	1.87	1.60

Price information as of latest practicable trading date:

As of December 31, 2023, Paxys shares are traded on the Philippine Stock Exchange at the price of ₱1.15 per share.

Description of Registrant's Securities

Common Stock
Common share with par value of ₱1.00 is the only class of shares of Paxys. As of December 31, 2023, total issued and outstanding shares of the Company amounted to 1,148,534,866 shares. The total authorized capital shares of stock is 1.8 billion shares.

Debt Securities
The Company does not have any debt securities to be registered.

Securities Subject to Redemption or Call
There are no securities subject to redemption or call.

Dividends

There were no dividends declared as at December 31, 2023, 2022, and 2021.

Holders

The number of stockholders of record as of December 31, 2023 in the Company's stock and transfer book was 714. The total common shares issued as of December 31, 2023 was 1,148,534,866. The list of the top 20 stockholders of Paxys common shares as of December 31, 2023 is stated hereunder:

Name	No. of Shares	% of Total
All Asia Customer Services Holdings Ltd.	621,260,820*	**54.09%**
PCD Nominee Corporation (Non-Filipino)	464,367,704	**40.44%**
PCD Nominee Corporation (Filipino)	61,000,530	**5.31%**
Kho, Jimmy Jao	250,000	**0.02%**
Chua, Carmen	216,276	**0.02%**
Granados, Juan P.	158,112	**0.01%**
Yao Shiong Shio	95,184	**0.01%**
Kaw Sek & Company	86,088	**0.01%**
Lim, Ghee Keong	81,800	**0.01%**
Paredes, Antonio	79,728	**0.01%**
Urrutia, Kevin	75,000	**0.01%**
Willis, Hugh Warren	63,111	**0.01%**
Jalandoni, Rodegelio M.	62,052	**0.01%**
Celis, Angela	55,776	**0.00%**
Martinez, Emilio G.	55,236	**0.00%**
Santiago, Eduardo A.	37,920	**0.00%**
Tangco, Francisco F.	37,896	**0.00%**
Co, Victor C.	31,536	**0.00%**
Asiamerit Securities, Inc.	24,000	**0.00%**
Reyes, Leopoldo T.	19,800	**0.00%**
Holywood Stars Cosmetics, Inc.	19,788	**00.00%**
Total	**1,148,078,357**	**99.96%**

**. The total number of shares owned by All Asia Customer Services Holdings Ltd. is 630,844,038, representing 54.93% of the total outstanding shares*

PART III – FINANCIAL INFORMATION

Item 6. Management's Discussion and Analysis and Plan of Action

MANAGEMENT'S DISCUSSION AND ANALYSIS OR PLAN OF ACTION OF FINANCIAL CONDITION AND RESULTS OF OPERATIONS

Year Ended December 31, 2023 Compared with Year Ended December 31, 2022

The following discussion and analysis of the financial condition and results of operations of Paxys, Inc. and its subsidiaries should be read in conjunction with the audited consolidated financial statements and other accompanying disclosures set forth elsewhere in this report.

Results of Operation

Consolidated Financial and Operational Highlights
(*In Thousand Pesos unless otherwise stated*)

	2023	2022	YoY Change
Service Income	₱16,662	₱29,044	-43%
Gross Profit	1,055	6,127	-83%
EBITDA[1]	142,091	57,396	148%
Loss from operations[2]	(81,593)	(70,807)	-15%
Net Income attributed to equity holders	110,725	31,074	256%

The Group generated ₱16.7 million and ₱29.0 million revenues in 2023 and 2022, respectively, coming mainly from the managed facility services of Scopeworks Asia, Inc. (SWA), the remaining operating subsidiary of the Group. Compared to prior year, the 2023 revenues went down by about 43% due to the termination of SWA's contract with a major client effective March 31, 2022.

Direct costs of operations also went down by about 32% due to cost saving initiatives undertaken to mitigate the impact of lower revenues. The resulting Gross Profit of ₱1.1 million in 2023 is 83% lower compared to 2022 Gross Profit of ₱6.1 million.

The Interest Income from the Group's surplus funds amounted to ₱189.9 million in 2023. This is higher by 114% compared to ₱88.6 million interest income earned in 2021, due to higher interest rates in the market.

[1] EBITDA is defined as Earnings Before Interest Expense, Income Taxes, Depreciation and Amortization.
[2] Operating Income (Loss) = Gross Profit - Gen & Admin Expenses. Exclusive of Other Income

Scopeworks Asia, Inc. (SWA)
(in Thousand Pesos unless otherwise stated)

	2023	2022	YoY Change
Service Income	₱16,662	₱29,044	-43%
Gross Profit	1,055	6,127	-83%
EBITDA[1]	17,351	15,431	12%
) Loss from operations[2]	(7,067)	(4,443)	59%
Net Income	3,159	3,583	-12%

Advances in technology and, to a certain extent, the Covid-19 pandemic, had a significant impact on the operations of the Company causing a decrease in business volume, which consequently resulted in the termination of the Company's contract with its client effective March 31, 2022. This in turn resulted in a 43% decline in revenues for 2023 compared to the previous year. Cost saving initiatives were undertaken to cushion the impact of lower revenues. The resulting gross profit is 83% lower than the 2022 gross profit. Direct cost and administrative expenses went down by 32% and 23%, respectively. Overall, operations resulted in a net profit of P3.2 million in 2023.

SWA is continuously looking for and exploring other business opportunities to further increase its revenues and not just limited to business processing outsourcing but also in other similar services, particularly facility management.

Financial Position

Consolidated Financial and Operational Highlights
(in Thousand Pesos unless otherwise stated)

	2023	2022	YoY Change
Current Assets	₱4,116,966	₱4,012,167	3%
Noncurrent Assets	34,281	55,539	-38%
Assets	4,151,247	4,067,706	2%
Current Liabilities	40,089	49,373	-19%
Noncurrent Liabilities	20,895	33,053	-37%
Equity	4,090,263	3,985,280	3%

The Group's assets are mainly cash equivalents and investment securities. These funds are invested in various local and international bank and the Group and provided interest income to fund the overhead of the group. With minimal corporate overhead, the Interest Income earned from these funds are more than enough to cover the Group's expenses.

[1] EBITDA is defined as Earnings Before Interest Expense, Income Taxes, Depreciation and Amortization

[2] Operating Income (Loss) = Gross Profit - Gen & Admin Expenses. Exclusive of Other Income

Liquidity and Capital Resources

Consolidated Financial and Operational Highlights
(In Thousand Pesos unless otherwise stated)

	2023	2022	YoY Change
Net Cash provided by Operating Activities	₱86,810	₱82,645	5%
Net Cash provided by (used in) Investing Activities	(526,127)	511,618	-203%
Net Cash used in Financing Activities	(22,381)	(19,195)	17%
Net increase (decrease) in Cash and Cash Equivalents	(461,698)	575,068	-180%

The net decrease in cash pertains mainly to additional investment in securities as disclosed in the Group's consolidated financial statements for the year 2023. The total investment securities of the group amounted to ₱1,617.1 million and ₱1,071.8 million in 2023 and 2022, respectively, registering an increase of ₱545.3 million or about 51%.

The Company's management believes that the current level of cash generated from operations and its borrowing capability are sufficient to meet the Company's immediate future cash needs. The Company does not anticipate any liquidity problems that may arise from its operating activities in the near future.

Top Financial Ratios

The following are the major financial ratios of the Company for the year ended December 31, 2023 and year ended December 31, 2022:

	2023	2022	YoY Change
Current Ratio	102.70	81.27	26%
Debt to Equity Ratio	0.01	0.02	-50%
Return on Equity	2.71%	0.78%	247%
EBITDA Margin	853%	198%	331%
Net Income margin	665%	107%	521%

All KPI ratios are within the management's expectation within the periods under review.

1. Current ratio – Current ratio is a measurement of liquidity. It measures the Group's ability to cover its short-term liabilities with its current assets. This is derived by dividing the total current assets of the Group over total current liabilities. Higher ratio means higher liquidity.

2. Debt to equity ratio – indicates the relative proportion of the debt used to finance the Group's assets over its total shareholders' equity.

3. Return on equity ratio – Return on equity ratio is a profitability measure. This is computed by dividing the net income over total stockholders' equity.

4. EBITDA Margin – this is equal to the Group's earnings before interest, tax, depreciation, and amortization (EBITDA) divided by total revenue.

5. Net Income Margin – ratio of net profits to revenues

Other Matters

a. Subsequent event
   There are no material subsequent events that occurred after December 31 2023.

b. Contingencies
   As of December 31, 2023, the Company has no material contingencies.

c. Commitments
   There were no material commitments for expansion as of December 31, 2023.

d. There were no material off-balance sheet transactions, arrangements, obligations (including contingent obligations), and other relationship of the Company with unconsolidated entities or other persons during the reporting period.

e. There are no unusual items as to nature and amount affecting assets, liabilities, equity, net income or cash flows, except those stated in Management's Discussion and Analysis of Financial Conditions and Results of Operations.

f. There were no known trends, demands, commitments, events, or uncertainties that will have a material impact on the Company's liquidity.

g. There were no known trends, events or uncertainties that have had or that are reasonably expected to have a favorable or an unfavorable impact on net sales or revenue or income from continuing operation.

h. The causes for any material change from period to period are stated under Management's discussion and analysis section "financial condition".

i. The effects of seasonality or cyclicality on the operations of the Company's business are not material.

j. There were no material changes in estimates of amounts reported in interim periods of the current year or changes in estimates of amounts reported in prior financial years.

Year Ended December 31, 2022 Compared with Year Ended December 31, 2021

The following discussion and analysis of the financial condition and results of operations of Paxys, Inc. and its subsidiaries should be read in conjunction with the audited consolidated financial statements and other accompanying disclosures set forth elsewhere in this report.

Results of Operation

Consolidated Financial and Operational Highlights
(In Thousand Pesos unless otherwise stated)

	2022	2021	YoY Change
Service Income	₱29,044	₱44,680	-35%
Gross Profit	6,127	12,644	-52%
EBITDA[1]	57,396	7,627	653%
Loss from operations[2]	(70,807)	(63,842)	11%
Net Income (loss) attributed to equity holders	31,074	(13,413)	332%

The Group generated ₱29.0 million and ₱44.7 million revenues in 2022 and 2021, respectively, coming mainly from the data conversion program and managed facility services of Scopeworks Asia, Inc. (SWA), the remaining operating subsidiary of the Group. Compared to prior year, 2022 revenues went down by about 35% due to lower volume of business for the subsidiary and the termination of its contract with a major client effective March 31, 2022.

Direct costs of operations also went down by about 28% due to cost saving initiatives undertaken to mitigate the impact of lower revenues. The resulting Gross Profit of ₱6.1 million in 2022 is 52% lower compared to 2021 Gross Profit of ₱12.6 million.

The Interest Income from the Group's surplus funds amounted to ₱88.6 million in 2022. This is higher by 149% compared to ₱35.6 million interest income earned in 2021, due to higher interest rates in the market.

Scopeworks Asia, Inc. (SWA)
(in Thousand Pesos unless otherwise stated)

	2022	2021	YoY Change
Service Income	₱29,044	₱44,680	-35%
Gross Profit	6,127	12,644	-52%
EBITDA[3]	15,431	10,382	49%
Income (loss) from operations[4]	(4,443)	(3,842)	16%
Net Income	3,583	928	286%

[1] EBITDA is defined as Earnings Before Interest Expense, Income Taxes, Depreciation and Amortization.
[2] Operating Income (Loss) = Gross Profit - Gen & Admin Expenses. Exclusive of Other Income
[3] EBITDA is defined as Earnings Before Interest Expense, Income Taxes, Depreciation and Amortization
[4] Operating Income (Loss) = Gross Profit - Gen & Admin Expenses. Exclusive of Other Income

Advances in technology and, to a certain extent, the Covid-19 pandemic, had a significant impact on the operations of the Company causing a decrease in business volume. This in turn resulted in a 35% decline in revenues for 2022 compared to 2021. Cost saving initiatives were undertaken to cushion the impact of lower revenues. Resulting gross profit is 52% lower than the 2021 gross profit. Direct cost and administrative expenses went down by 28% and 36%, respectively. Overall, operations resulted in a net profit of P3.6 million in 2022.

SWA is continuously looking and exploring other business opportunities to further increase its revenues, not just limited to business processing outsourcing but in other similar services as well, such as facility management.

Financial Position

Consolidated Financial and Operational Highlights
(in Thousand Pesos unless otherwise stated)

	2022	2021	YoY Change
Current Assets	₱4,012,167	₱3,790,840	6%
Noncurrent Assets	55,539	59,618	-7%
Assets	4,067,706	3,850,458	6%
Current Liabilities	49,373	40,704	21%
Noncurrent Liabilities	33,053	47,251	-30%
Equity	3,985,280	3,762,503	6%

The Group's assets are mainly cash equivalents and investment securities. These funds are invested in various local and international bank and the Group and provided interest income to fund the overhead of the group. With minimal corporate overhead, the Interest Income earned from these funds are more than enough to cover the Group's expenses.

Liquidity and Capital Resources

Consolidated Financial and Operational Highlights
(In Thousand Pesos unless otherwise stated)

	2022	2021	YoY Change
Net Cash provided by Operating Activities	₱82,645	₱103,840	-20%
Net Cash provided by (used in) Investing Activities	511,618	(622,189)	182%
Net Cash used in Financial Activities	(19,195)	(14,858)	29%
Net increase (decrease) in Cash and Cash Equivalents	575,068	(533,207)	208%

The net decrease in cash pertains mainly to funds invested in securities as disclosed in the Group's consolidated financial statements for the year 2022. The total investment securities of the group amounted to ₱1,071.8 million and ₱1,582.6 million in 2022 and 2021, respectively, registering a decrease of ₱510.8 million or about 32%.

The Company's management believes that the current level of cash generated from operations and its borrowing capability are sufficient to meet the Company's immediate future cash needs. The Company does not anticipate any liquidity problems that may arise from its operating activities in the near future.

Top Financial Ratios

The following are the major financial ratios of the Company for the year ended December 31, 2022 and year ended December 31, 2021:

	2022	2021	YoY Change
Current Ratio	81.27	93.13	-13%
Debt to Equity Ratio	0.02	0.02	-
Return on Equity	0.78%	-0.36%	316%
EBITDA Margin	198%	17%	1,065%
Net Income margin	107%	-30%	457%

All KPI ratios are within the management's expectation within the periods under review.

1. Current ratio – Current ratio is a measurement of liquidity. It measures the Group's ability to cover its short-term liabilities with its current assets. This is derived by dividing the total current assets of the Group over total current liabilities. Higher ratio means higher liquidity.
2. Debt to equity ratio – indicates the relative proportion of the debt used to finance the Group's assets over its total shareholders' equity.
3. Return on equity ratio – Return on equity ratio is a profitability measure. This is computed by dividing the net income over total stockholders' equity.
4. EBITDA Margin – this is equal to the Group's earnings before interest, tax, depreciation, and amortization (EBITDA) divided by total revenue.
5. Net Income Margin – ratio of net profits to revenues

Other Matters

a. Subsequent event
   There are no material subsequent events that occurred after December 31 2022.

b. Contingencies
   As of December 31, 2022, the Company has no material contingencies.

c. Commitments
   There were no material commitments for expansion as of December 31, 2022.

d. There were no material off-balance sheet transactions, arrangements, obligations (including contingent obligations), and other relationship of the Company with unconsolidated entities or other persons during the reporting period.

e. There are no unusual items as to nature and amount affecting assets, liabilities, equity, net income, or cash flows, except those stated in Management's Discussion and Analysis of Financial Conditions and Results of Operations.

f. There were no known trends, demands, commitments, events or uncertainties that will have a material impact on the Company's liquidity.

g. There were no known trends, events or uncertainties that have had or that are reasonably expected to have a favorable or an unfavorable impact on net sales or revenue or income from continuing operation.

h. The causes for any material change from period to period are stated under Management's discussion and analysis section "financial condition".

i. The effects of seasonality or cyclicality on the operations of the Company's business are not material.

j. There were no material changes in estimates of amounts reported in interim periods of the current year or changes in estimates of amounts reported in prior financial years.

Trends, Events, Uncertainties or Contingent Financial Obligation with Material Impact on Liquidity

The Company does not anticipate having liquidity problem within the next twelve (12) months since it has adequate amount of cash to pay its maturing obligations and to support its working capital requirements.

Year Ended December 31, 2021 Compared with Year Ended December 31, 2020

The following discussion and analysis of the financial condition and results of operations of Paxys, Inc. and its subsidiaries should be read in conjunction with the audited consolidated financial statements and other accompanying disclosures set forth elsewhere in this report.

Results of Operation

Consolidated Financial and Operational Highlights
(In Thousand Pesos unless otherwise stated)

	2021	2020	YoY Change
Service Income	₱44,680	₱54,648	-18%
Gross Profit	12,644	13,892	-9%
EBITDA[1]	7,627	(1,425)	635%
Loss from operations[2]	(63,842)	(75,612)	-15%
Net Loss attribute to equity holders	(13,413)	(25,925)	-48%

[1] EBITDA is defined as Earnings Before Interest Expense, Income Taxes, Depreciation and Amortization.
[2] Operating Income (Loss) = Gross Profit - Gen & Admin Expenses. Exclusive of Other Income

The Group generated ₱44.7 million and ₱54.6 million revenues in 2021 and 2020, respectively, coming mainly from the data conversion program and managed facility service of Scopeworks Asia, Inc. (SWA), the remaining operating subsidiary of the Group. Compared to prior year, 2021 revenues went down by about 18% due to lower volume of business for the subsidiary.

Direct costs of operations also went down by about 21% due to cost saving initiatives undertaken to mitigate the impact of lower revenues. The resulting Gross Profit of ₱12.6 million in 2021 is 9% lower compared to 2020 Gross Profit of ₱13.9 million.

The Interest Income from the Group's surplus funds amounted to ₱35.6 million in 2021. This is lower by 31% compared to ₱51.3 million interest income earned in 2020, due to lower interest rates in the market.

Scopeworks Asia, Inc. (SWA)
(in Thousand Pesos unless otherwise stated)

	2021	2020	YoY Change
Service Income	₱44,680	₱54,648	-18%
Gross Profit	12,644	13,892	-9%
EBITDA[1]	10,382	4,719	120%
Loss from operations[2]	(3,842)	(6,677)	-42%
Net Income (Loss)	928	(7,368)	-113%

The Covid-19 pandemic had a significant impact on the operations of the Company causing a decrease in business volume and an 18% decline in revenues for 2021 compared to 2020. The management then embarked on cost saving initiatives to cushion the impact of lower revenues resulting in gross profit that is only 9% lower than the 2020 gross profit. Direct cost and administrative expenses went down by 21% and 31%, respectively. Overall, operations resulted in a net profit of P928 thousand in 2021.

SWA is continuously looking and exploring other business opportunities to further increase its revenues, not just limited to business processing outsourcing but in other similar services as well.

Financial Position

Consolidated Financial and Operational Highlights
(in Thousand Pesos unless otherwise stated)

	2021	2020	YoY Change
Current Assets	₱3,790,840	₱3,657,366	4%
Noncurrent Assets	59,618	35,926	65%
Assets	3,850,458	3,693,292	4%

[1] EBITDA is defined as Earnings Before Interest Expense, Income Taxes, Depreciation and Amortization

[2] Operating Income (Loss) = Gross Profit - Gen & Admin Expenses. Exclusive of Other Income

Current Liabilities	40,704	33,433	22%
Noncurrent Liabilities	47,251	29,840	58%
Equity	3,762,503	3,630,019	4%

The Group's assets are mainly cash equivalents and investment securities. These funds are invested in various local and international bank and the Group and provided interest income to fund the overhead of the group. With minimal corporate overhead, the Interest Income earned from these funds are more than enough to cover the Group's expenses.

Liquidity and Capital Resources

Consolidated Financial and Operational Highlights
(In Thousand Pesos unless otherwise stated)

	2021	2020	YoY Change
Net Cash provided by Operating Activities	₱103,840	₱96,800	7%
Net Cash used in Investing Activities	(622,189)	(699,555)	-11%
Net Cash used in Financial Activities	(14,858)	(15,909)	-7%
Net decrease in Cash and Cash Equivalents	(533,207)	(618,664)	-14%

The net decrease in cash pertains mainly to funds invested in securities as disclosed in the Group's consolidated financial statements for the year 2021. The total investment securities of the group amounted to ₱1,582.6 million and ₱1,049.8 million in 2021 and 2020, respectively, registering an increase of ₱532.8 million or about 51%.

The Company's management believes that the current level of cash generated from operations and the borrowing capability are sufficient to meet the Company's immediate future cash needs. The Company does not anticipate any liquidity problems that may arise from its operating activities in the near future.

Top Financial Ratios

The following are the major financial ratios of the Company for the year ended December 31, 2020 and year ended December 31, 2019:

	2021	2020	YoY Change
Current Ratio	93.1	109.4	-15%
Debt to Equity Ratio	0.02	0.02	-
Return on Equity	-0.36%	-0.71%	49%
EBITDA Margin	17%	3%	467%
Net Income margin	-30%	-47%	36%

All KPI ratios are within the management's expectation within the periods under review.

1. Current ratio – Current ratio is a measurement of liquidity. It measures the Group's ability to cover its short-term liabilities with its current assets. This is derived by dividing the total current assets of the Group over total current liabilities. Higher ratio means higher liquidity.
2. Debt to equity ratio – indicates the relative proportion of the debt used to finance the Group's assets over its total shareholders' equity.
3. Return on equity ratio – Return on equity ratio is a profitability measure. This is computed by dividing the net income over total stockholders' equity.
4. EBITDA Margin – this is equal to the Group's earnings before interest, tax, depreciation, and amortization (EBITDA) divided by total revenue.
5. Net Income Margin – ratio of net profits to revenues

Other Matters

a. <u>Subsequent event</u>
   On March 31, 2022, SWA and its client in the data conversion services terminated its agreement. As a result, employees servicing this customer, will be separated effective in April 2022. SWA is planning to expand its current managed facility and support services.

b. <u>Contingencies</u>
   As of December 31, 2021, the Company has no material contingencies.

c. <u>Commitments</u>
   There were no material commitments for expansion as of December 31, 2021.

d. There were no material off-balance sheet transactions, arrangements, obligations (including contingent obligations), and other relationship of the Company with unconsolidated entities or other persons during the reporting period.

e. There are no unusual items as to nature and amount affecting assets, liabilities, equity, net income or cash flows, except those stated in Management's Discussion and Analysis of Financial Conditions and Results of Operations.

f. There were no known trends, demands, commitments, events or uncertainties that will have a material impact on the Company's liquidity.

g. There were no known trends, events or uncertainties that have had or that are reasonably expected to have a favorable or an unfavorable impact on net sales or revenue or income from continuing operation.

h. The causes for any material change from period to period are stated under Management's discussion and analysis section "financial condition".

i. The effects of seasonality or cyclicality on the operations of the Company's business are not material.

j. There were no material changes in estimates of amounts reported in interim periods of the current year or changes in estimates of amounts reported in prior financial years.

Trends, Events, Uncertainties or Contingent Financial Obligation with Material Impact on Liquidity

The Company does not anticipate having liquidity problem within the next twelve (12) months since it has adequate amount of cash to pay its maturing obligations and to support its working capital requirements.

Item 7. Financial Statements

Please refer to the attached consolidated financial statements of Paxys Group (Exhibit C) as at and for the years ended December 31, 2023, 2022, and 2021.

Item 8. Changes in and Disagreements with Accountants on Accounting and Financial Disclosure

The Group's external auditor from calendar year 2014 is Reyes Tacandong & Co.

The Group adopts the SEC Rule 68 policy on rotation of external auditors and complies with the provision of the long association of personnel (including partner rotation) as prescribed in the Code of Ethics for Professional Accountants in the Philippines as adopted by the Board of Accountancy and Philippine Regulation Commission and such other standards adopted by the SEC.

The Group's previous external auditor, SGV & Co. served the Group for more than five taxable years and the change was made in line with the corporate governance policies of the Group.

There are no disagreements with the current nor previous auditors regarding accounting and financial disclosure.

The consolidated fees billed for the audit of the Company's annual financial statements amounted to P1.3 million in 2023, 2022, and 2021, respectively.

There are no other assurance and related services rendered by the external auditors.

The audit fees were approved by the Audit Committee based on the scope of work of external auditors and the complexity of accounting and audit issues identified. There are no professional services rendered by the external auditor for tax accounting, compliance, advice, planning and any other form of tax services for the last two fiscal years.

PART IV. MANAGEMENT AND CERTAIN SECURITY HOLDERS

Item 9. Directors and Executive Officers of the Registrant

Directors, including independent directors and executive officers:

NAME	POSITION	AGE	CITIZENSHIP
Tarcisio M. Medalla	Chairman & President	75	Filipino
Roger Leo A. Cariño	Director/ Treasurer	64	Filipino
Christopher B. Maldia	Director	63	Filipino
Ghee Keong Lim	Director	56	Malaysian
Roberto A. Atendido	Director	76	Filipino
George Edwin SyCip	Independent Director	67	American
Jose Antonio A. Lichauco	Independent Director	65	Filipino
Mayette H. Tapia	Corporate Secretary / CIO / Compliance Officer	37	Filipino
Ana Maria A. Katigbak-Lim	Assistant Corporate Secretary/CIO	55	Filipino
Pablito O. Lim	Group Chief Financial Officer	65	Filipino
Sheri A. Inocencio	Chief Risk Officer	58	Filipino
Ruth Marinas	Chief Audit Executive	39	Filipino

Mr. Tarcisio M. Medalla *(Chairman and President)*, 75 years old, Filipino, has been the Chairman and President of the Company since 30 December 2003. He is concurrently a Director of UT Global Services Limited, a privately held company with an RHQ in Manila and affiliated with All Asia Customer Services Holdings Ltd., an investment holding company that owns the controlling equity interest in Paxys. He has been connected with the Group since 1983. He is also a director of Pacific Online Systems Corporation, a company listed with the Philippine Stock Exchange. He graduated with a BSC degree, major in Accounting, from De La Salle University. He attended the Advanced Management Program (AMP) at the Harvard Business School. He is a Certified Public Accountant.

Mr. Roger Leo A. Cariño *(Director and Treasurer)*, 64 years old, Filipino, has been a Director of the Company since 30 December 2003. He is currently the Company's Treasurer, which he also held from 2004 to 2006 and 2009. He is concurrently a Director of UT Global Services Limited, a privately held investment company with an RHQ in Manila and affiliated with All Asia Customer Services Holdings Ltd. He is also the Chairman and President of UT Foundation, Inc. He has been connected with the Group since 1990. He graduated with a BSC degree, major in Accountancy, from Ateneo de Naga University and attended the MBA Program at Murdoch University and the Strategic Business Economics program at the University of Asia and the Pacific. He is a Certified Public Accountant.

Mr. Christopher B. Maldia *(Director)*, 63 years old, Filipino, has been a Director of the Company since December 2003. He graduated with a Bachelor of Laws degree from the Ateneo de Manila University. He also has a Master of Laws in International Legal Studies from New York University School of Law. He is a member of the Philippine Bar and the New York Bar.

Mr. Lim Ghee Keong *(Director)*, 56 years old, Malaysian, was appointed as Director of the Company on 3 June 2005. He has more than 30 years of experience in financial and general management. Prior to joining the Usaha Tegas Sdn. Bhd. (UTSB) Group in 1995, he was attached to General Electric Capital Corporation in the USA and Ban Hin Lee Bank in Malaysia. He is a Director and Chief Operating Officer of UTSB and serves on the boards of several companies in which UTSB Group has interests, such as Maxis Berhad (listed on the Bursa Malaysia Securities Berhad ("**Bursa Securities**"), and Astro Malaysia Holdings Berhad (listed on Bursa Securities). He holds a Bachelor of Business Administration degree, majoring in Finance from the University of Hawaii at Manoa, USA.

Mr. Roberto A. Atendido *(Director)*, 76 years old, Filipino, has been a Director of the Corporation since 1 October 2004. He is currently the President of Asian Alliance Holdings and Develop Corp., Chairman/Director of Myka Advisory & Consultancy Services, Inc., Vice Chairman of Asian Alliance Investment Corp. He is currently a member of the board of the following companies: Philippine Business Bank, and Macay Holdings Inc. He is also an independent Director of Mega Global Corporation. He holds a Masters Degree in Business Management from the Asian Institute of Management.

Mr. George Edwin SyCip *(Independent Director)*, 67 years old, American, has been a Director of the Company since 1 October 2004. He advises a variety of companies in their cross-border endeavors between the US/Europe and Asia and serves on the corporate Boards of Asian Alliance Holdings and Development Corp., Cityland Development Corporation, and Bank of the Orient in San Francisco. He is also a Trustee or Director of the International Institute for Rural Reconstruction, Give2Asia. He holds a Master's Degree in Business Administration from Harvard Business School and a Bachelor's degree in International Relations/Economics from Stanford University.

Mr. Jose Antonio A. Lichauco *(Independent Director)*, 65 years old, Filipino, is the Treasurer and a Director of Automated Technology (Philippines), Inc. where he was previously Senior Vice-President and Chief Financial Officer. He is concurrently the President of Asia Alliance Investment Corp., specializing in Investment Banking and Corporate Finance. He also held positions at Insular Investment and Trust Corporation and at SGV & Co. He obtained his Masters Degree in Business Administration from Columbia University in New York, USA in 1989.

Atty. Mayette H. Tapia, 37 years old, Filipino, is the Corporate Secretary, General Counsel, Corporate Information Officer, and Investor Relations Officer beginning September 4, 2017. She previously served as a General Counsel of a multinational company and as an associate lawyer at Angara Abello Concepcion Regala & Cruz (ACCRA) Law Offices. She is currently a member of the Association of Southeast Asian Nation (ASEAN) Law Association and served as a corporate secretary of the San Beda Law Alumni Association Board of Trustees. She obtained her Juris Doctor degree from San Beda University-College of Law in Manila and became a member of the Integrated Bar of the Philippine on April 2013.

Atty. Ana Maria A. Katigbak, 55 years old, Filipino, is the Assistant Corporate Secretary of the Company and has held the office since 1997. She is a senior partner in Castillo, Laman, Tan, Pantaleon & San Jose Law Offices and also acts as Director of Mabuhay Holdings, Inc., Corporate Secretary of Alsons Consolidated Resources, Inc. and IPM Holdings, Inc., and Assistant Corporate Secretary of Energy Development Corporation, Marcventures Holdings, Inc., Premiere Horizon Alliance Corporation, Solid Group, Inc. and Vulcan Industrial and Mining Corp. She is a member of the Integrated Bar of the Philippines.

Mr. Pablito O. Lim, 65 years old, Filipino, is the Chief Financial Officer of the Group since 2013 of the Company. He was the former CFO of Stellar Philippines, Inc. and Stellar Global Solutions Philippines, Inc. Prior to joining the Group, he was the CFO of Brightpoint Italy, Srl. and served as an Audit Executive in Sycip Gorres Velayo & Co., a member firm of Ernst & Young. He is also concurrently a Director of some of the Company's subsidiaries such as Simpro Solutions Philippines, Inc., Scopeworks Asia, Inc. and Paxys Realty, Inc. (formerly known as Paxys Global Services, Inc.). He is a Certified Public Accountant (CPA), Certified Compliance Officer (CCO), and completed the Executive Development Program and the Management Development Program at the Asian Institute of Management.

Ms. Sheri A. Inocencio, 58 years old, Filipino, is the Group's Chief Risk Officer (CRO). Prior to joining the Group, she was the Vice President for Finance in BA Continuum Philippines, Inc. (a subsidiary of Bank of America) from August 2013 up to February 2015 and in Advanced Contact Solutions, Inc. from March 2003 up to November 2008. She also held several key finance and audit roles in C3/Customer Contact Channels, Inc., Prople, Inc., NGL Pacific Ltd., Pacific Cable & DTU Systems, Inc., and SGV & Co. Ms. Inocencio graduated cum laude from University of the Philippines with a degree in Business Administration and Accountancy and is a Certified Public Accountant.

Ms. Ruth Marinas, 39 years old, Filipino, is the Group's Independent Chief Audit Executive effective 15 December 2021.She is a Certified Public Accountant with comprehensive experience in fields of general accounting, financial auditing, and taxation. She is knowledgeable in handling local and international companies of different industries, as well as small and medium enterprises.

KEY EMPLOYEES

All the employees are considered important assets of the Company who collectively make significant contributions to the Company. The key employees of the Company as at December 31, 2023 are as follows:

1. Mr. Tarcisio M. Medalla—Chairman and President
2. Atty. Mayette H. Tapia—Corporate Counsel, Corporate Secretary, Corporate Information Officer , and Compliance Officer
3. Mr. Pablito O. Lim— Group Chief Financial Officer
4. Ms. Sheri A. Inocencio – Chief Risk Officer
5. Ms. Ruth Marinas –Chief Audit Executive

The relevant experience and professional details of the above key employees were exhaustively discussed in the previous pages.

Family Relationship
None of the directors and executive officers is related to each other by affinity or consanguinity.

Involvement in Certain Legal Proceedings

None of the directors and executive officers was involved during the past five years and as of date of this report in any bankruptcy proceeding. Neither have they been convicted by final judgment in any criminal proceeding or been subject to any order, judgment or decree of competent jurisdiction, permanently or temporarily enjoining, barring, suspending, or otherwise limiting their involvement in any type of business, securities, commodities or banking activities, nor found in action by any court or administrative body to have violated a securities or commodities law.

Item 10. Executive Compensation

Year/ Top Highly Compensated Officers* (*Amounts in Million Pesos*)	Compensation and other benefits	Stock Options	Total
2023: Chairman and President, Corporate Counsel and Compliance Officer	₱22.9	₱-	₱22.0
2022: Chairman and President, Corporate Counsel, and Compliance Officer	₱23.7	₱-	₱23.6
2021: Chairman and President, Corporate Counsel, and Compliance Officer	₱25.0	-	25.0

**The Group has a lean organizational structure. There are no other highly compensated officers other than the above. The names are shown in Item 9 part of this report.*

Per diem fees of the Group's executive officers and directors amounted to ₱836,000, ₱826,000, and ₱910,000 for the last three years ending December 31, 2023, 2022, and 2021, respectively.

Employment Contracts and Termination of Employment and Change-in-Control Arrangements

There are no agreements between the registrant and its key management personnel providing for benefits upon termination of employment, except for such benefits to which they may be entitled under the law.

Warrants and Options Outstanding: Repricing
Not applicable. The Company has no outstanding warrants and options.

Item 11. Security Ownership of Certain Beneficial Owners and Management

Security Ownership of Certain Record and Beneficial Owners

As of December 31, 2023 the Company has no knowledge of any individual or any party who beneficially owns in excess of 5% of Paxys common stock except as set forth in the table below:

Title of Class	Name and Address of Record Owner & Relationship with Issuer	Name of Beneficial Owner & Relationship with Record Owner	Citizenship	Number of Shares Held	Percent of Class
Common	All Asia Customer Services Holdings, Ltd. (AACSHL) 5/F Manulife Place 348 Kwun Tong Road Kowloon, Hong Kong	Expac Holdings Ltd. owns 100% of AACSHL. Paxys has neither corporate relationship nor information about Expac Holdings Ltd.	Hong Kong	630,844,038*	54.93%
Common	Paxys N.V. Kaya W.F.G. (Jombi) Mensing 36, Curaçao	Paxys, Inc. owns 100% equity of Paxys N.V.	Curaçao	345,622,477**	30.09%
Common	PCD Nominee Corp. G/F MSE Bldg., 6767 Ayala Ave., Makati City	Beneficial owners are the clients of the PCD participants' brokers. There are no beneficial owners owning more than 5% of the Registrant's capital stock.	Philippines	170,162,539	14.81%
			Total	**1,146,629,054**	**99.83%**

** Inclusive of 9,583,218 shares lodged under PCD Nominee Corporation (Non-Filipino)*

*** Lodged under PCD Nominee Corporation (Non-Filipino)*

Ownership Security of Management as of December 31, 2023:

Title of Class	Name of Beneficial Owner	Amount of Beneficial Ownership	Citizenship	Percent of Class
Common	**Tarcisio M. Medalla** Chairman & President	1,120	Filipino	0.0001%
Common	**Christopher B. Maldia** Director	129,520	Filipino	0.0113%
Common	**Ghee Keong Lim** Director	82,800	Malaysian	0.0072%
Common	**Roger Leo A. Cariño** Director	1,120	Filipino	0.0001%
Common	**Roberto A. Atendido** Director	1,000	Filipino	0.0001%
Common	**George Edwin SyCip** Independent Director	1,120	American	0.0001%
Common	**Jose Antonio A. Lichauco** Independent Director	1,120	Filipino	0.0001%
Common	**Mayette H. Tapia** Corporate Secretary/ CIO / Compliance Officer	0	Filipino	-
Common	**Ana Maria A. Katigbak** Assistant Corporate Secretary	0	Filipino	-
Common	**Pablito O. Lim** Group Chief Financial Officer	**0**	Filipino	-
	Total	**₱217,800**		**0.0189%**

The shareholdings of the above-named directors and officers aggregate to 217,800 shares or 0.0189% of the outstanding capital stock of the Company.

As reported in the Public Ownership Report as of December 31, 2023, 171,850,551 common shares are held by public shareholders, which is approximately 14.96% of the total issued and outstanding shares. The Company is compliant with the 10% minimum public ownership rule.

Voting Trust Holder of 5% or more

There are no voting trust agreements or any other similar agreement which may result in a change in control of the Company of which the Company has any knowledge.

Changes in control

No change in control of the Registrant has occurred since the previous fiscal year.

Item 12. Certain Relationships and Related Transactions

Except from those mentioned in **Item 1 (viii),** there has been no transaction during the last two years, nor is any transaction presently proposed, to which the Company was or is to be a party in which any director or executive officer of the Company, or nominee for election as a director, or owner of more than 10% of the Company's voting securities, or voting trust holder of 10% or more of any class of the Company's securities, or any member of the immediate family of any of the foregoing persons had or is to have a direct or indirect material interest. In the ordinary and regular course of business, the Company had or may have transactions with other companies in which some of the foregoing persons may have an interest.

PART V.
CORPORATE GOVERNANCE
(Please refer to the Company's I-ACGR)

This will be exhaustively discussed in the Integrated Annual Corporate Governance Report of the Group (I-ACGR).

Pursuant to SEC Memorandum Circular No. 15, Series of 2017, publicly-listed are mandated to provide disclosure on compliance/non-compliance with the recommendations provided under the Code of Corporate Governance requirements of the Securities and Exchange Commission and the Philippine Stock Exchange through the I-ACGR. The I-ACGR will be published and disclosed to the PSE not later than May 31, 2024.

PART VI.
EXHIBITS AND SCHEDULES
(Please refer to the following attachments)

Exhibit A - Report on SEC Form 17-C

Exhibit B – Directors' Attendance of Board Meetings for the year 2023

Exhibit C – Audited Financial Statements as at December 31, 2023

PART VII.
INDEX TO THE CONSOLIDATED FINANCIAL STATEMENTS AND SUPPLEMENTARY SCHEDULES

Item 14 – Supplementary Schedules required by Annex 68-E

Item 15 – Reconciliation of Retained Earnings Available for Dividend Declaration

Item 16 – Schedule of Effective Standards and Interpretations

Item 17 – Map of the relationships of the Companies within the Group

The above schedules formed part of the Supplementary Schedules attached in the Audited Consolidated Financial Statements as at and for the year ending December 31, 2023, 2022 and 2021.

SIGNATURES

Pursuant to the requirements of Section 17 of the Code and Section 141 of the Corporation Code, the registrant has duly caused this report to be signed on its behalf by the undersigned; thereunto duly authorized, in the City of Makati on APR 11 2024, April 2024

Issued By:
PAXYS, INC.

TARCISIO M. MEDALLA
Chairman & President

MAYETTE H. TAPIA
Corporate Secretary

PABLITO O. LIM
Chief Financial Officer

SUBSCRIBED AND SWORN to before me this APR 11 2024 day of 2024 affiant(s) exhibiting to me their Passport Nos., as follows:

NAMES	PASSPORT No.	VALID UNTIL	PLACE OF ISSUE
Tarcisio M. Medalla	P7548707A	June 13, 2028	Manila, Philippines
Mayette H. Tapia	P0985037B	March 8, 2029	Manila, Philippines
Pablito O. Lim	P0464526C	June 9, 2032	Manila, Philippines

NOTARY PUBLIC
Doc. No. 142;
Page No. 30;
Book No. 13;
Series of 2024.

ATTY. JOEL FERRER FLORES
Notary Public for Makati City
Until December 31, 2024
Appointment No. M-115 (2023-2024)
Roll Of Attorney No. 77376
MCLE Compliance VIII No. 0001393-
Jan. 3, 2023 until Apr. 12, 2028
PTR NO. 10073945/ Jan. 2, 2024/ Makati City
IBP No. 330740/ Jan. 2, 2024/ Pasig City
1107 Bataan St., Guadalupe Nuevo, Makati City

Exhibit A

Reports on SEC Form 17-C

Date Filed	Items Reported
4 January 2023	The Company submitted the Directors' Attendance for year 2022.
24 March 2023	The Company informed the Exchange that the annual meeting of the stockholders of Paxys, Inc. for the year 2023, which is scheduled to be held on any day in May, has been postponed to a later date. The purpose of the postponement is to provide the Board and management of Paxys with greater opportunity in determining the Company's strategic direction.
9 August 2023	The Company submitted the Certificates of Completion for Corporate Governance Seminar for the Directors and Officers of Paxys, Inc. in compliance with the SEC Memorandum Circular No. 20 Series of 2013.
4 October 2023	The Company informed the Exchange that the scheduled annual meeting of the stockholders of Paxys Inc. is on 11 December 2023 at the Manila Golf & Country Club, Harvard Road, Forbes Park, Makati City, Philippines.
9 October 2023	The Company submitted the notarized Independent Director's Certificate of Mr. Jose Antonio A. Lichauco.
2 November 2023	The Company submitted the certified list of stockholders of Paxys Inc. as of 31 October 2023, the record date of our Annual Stockholders' Meeting, which is scheduled on 11 December 2023.
13 November 2023	The Company submitted the notarized Independent Director's Certificate of Mr. George Edwin SyCip.
11 December 2023	The Company informed the SEC of the results of the Annual Stockholders' Meeting on 11 December 2023

Exhibit B

PAXYS INC.
DIRECTORS' ATTENDANCE OF BOARD MEETINGS FOR THE YEAR 2023

Name of Director	Regular Meeting **24 March 2023**	Regular Meeting **24 April 2023**	Regular Meeting **3 August 2023**	Regular Meeting **3 November 2023**	Organizational Meeting **11 December 2023**
Tarcisio M. Medalla	✓	✓	✓	✓	✓
Roger Leo A. Cariño	✓	✓	✓	✓	✓
Roberto A. Atendido	**A**	✓	✓	✓	✓
Christopher B. Maldia	✓	✓	✓	✓	✓
Jose Antonio A. Lichauco	✓	✓	✓	✓	✓
Lim Ghee Keong	✓	✓	✓	✓	**A**
George Edwin Sycip	✓	✓	✓	**A**	✓

✓- Present
A - Absent

The following document has been received:

Receiving: ARVIN BANAWA
Receipt Date and Time: April 11, 2024 05:51:53 PM

Company Information

SEC Registration No.: 0000006609
Company Name: PAXYS INC.
Industry Classification: J66940
Company Type: Stock Corporation

Document Information

Document ID: OST10411202482189279
Document Type: Financial Statement
Document Code: FS
Period Covered: December 31, 2023
Submission Type: Parent, Annual
Remarks: None

Acceptance of this document is subject to review of forms and contents

PAXYS

STATEMENT OF MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL STATEMENTS

The management of **Paxys, Inc**. (the Company) is responsible for the preparation and fair presentation of the separate financial statements as at and for the years ended December 31, 2023 and 2022, including the schedules attached therein, in accordance with the prescribed financial reporting framework indicated therein, and for such internal control as management determines is necessary to enable the preparation of separate financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the separate financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative to do so.

The Board of Directors is responsible for overseeing the Company's financial reporting process.

The Board of Directors reviews and approves the separate financial statements, including the schedules attached therein, and submits the same to the stockholders.

Reyes Tacandong & Co., the independent auditor appointed by the stockholders, has audited the separate financial statements of the Company in accordance with Philippine Standards on Auditing, and in its report to the stockholders, has expressed its opinion on the fairness of presentation upon completion of such audit.

Tarcisio M. Medalla
Chairman of the Board and President

Pablito O. Lim
Group Chief Financial Officer

BUREAU OF INTERNAL REVENUE
REVENUE REGION NO. 8A - MAKATI
Revenue District Office No. 47
East Makati
RECEIVED
INITIAL:
RCO NAME: BEATRICE
APR 11 2024

Signed this 18th day of March 2024.

ATTY. JOEL FERRER FLORES
Notary Public for Makati City
Until December 31, 2024
Appointment No. M-115 (2023-2024)
Roll Of Attorney No. 77376
MCLE Compliance VIII No. 0001393-
Jan. 3, 2023 until Apr. 12, 2028
PTR NO. 10073945/ Jan. 2, 2024/ Makati City
IBP No. 330740/ Jan. 2, 2024/ Pasig City
1107 Bataan St., Guadalupe Nuevo, Makati City

Doc. No. 145
Page No. 30
Book No. 13
Series of 2024

COVER SHEET
for
AUDITED SEPARATE FINANCIAL STATEMENTS

SEC Registration Number

6	6	0	9

COMPANY NAME

P A X Y S , I N C .

PRINCIPAL OFFICE *(No./Street/Barangay/City/Town/Province)*

15th Floor, 6750 Ayala Office Tower,
Ayala Avenue, Makati City

Form Type	Department Requiring the Report	Secondary License Type, If Applicable
AASFS	CRMD	N/A

COMPANY INFORMATION

Company's Email Address	Company's Telephone Number/s	Mobile Number
investor_relations@paxys.com	(632) 8250-3800	0919-088-5563
No. of Stockholders	**Annual Meeting (Month / Day)**	**Calendar Year (Month / Day)**
714	December 11	December 31

CONTACT PERSON INFORMATION

The designated contact person ***MUST*** be an Officer of the Corporation

Name of Contact Person	Email Address	Telephone Number/s	Mobile Number
Atty. Mayette H. Tapia	mayette.tapia@paxys.com	(632) 8250-3800	0919-088-5563

CONTACT PERSON'S ADDRESS

15th Floor, 6750 Ayala Office Tower, Ayala Avenue, Makati City

NOTE 1*: In case of death, resignation or cessation of office of the officer designated as contact person, such incident shall be reported to the Commission within thirty (30) calendar days from the occurrence thereof with information and complete contact details of the new contact person designated.*

2*: All boxes must be properly and completely filled-up. Failure to do so shall cause the delay in updating the corporation's records with the Commission and/or non-receipt of Notice of Deficiencies. Further, non-receipt shall not excuse the corporation from liability for its deficiencies.*

INDEPENDENT AUDITORS' REPORT

The Stockholders and the Board of Directors
Paxys, Inc.
15th Floor, 6750 Ayala Office Tower
Ayala Avenue, Makati City

Opinion

We have audited the accompanying separate financial statements of Paxys, Inc. (the Company), which comprise the separate statements of financial position as at December 31, 2023 and 2022, separate statements of comprehensive income, separate statements of changes in equity and separate statements of cash flows for the years then ended, and notes to separate financial statements, including a summary of material accounting policies.

In our opinion, the separate financial statements present fairly, in all material respects, the financial position of the Company as at December 31, 2023 and 2022, and its financial performance and its cash flows for the years then ended in accordance with Philippine Financial Reporting Standards (PFRS).

Basis for Opinion

We conducted our audits in accordance with Philippine Standards on Auditing (PSA). Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Separate Financial Statements* section of our report. We are independent of the Company in accordance with the Code of Ethics for Professional Accountants in the Philippines (Code of Ethics) together with the ethical requirements that are relevant to the audit of the separate financial statements in the Philippines, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Separate Financial Statements

Management is responsible for the preparation and fair presentation of the separate financial statements in accordance with PFRS, and for such internal control as management determines is necessary to enable the preparation of separate financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the separate financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Company's financial reporting process.

Auditors' Responsibilities for the Audit of the Separate Financial Statements

Our objectives are to obtain reasonable assurance about whether the separate financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with PSA will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, these could reasonably be expected to influence the economic decisions of users taken on the basis of the separate financial statements.

As part of an audit in accordance with PSA, we exercise professional judgment and maintain professional skepticism throughout the audits. We also:

- Identify and assess the risks of material misstatement of the separate financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audits in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the separate financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the separate financial statements, including the disclosures, and whether the separate financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audits and significant audit findings, including any significant deficiencies in internal control that we identify during our audits.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

REYES TACANDONG & CO.

MICHELLE R. MENDOZA-CRUZ
Partner
CPA Certificate No. 97380
Tax Identification No. 201-892-183-000
BOA Accreditation No. 4782; Valid until April 13, 2024
BIR Accreditation No. 08-005144-012-2023
Valid until January 24, 2026
PTR No. 10072412
Issued January 2, 2024, Makati City

March 18, 2024
Makati City, Metro Manila

BUREAU OF INTERNAL REVENUE
REVENUE REGION NO. 8 MAKATI
APR 1 2024
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PAXYS, INC.

SEPARATE STATEMENTS OF FINANCIAL POSITION

		December 31	
	Note	2023	2022
ASSETS			
Current Assets			
Cash and cash equivalents	4	**₱830,242,099**	₱619,546,534
Investment securities	5	**–**	238,093,419
Receivables	6	**35,483,193**	28,101,531
Other current assets	7	**14,528,062**	12,379,885
Total Current Assets		**880,253,354**	898,121,369
Noncurrent Assets			
Investments in subsidiaries and a joint venture	8	**425,545,650**	425,545,650
Right-of-use (ROU) asset	18	**17,981,267**	25,173,773
Property and equipment	9	**143,115**	300,282
Other noncurrent assets	10	**6,433,160**	6,450,075
Total Noncurrent Assets		**450,103,192**	457,469,780
		₱1,330,356,546	₱1,355,591,149
LIABILITIES AND EQUITY			
Current Liabilities			
Trade and other payables	11	**₱9,958,611**	₱10,268,610
Current portion of lease liability	18	**7,733,966**	7,359,572
Dividends payable	13	**6,554,030**	6,554,030
Income tax payable		**13,965**	120,382
Total Current Liabilities		**24,260,572**	24,302,594
Noncurrent Liabilities			
Lease liability - net of current portion	18	**10,939,826**	18,673,792
Retirement liability	12	**6,766,947**	6,195,032
Total Noncurrent Liabilities		**17,706,773**	24,868,824
Total Liabilities		**41,967,345**	49,171,418
Equity			
Capital stock	13	**1,148,534,866**	1,148,534,866
Additional paid-in capital	13	**451,364,252**	451,364,252
Deficit		**(311,213,821)**	(293,183,291)
Other equity reserves	12	**(296,096)**	(296,096)
Total Equity		**1,288,389,201**	1,306,419,731
		₱1,330,356,546	₱1,355,591,149

See accompanying Notes to Separate Financial Statements.

PAXYS, INC.

SEPARATE STATEMENTS OF COMPREHENSIVE INCOME

		Years Ended December 31	
	Note	2023	2022
INTEREST INCOME - NET OF AMORTIZATION	17	**₱48,329,525**	₱21,543,433
GENERAL AND ADMINISTRATIVE EXPENSES	15	**(59,277,101)**	(62,143,227)
NET FOREIGN EXCHANGE GAIN (LOSS)		**(818,478)**	9,792,700
INTEREST EXPENSE	18	**(931,856)**	(1,217,287)
OTHER INCOME - Net	17	**3,495,679**	4,774,330
LOSS BEFORE INCOME TAX		**(9,202,231)**	(27,250,051)
PROVISION FOR CURRENT INCOME TAX	19	**8,828,299**	5,781,007
NET LOSS		**(18,030,530)**	(33,031,058)
OTHER COMPREHENSIVE INCOME			
Item not to be reclassified to profit or loss -			
Remeasurement gain on retirement liability	12	**–**	2,751,769
TOTAL COMPREHENSIVE LOSS		**(₱18,030,530)**	(₱30,279,289)

See accompanying Notes to Separate Financial Statements.

PAXYS, INC.

SEPARATE STATEMENTS OF CHANGES IN EQUITY

		Years Ended December 31	
	Note	**2023**	2022
CAPITAL STOCK	13	**₱1,148,534,866**	₱1,148,534,866
ADDITIONAL PAID-IN CAPITAL	13	**451,364,252**	451,364,252
DEFICIT			
Balance at beginning of year		**(293,183,291)**	(260,152,233)
Net loss		**(18,030,530)**	(33,031,058)
Balance at end of year		**(311,213,821)**	(293,183,291)
OTHER EQUITY RESERVES			
Cumulative Remeasurement Losses on Retirement Liability	12		
Balance at beginning of year		**(296,096)**	(3,047,865)
Remeasurement gain		**–**	2,751,769
Balance at end of year		**(296,096)**	(296,096)
		₱1,288,389,201	₱1,306,419,731

See accompanying Notes to Separate Financial Statements.

BUREAU OF INTERNAL REVENUE
REVENUE REGION 8A - MAKATI
Revenue District Office No. 47
APR 11 2024
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INITIAL: DATE:

PAXYS, INC.

SEPARATE STATEMENTS OF CASH FLOWS

	Note	Years Ended December 31 2023	2022
CASH FLOWS FROM OPERATING ACTIVITIES			
Loss before income tax		**(₱9,202,231)**	(₱27,250,051)
Adjustments for:			
Interest income	17	**(48,329,525)**	(21,543,433)
Depreciation and amortization	17	**7,372,615**	7,477,094
Provision for expected credit losses on receivables	6	**5,828,576**	3,850,523
Interest expense on lease liability	18	**931,856**	1,217,287
Net unrealized foreign exchange loss		**821,860**	(8,366,908)
Retirement benefits	12	**571,915**	540,780
Realized foreign exchange gain on disposal of investment securities	5	**368,312**	–
Non-cash adjustment of ROU assets	18	**–**	(132,619)
Loss on redemption of available-for-sale financial asset	5	**–**	76,490
Operating loss before changes in working capital		**(41,636,622)**	(44,130,837)
Decrease (increase) in:			
Receivables		**186,947**	123,742
Other current assets		**(2,148,177)**	(3,094,382)
Investment securities measured at fair value through profit or loss		**–**	34,121,209
Decrease in trade and other payables		**(309,999)**	(274,325)
Net cash used for operations		**(43,907,851)**	(13,254,593)
Interest received		**37,640,945**	27,051,411
Income taxes paid		**(8,934,716)**	(5,662,423)
Net cash flows provided by (used in) operating activities		**(15,201,622)**	8,134,395
CASH FLOWS FROM INVESTING ACTIVITIES			
Net redemptions of (additions to) investment securities measured at amortized cost	5	**237,532,000**	(242,139,762)
Decrease (increase) in due from related parties		**(2,387,008)**	8,021,366
Additions to:			
Property and equipment	9	**(6,027)**	(157,000)
Intangible assets	10	**–**	(18,482)
Net cash flows provided by (used in) investing activities		**235,138,965**	(234,293,878)
CASH FLOW FROM A FINANCING ACTIVITY			
Payments of lease liability	18	**(8,291,428)**	(8,220,534)
NET INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS		**211,645,915**	(234,380,017)
EFFECT OF EXCHANGE RATE CHANGES ON CASH AND CASH EQUIVALENTS		**(950,350)**	6,923,007
CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR		**619,546,534**	847,003,544
CASH AND CASH EQUIVALENTS AT END OF YEAR	4	**₱830,242,099**	₱619,546,534

See accompanying Notes to Separate Financial Statements.

NOTES TO SEPARATE FINANCIAL STATEMENTS
AS AT AND FOR THE YEARS ENDED DECEMBER 31, 2023 AND 2022

1. Corporate Information

Paxys, Inc. (Paxys or the Company) is an investment holding company incorporated in the Philippines and listed (stock symbol: PAX) in the Philippine Stock Exchange (PSE). The Company was formerly known as Fil-Hispano Holdings Corporation and registered with the Philippine Securities and Exchange Commission (SEC) on February 14, 1952. On June 18, 2001, the SEC approved the extension of corporate existence for 50 years until February 14, 2052. However, in accordance with the Revised Corporation Code of the Philippines, effective February 23, 2019, the Company shall have perpetual existence.

On March 22, 1971, the shares of the Company with ₱1 par value per share were listed with the PSE. As at December 31, 2023 and 2022, 1,148,534,866 common shares are listed in the PSE and traded in the PSE at the price of ₱1.15 and ₱1.83 per share, respectively.

As at December 31, 2023 and 2022, the major shareholders of the Company are All Asia Customer Services Holdings Ltd (AACSHL), a company incorporated in Hong Kong, and Paxys N.V., a wholly-owned subsidiary of the Company, with 54.93% and 30.09% equity interest, respectively.

The registered office address of the Company is at 15th Floor, 6750 Ayala Office Tower, Ayala Avenue, Makati City.

Approval of the Separate Financial Statements
The accompanying separate financial statements as at and for the years ended December 31, 2023 and 2022 were authorized for issue by the Board of Directors (BOD) on March 18, 2024.

2. Summary of Material Accounting Policy Information

Basis of Preparation
The separate financial statements have been prepared in accordance with Philippine Financial Reporting Standards (PFRS). This financial reporting framework includes PFRS, Philippine Accounting Standards (PAS) and Philippine Interpretation from International Financial Reporting Interpretations Committee (IFRIC) issued by the Philippine Financial and Sustainability Reporting Standards Council and adopted by the SEC, including SEC pronouncements.

The Company also prepares consolidated financial statements for the same year in accordance with PFRS for the Company and its Subsidiaries (collectively referred to as the Group). Users of these separate financial statements should read them together with the consolidated financial statements in order to obtain full information on the financial position, financial performance and cash flows of the Group as a whole. The consolidated financial statements may be obtained at the registered office address of the Company or at the SEC.

Measurement Bases
The separate financial statements are presented in Philippine Peso, the functional currency of the Company. All amounts represent absolute values, unless otherwise stated.

The separate financial statements have been prepared on a historical cost basis, except for, retirement liability measured at present value of the defined benefit retirement obligation, and lease liability measured at present value of discounted minimum lease payments.

Historical cost is generally based on the fair value of the consideration given in exchange for an asset or the fair value of the consideration received in exchange for incurring a liability.

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the transaction date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either: (a) in the principal market for the asset or liability; or (b) in the absence of a principal market, in the most advantageous market for the asset or liability. The principal or most advantageous market must be accessible to the Company.

The fair value of an asset or liability is measured using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their best economic interest.

The Company uses valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, maximizing the use of relevant observable inputs and minimizing the use of unobservable inputs.

All assets and liabilities for which fair value is measured and/or disclosed in the separate financial statements are categorized within the fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:

Level 1 - Quoted (unadjusted) market prices in active market for identical assets or liabilities.

Level 2 - Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable.

Level 3 - Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable.

For assets and liabilities that are recognized in the separate financial statements on a recurring basis, the Company determines whether transfers have occurred between levels in the hierarchy by re-assessing categorization (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting year.

For the purpose of fair value disclosures, the Company has determined classes of assets and liabilities on the basis of the nature, characteristics and risks of the asset or liability and the level of the fair value hierarchy as discussed in the foregoing.

Information about the assumptions made in measuring fair value is included in the following notes to separate financial statements:

Note 3, *Significant Judgments, Accounting Estimates and Assumptions*
Note 20, *Financial Risk Management Objectives and Policies*

Adoption of Amended PFRS
The accounting policies adopted are consistent with those of the previous reporting year, except for the adoption of the following amended PFRS.

- Amendments to PAS 1, *Presentation of Financial Statements,* and PFRS Practice Statement 2, *Making Materiality Judgments - Disclosure Initiative - Accounting Policies* – The amendments require an entity to disclose its material accounting policies, instead of its significant accounting policies and provide guidance on how an entity applies the concept of materiality in making decisions about accounting policy disclosures. In assessing the materiality of accounting policy information, entities need to consider both the size of the transactions, other events or conditions and its nature. The amendments clarify (1) that accounting policy information may be material because of its nature, even if the related amounts are immaterial, (2) that accounting policy information is material if users of an entity's financial statements would need it to understand other material information in the financial statements, and (3) if an entity discloses immaterial accounting policy information, such information should not obscure material accounting policy information. In addition, PFRS Practice Statement 2 is amended by adding guidance and examples to explain and demonstrate the application of the 'four-step materiality process' to accounting policy information.

- Amendments to PAS 8, *Accounting Policies, Changes in Accounting Estimates and Errors - Definition of Accounting Estimates* – The amendments clarify the distinction between changes in accounting estimates and changes in accounting policies, and the correction of errors. Under the new definition, accounting estimates are "monetary amounts in financial statements that are subject to measurement uncertainty". An entity develops an accounting estimate if an accounting policy requires an item in the financial statements to be measured in a way that involves measurement uncertainty. The amendments clarify that a change in accounting estimate that results from new information or new developments is not a correction of an error, and that the effects of a change in an input or a measurement technique used to develop an accounting estimate are changes in accounting estimates if they do not result from the correction of prior period errors. A change in an accounting estimate may affect only the profit or loss in the current period, or the profit or loss of both the current and future periods.

The adoption of the amended PFRS did not materially affect the separate financial statements of the Company. Additional disclosures were included in the separate financial statements, as applicable.

Financial Assets and Liabilities

Date of Recognition. The Company recognizes a financial asset or liability in the separate statements of financial position when the Company becomes a party to the contractual provisions of a financial instrument. In the case of a regular way purchase or sale of financial assets, recognition and derecognition, as applicable, is done using settlement date accounting.

Initial Recognition and Measurement. Financial instruments are recognized initially at fair value, which is the fair value of the consideration given (in case of an asset) or received (in case of a liability). The initial measurement of financial instruments, except for those designated at FVPL, includes transaction cost.

Financial Assets

Classification. The Company classifies its financial assets at initial recognition under the following categories: (a) financial assets at FVPL, (b) financial assets at amortized cost and (c) financial assets at fair value through other comprehensive income (FVOCI). The classification of a financial instrument largely depends on the Company's business model and its contractual cash flow characteristics.

The Company does not have financial assets at FVOCI.

Financial Assets at FVPL. Financial assets that do not meet the criteria for being measured at amortized cost or FVOCI are classified under this category. Specifically, financial assets at FVPL include financial assets that are (a) held for trading, (b) designated upon initial recognition at FVPL, or (c) mandatorily required to be measured at fair value.

Financial assets are classified as held for trading if these are acquired for the purpose of selling or repurchasing in the near term. Financial assets with cash flows that are not solely payments of principal and interest are classified and measured at FVPL, irrespective of the business model. Notwithstanding the criteria for debt instruments to be classified at amortized cost or at FVOCI, debt instruments may be designated at FVPL on initial recognition if doing so eliminates, or significantly reduces, an accounting mismatch.

Financial assets at FVPL are measured at fair value at each reporting date, with any fair value gains or losses recognized in profit or loss to the extent these are not part of a designated hedging relationship.

This category includes investments in Unit Investment Trust Fund (UITF) presented as investment securities in the separate statements of financial position.

Financial Assets at Amortized Cost. A financial asset should be measured at amortized cost if both of the following conditions are met:

- the financial asset is held within a business model whose objective is to hold financial assets in order to collect contractual cash flows; and,

- the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

After initial recognition, financial assets at amortized cost are subsequently measured at amortized cost using the effective interest method, less any allowance for impairment. Amortized cost is calculated by taking into account any discount or premium on acquisition and fees that are an integral part of the effective interest rate. Gains and losses are recognized in profit or loss when the financial assets are impaired and through amortization process.

Financial assets at amortized cost are included under current assets if maturity is within 12 months from the reporting date. Otherwise, these are classified as noncurrent assets.

The Company classifies its cash and cash equivalents, investments in bonds presented under investment securities in the separate statements of financial position, receivables, and rental and security deposits under this category.

Financial Liabilities

Classification. The Company classifies its financial liabilities at initial recognition as either financial liabilities at FVPL or financial liabilities at amortized cost. The classification of a financial instrument largely depends on the Company's business model and its contractual cash flow characteristics.

The Company does not have financial instruments classified as financial liabilities at FVPL.

Financial Liabilities at Amortized Cost. Financial liabilities are categorized as financial liabilities at amortized cost unless either the financial liability is held for trading and is therefore required to be measured at FVPL or the entity elects to measure the liability at FVPL. Financial liabilities are recognized when the substance of the contractual arrangement results in the Company having an obligation either to deliver cash or another financial asset to the holder, or to settle the obligation other than by the exchange of a fixed amount of cash or another financial asset for a fixed number of its own equity instruments. These financial liabilities are initially recognized at fair value less any directly attributable transaction costs.

After initial recognition, these financial liabilities are subsequently measured at amortized cost using the effective interest method. Amortized cost is calculated by taking into account any discount or premium on the issue and fees that are an integral part of the effective interest rate. Gains and losses are recognized in profit or loss when the liabilities are derecognized or through the amortization process.

The Company classifies its trade and other payables (excluding statutory payables), lease liability and dividends payable under this category.

Reclassification
The Company reclassifies its financial assets when, and only when, it changes its business model for managing those financial assets. The reclassification is applied prospectively from the first day of the first reporting year following the change in business model (reclassification date).

For a financial asset reclassified out of the financial assets at amortized cost category to financial assets at FVPL, any gain or loss arising from the difference between the previous amortized cost of the financial asset and fair value is recognized in profit or loss.

For a financial asset reclassified out of the financial assets at amortized cost category to financial assets at FVOCI, any gain or loss arising from a difference between the previous amortized cost of the financial asset and fair value is recognized in other comprehensive income.

Impairment of Financial Assets
The Company assesses at the end of each reporting year whether a financial asset or a group of financial assets is impaired.

The Company recognizes impairment loss based on expected credit loss (ECL), which is the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Company expects to receive. The difference is then discounted at an approximation to the asset's original effective interest rate.

For financial assets at amortized cost, which comprise cash and cash equivalents, receivables (excluding advances to officers and employees), investment in bonds presented under investment securities in the separate statements of financial position, and rental and security deposits, ECL is based on 12-month ECL that pertains to the portion of lifetime ECL that result from default events on a financial instrument that are possible within 12 months after the reporting date.

However, when there has been a significant increase in credit risk since initial recognition, the allowance will be based on the lifetime ECL. When determining whether the credit risk of a financial asset has increased significantly since initial recognition, the Company compares the risk of a default occurring on the financial instrument as at the reporting date with the risk of a default occurring on the financial instrument as at the date of initial recognition and consider reasonable and supportable information, that is available without undue cost or effort, that is indicative of significant increases in credit risk since initial recognition.

For a financial asset that is credit-impaired at the reporting date, an entity should measure the ECL as the difference between the asset gross carrying amount and the present value of estimated future cash flows discounted at the financial asset original effective interest rate. A financial asset is credit-impaired when one or more events that have a detrimental impact on the estimated future cash flows of that financial asset have occurred. Evidence that a financial asset is credit-impaired include observable data about the following events, among others: (a) significant financial difficulty of the issuer or the borrower; (b) a breach of contract, such as a default or past due event or (c) the disappearance of an active market for that financial asset because of financial difficulties. It may not be possible to identify a single discrete event instead, the combined effect of several events may have caused financial assets to become credit impaired.

Financial assets are written off when the counter parties have no liquid and/or available assets to pay. Thus, these are no longer fully realizable.

Derecognition of Financial Assets and Liabilities
A financial asset (or where applicable, a part of a financial asset or part of a Company of similar financial assets) is derecognized when:

- The right to receive cash flows from the asset has expired;

- the Company retains the right to receive cash flows from the financial asset, but has assumed an obligation to pay them in full without material delay to a third party under a "pass-through" arrangement; or

- the Company has transferred its right to receive cash flows from the financial asset and either (a) has transferred substantially all the risks and rewards of the asset, or (b) has neither transferred nor retained substantially all the risks and rewards of the asset but has transferred control of the asset.

Where the Company has transferred its rights to receive cash flows from an asset and has neither transferred nor retained substantially all the risks and benefits of the asset nor transferred control of the asset, the asset is recognized to the extent of the Company's continuing involvement in the asset. Continuing involvement that takes the form of a guarantee over the transferred asset, if any, is measured at the lower of original carrying amount of the asset and the maximum amount of consideration that the Company could be required to pay.

A financial liability is derecognized when the obligation under the liability is discharged, cancelled or has expired. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as a derecognition of the original liability and the recognition of a new liability, and the difference in the respective carrying amounts is recognized in profit or loss.

Offsetting of Financial Instruments

Financial assets and liabilities are offset and the net amount reported in the separate statements of financial position if, and only if, there is a currently enforceable legal right to offset the recognized amounts and there is an intention to settle on a net basis, or to realize the asset and settle the liability simultaneously.

Classification of Financial Instrument between Liability and Equity

A financial instrument is classified as liability if it provides for a contractual obligation to:

- Deliver cash or another financial asset to another entity;
- exchange financial assets or financial liabilities with another entity under conditions that are potentially unfavorable to the Company; or
- satisfy the obligation other than by the exchange of a fixed amount of cash or another financial asset for a fixed number of own equity shares.

If the Company does not have an unconditional right to avoid delivering cash or another financial asset to settle its contractual obligation, the obligation meets the definition of a financial liability.

Input Value-Added Tax (VAT)

Input VAT represents the net amount of VAT recoverable from the tax authority. Revenue, expenses, and assets are recognized, net of the amount of VAT, except where the tax incurred on a purchase of assets or services is not recoverable from the taxation authority.

Investments in Subsidiaries and a Joint Venture

Investments in subsidiaries and a joint venture are carried at cost, less any impairment in value. Under the cost method of accounting, the Company recognizes income from the investment only to the extent that the Company received distributions from accumulated profits of the subsidiary and joint venture arising after the date of acquisition. Distributions received in excess of such profits are regarded as a reduction of the cost of investment.

A subsidiary is an entity in which the Company has control. An investor controls an investee when it is exposed, or has rights, to variable returns from its involvement with the investee and has the ability to affect those returns through its power over the investee.

A joint venture is a contractual arrangement whereby two or more parties undertake an economic activity which is subject to joint control. Joint control is the contractually agreed sharing of control of an arrangement, which exists only when decisions about the relevant activities require the unanimous consent of the parties sharing control.

Property and Equipment

Property and equipment are carried at historical cost less accumulated depreciation, amortization, and any impairment in value. Historical cost includes expenditure that is directly attributable to the acquisition of the asset.

Subsequent costs are included in the asset's carrying amount or recognized as a separate asset only when it is probable that future economic benefits associated with the item will flow to the Company and the cost of the item can be measured reliably. All other repairs and maintenance are charged to profit or loss in the year incurred.

Major renovations that qualify for capitalization are depreciated and amortized over the remaining useful life of the related asset or to the next major renovation, whichever is shorter.

Depreciation and amortization are calculated using the straight-line method to allocate the cost over the estimated useful lives of the assets, as follows:

Asset Type	Number of Years
Office equipment	5
Computer equipment	3
Communication equipment	3
Leasehold improvements	5 or the lease term, whichever is shorter

Depreciation and amortization commence when an asset is in its location or condition capable of being operated in the manner intended by management. Depreciation and amortization cease at the earlier of the date that the item is classified as held for sale (or included in a disposal Company that is classified as held for sale) and the date the asset is derecognized.

The estimated useful lives and depreciation and amortization method of property and equipment are reviewed, and adjusted if appropriate, periodically to ensure that these are consistent with the expected pattern of economic benefits from items of property and equipment.

Fully depreciated property and equipment are retained in the books until these are no longer being used in the operations.

When an asset is disposed of or is permanently withdrawn from use and no future economic benefits are expected from its disposal, the cost and accumulated depreciation, amortization, and impairment are derecognized. Gains and losses on retirement or disposal are determined by comparing the proceeds with carrying amount of the asset and are recognized in profit or loss.

Impairment of Nonfinancial Assets

The carrying amounts of nonfinancial assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amounts may not be recoverable. An impairment loss is recognized in profit or loss for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value-in-use. For purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows (cash-generating units). Nonfinancial assets that suffered impairment are reviewed for possible reversal of the impairment at each reporting date.

Impairment losses are recognized in profit or loss. Impairment losses recognized in prior years are assessed at each reporting date for any indications that the loss has decreased or no longer exists. An impairment loss is reversed if there has been a change in the estimates used to determine the recoverable amount. An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortization, had no impairment loss been recognized. After such a reversal, the depreciation and amortization are adjusted in future years to allocate the asset's revised carrying amount on a systematic basis over its remaining estimated useful lives.

Equity

Capital Stock and Additional Paid-in Capital. Capital stock is measured at par value for all shares issued. Incremental costs directly attributable to the issue of new shares or options are shown in equity as a deduction from proceeds, net of tax. The excess of proceeds from the issuance of shares over the par value of shares is credited to additional paid-in capital.

Deficit. Deficit represents the cumulative balance of results of operations.

Other Comprehensive Loss

Other comprehensive loss is comprised of items of income and expenses (including items previously presented as other equity reserves under the separate statement of changes in equity) that are not recognized in profit or loss for the year. Other comprehensive loss, which is presented as "Other equity reserves," pertains to cumulative remeasurement losses on retirement liability.

Revenue Recognition

Revenue from contracts with customers is recognized when the performance obligation in the contract has been satisfied, either at a point in time or over time. Revenue is recognized over time if one of the following criteria is met: (a) the customer simultaneously receives and consumes the benefits as the Company perform its obligations; (b) the Company's performance creates or enhances an asset that the customer controls as the asset is created or enhanced; or (c) the Company's performance does not create an asset with an alternative use to the Company and the Company has an enforceable right to payment for performance completed to date. Otherwise, revenue is recognized at a point in time. The Company also assesses its revenue arrangements to determine if it is acting as a principal or as an agent. The Company has assessed that it acts as a principal in all its revenue sources. The following specific recognition criteria must also be met before revenue is recognized:

Interest Income. Revenue is recognized on a time proportion basis using the effective interest method.

Other Income. Revenue is recognized when the earning process is complete, and the flow of economic benefit is reasonably assured.

Expense Recognition

Expenses are decreases in economic benefits during the year in the form of outflows, decrease of assets or incurrence of liabilities that result in decrease in equity, other than those relating to distributions to equity participants.

General and administrative expenses constitute costs of administering the business such as salaries and wages of administrative department, professional fees, management fees, rental, utilities, and general office expenses. These expenses are recognized in profit or loss as incurred.

Employee Benefits

Short-term Benefits. The Company recognizes a liability net of amounts already paid and an expense for services rendered by employees during the year. Short-term benefits given by the Company to its employees include salaries and wages, social security contributions, short-term compensated absences, bonuses, and non-monetary benefits.

Short-term employee benefit liabilities are measured on an undiscounted basis and are expensed as the related service is provided. The unpaid portion of the short-term employee benefits is measured on an undiscounted basis and is included as part of "Trade and Other Payables" account in the separate statements of financial position.

Retirement Benefits. Retirement benefit costs are actuarially determined using the projected unit credit method. This method reflects services rendered by employees up to the date of valuation and incorporates assumptions concerning employees' projected salaries. The calculation of defined benefit obligations is performed by a qualified actuary.

The Company recognizes service costs comprising of current service costs and interest costs in profit or loss. Interest cost is calculated by applying the discount rate to the retirement liability.

Remeasurements of the retirement liability, which comprise actuarial gains and losses, are recognized immediately in other comprehensive income.

The retirement liability is the present value of the defined benefit obligation. The present value of the defined benefit obligation is determined by discounting the estimated future cash outflows using risk-free interest rate of government bonds that have terms to maturity approximating the terms of the related retirement and other long-term benefits liability.

Actuarial valuations are made annually so that the amounts recognized in the separate financial statements do not differ materially from the amounts that would be determined at the reporting date.

Leases

At the inception of a contract, the Company assesses whether a contract is, or contains, a lease. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration. To assess whether a contract conveys the right to control the use of an identified asset, the Company assesses whether:

- the contract involves the use of an identified asset. This may be specified explicitly or implicitly and should be physically distinct or represent substantially all of the capacity of a physically distinct asset. If the supplier has a substantive substitution right, then the asset is not identified;

- the Company has the right to obtain substantially all the economic benefits from use of the asset throughout the period of use; and

- the Company has the right to direct the use of the asset. The Company has this right when it has the decision-making rights that are most relevant to changing how and for what purpose the asset is used. The Company has the right to direct the use of the asset if either:
  - the Company has the right to operate the asset; or
  - the Company designed the asset in a way that predetermines how and for what purpose it will be used.

The Company as a Lessee. The Company recognizes ROU asset and lease liability at the lease commencement date. The ROU asset is initially measured at cost comprising the initial measurement of lease liability adjusted for any lease payments made at or before the commencement date less any lease incentives received, any initial direct and restoration costs.

The ROU asset is measured subsequently at cost, less amortization and any impairment losses. In addition, the cost is subsequently adjusted for any remeasurement of the lease liability resulting from reassessments or lease modifications.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the Company's incremental borrowing rate. Generally, the Company uses its incremental borrowing rate as the discount rate.

Lease payments included in the measurement of the lease liability comprise of the following:

- Fixed payments (including in-substance fixed payments), less any lease incentives receivable
- Variable lease payments that are based on an index or a rate
- Amounts expected to be payable by the lessee under residual value guarantees
- The exercise price of a purchase option if the lessee is reasonably certain to exercise that option payments of penalties for terminating the lease, if the lease term reflects the lessee exercising that option.

The lease liability is subsequently measured at amortized cost using the effective interest method. It is remeasured when there is a change in future lease payments arising from a change in an index or rate, if there is a change in the Company's estimate of the amount expected to be payable under a residual value guarantee, or if the Company changes its assessment of whether it will exercise an extension or termination option.

Payments associated with short-term leases and leases of low-value assets are recognized on a straight-line basis of accounting as an expense in profit or loss. Short-term leases are leases with a lease term of 12 months or less.

Income Taxes

Current Tax. Current tax assets and liabilities for the current and prior years are measured at the amount expected to be recovered from or paid to the taxation authorities. The tax rate and tax laws used to compute the amount are those that are enacted or substantively enacted at the end of reporting year.

Deferred Tax. Deferred tax is provided on all temporary differences at the end of reporting year between the tax bases of assets and liabilities and their carrying amounts for financial reporting purposes.

Deferred tax liabilities are recognized for all taxable temporary differences. Deferred tax liability is not recognized when it arises from the initial recognition of an asset or liability in a transaction that is not a business combination and, at the time of the transaction, affects neither the accounting profit or loss nor taxable profit or loss. However, deferred tax liabilities are not provided on non-taxable temporary differences associated with investments in domestic subsidiaries, an associate and interests in joint ventures.

Deferred tax assets are recognized for all deductible temporary differences, carry forward benefits of unused tax credits (excess of minimum corporate income taxes or MCIT over regular corporate income taxes or RCIT) and unused tax losses (net operating loss carryover or NOLCO), to the extent that it is probable that sufficient future taxable profit will be available against which the deductible temporary differences and carryforward benefits of unused tax credits and unused tax losses can be utilized.

The carrying amount of deferred tax assets is reviewed at the end of each reporting year and reduced to the extent that it is no longer probable that sufficient future taxable profit will be available to allow all or part of the deferred tax assets to be utilized. Unrecognized deferred tax assets are reassessed at the end of each reporting year and are recognized to the extent that it has become probable that sufficient future taxable profit will allow the deferred tax asset to be recovered.

Deferred tax assets and liabilities are measured at the tax rate that is expected to apply to the period when the asset is realized or the liability is settled, based on tax rate (and tax laws) that have been enacted or substantively enacted at the end of reporting year.

Deferred tax assets and liabilities are offset if a legally enforceable right exists to set off the current tax assets against the current tax liabilities and the current taxes relate to the same taxable entity and the same taxation authority.

Deferred tax relating to items recognized outside profit or loss is recognized outside profit or loss. Deferred tax items are recognized in relation to the underlying transaction either in other comprehensive income or directly in equity.

Provisions
Provisions are recognized when the Company has a present legal or constructive obligation as a result of a past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation. If the effect of the time value of money is material, provisions are determined by discounting the expected future cash flows at a pretax rate that reflects current market assessment of the time value of money and, where appropriate, the risks specific to the liability. Where discounting is used, the increase in the provision due to the passage of time is recognized as an interest expense.

Contingent liabilities are not recognized in the separate financial statements. These are disclosed in the notes to separate financial statements unless the possibility of an outflow of resources embodying economic benefits is remote. Contingent assets are not recognized in the separate financial statements but are disclosed in the notes to separate financial statements when an inflow of economic benefits is probable.

Events after the Reporting Year

Events after the reporting date that provide additional information about the Company's financial position at the end of reporting year (adjusting events) are reflected in the separate financial statements when material. Events after the reporting date that are non-adjusting events are disclosed in the notes to separate financial statements when material.

3. Significant Judgments, Accounting Estimates and Assumptions

The preparation of the separate financial statements requires management to exercise judgment, make accounting estimates and use assumptions that affect the reported amounts of assets, liabilities, income, expenses, and related disclosures. The management makes accounting estimates and uses assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. Future events may occur which will cause the assumptions used in arriving at the estimates to change. The effects of any change in estimates are reflected in the separate financial statements as these become reasonably determinable.

Judgments, accounting estimates and assumptions are continuously evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The Company believes the following represent a summary of significant judgments, accounting estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities, as well as to the related revenues and expenses, within the next year, and related impact and associated risk in the separate financial statements.

Judgments

In the process of applying the Company's accounting policies, management exercises judgment on the following items, apart from those involving estimations, which has the most significant effect on the amounts recognized in the separate financial statements.

Determining Functional Currency. Management determined that the Philippine Peso is the currency of the primary economic environment in which the Company operates. It is the currency that mainly influences the Company's operations.

Determining the Classification of Financial Instruments. Classification of financial instruments depends on the results of the business model and "sole payment of principal and interest" (SPPI) test performed by the Company. The Company exercises judgment in determining the business model to be used in managing its financial instruments to achieve their business objectives.

The classification on various financial assets and liabilities of the Company are disclosed in Note 2, *Summary of Material Accounting Policy Information.*

Determining the Classification of Lease Arrangements and Appropriate Lease Term and Discount Rates. The Company, as a lessee, has various lease agreements with third parties for office space and parking space.

The Company has exercised significant judgment in determining the lease term as the non-cancellable term of the lease, together with any periods covered by an option to extend the lease if it is reasonably certain to be exercised, or in any periods covered by an option to terminate the lease, if it is reasonably certain not to be exercised.

The leases are renewable upon mutual agreement by both parties or by the option of the lessee, to be covered by a separate and new lease agreement. Accordingly, the renewal option was not considered in the lease term.

Significant judgment was likewise exercised by the management Company in determining the discount rate to be used in calculating the present value of ROU asset and lease liability. The discount rate of 4% is the incremental borrowing rate as obtained from the banks in 2023 and 2022.

Rent expense amounting to ₱0.2 million in 2023 and ₱0.1 million in 2022, includes rent on low-value asset leases on storage and equipment (see Note 18).

As at December 31, 2023 and 2022, ROU asset amounted to ₱18.0 million and ₱25.2 million respectively (see Note 18).

As at December 31, 2023 and 2022, lease liability amounted to ₱18.7 million and ₱26.0 million, respectively (see Note 18).

Accounting Estimates and Assumptions

The key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date, that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next years are discussed below.

Determining Fair Value of Financial Instruments. Certain financial assets and liabilities are carried at fair value and whose fair values are disclosed, which requires extensive use of accounting estimates. When the fair values of financial assets and liabilities recorded or disclosed in the separate statements of financial position cannot be measured based on quoted prices in active market, their fair value is measured using valuation techniques including the discounted cash flow model. The inputs to this model are taken from observable markets where possible, but where this is not feasible, a degree of judgment is required in establishing fair values. Judgments include considerations of inputs such as liquidity risk, credit risk and volatility. Changes in assumptions about these factors could affect the reported fair value of the financial instruments.

Fair values of financial assets and liabilities are presented in Note 20, *Financial Risk Management Objectives and Policies*.

Estimating Impairment Losses on Financial Assets. Impairment losses on financial assets are determined based on ECL. In assessing the ECL, the Company uses historical loss experience adjusted for forward-looking factors, as appropriate.

Cash in banks and cash equivalents which are maintained at reputable financial institutions with good industry rating and score, are considered "high grade" and have low credit risk at reporting date.

For investment securities, except for financial assets at FVPL, the Company estimates impairment based on 12-month ECL. Investment in bonds, classified as financial assets at amortized cost, which have credit quality equivalent to "high grade" and have low credit risk at reporting date, are presumed to have no significant increase in credit risk since initial recognition.

Management recognizes losses on credit-impaired receivables from related parties considering its ability to pay based on its available assets.

No provision for impairment losses was recognized on cash in banks and cash equivalents. Allowance for ECL on receivables amounted to ₱203.1 million and ₱197.2 million as at December 31, 2023 and 2022, respectively (see Note 6). Provision for ECL on receivables amounted to ₱5.8 million in 2023 and ₱3.9 million in 2022 (see Note 6).

The carrying amount of financial assets at amortized cost as at December 31 are as follows:

	2023	2022
Cash and cash equivalents	**₱830,242,099**	₱619,546,534
Investment securities at amortized cost	–	238,093,419
Receivables	**35,483,193**	28,101,531

Estimating Impairment Losses on Input VAT. The provision for impairment losses on input VAT is maintained at a level considered adequate to provide for potentially unrecoverable claims. The Company, on a continuing basis, makes a review of the status of the claims, designed to identify those to be provided with any impairment losses. In these cases, management uses judgment based on the best available facts and circumstances. The amount and timing of recorded expenses for any year would therefore differ based on the judgments or estimates made.

The carrying amount of input VAT amounted to ₱14.0 million and ₱11.6 million as at December 31, 2023 and 2022, respectively. Allowance for impairment losses on input VAT amounted to ₱25.8 million as at December 31, 2023 and 2022 (see Note 7).

Estimating Useful Lives of ROU Asset. The estimated useful life of each of the items of ROU asset is estimated based on the year over which the asset is expected to be available for use. Such estimation is based on a collective assessment of practices of similar businesses, internal technical evaluation and experience with similar assets. The estimated useful life of each asset is reviewed periodically and updated if expectations differ from previous estimates due to physical wear and tear, technical or commercial obsolescence and legal or other limits on the use of the asset. It is possible, however, that future results of operations could be materially affected by changes in the amounts and timing of recorded expenses brought about by the changes in the factors in the foregoing. A change in the estimated useful life of any item of ROU asset would impact the recorded general and administrative expense and noncurrent assets.

There is no change in the estimated useful lives of ROU asset in 2023 and 2022. The carrying amount of ROU asset of the Company amounted to ₱18.0 million and ₱25.2 million as at December 31, 2023 and 2022, respectively (see Note 18).

Assessing the Impairment of Nonfinancial Assets. The Company assesses at the end of each reporting year whether there is any indication that the investments in subsidiaries and joint venture, ROU asset, property and equipment and intangible assets may be impaired. If such indication exists, the entity estimates the recoverable amount of the asset, which is the higher of an asset's fair value less costs to sell and its value-in-use. Estimating the value-in-use requires the Company to make an estimate of the expected future cash flows from the cash generating unit and also to choose an appropriate discount rate in order to calculate the present value of those cash flows.

No impairment losses were recognized in 2023 and 2022. Allowance for impairment losses on investments in subsidiaries and a joint venture amounted to ₱32.2 million as at December 31, 2023 and 2022 (see Note 8).

The carrying amounts of assets assessed for possible impairment are as follows:

	Note	2023	2022
Investments in subsidiaries and a joint venture	8	**₱425,545,650**	₱425,545,650
ROU asset	18	**17,981,267**	25,173,773

Determining Retirement Liability. The determination of the obligation and cost for retirement benefits is dependent on the selection of certain assumptions determined by management and used by the actuary in calculating such amounts. Those assumptions are described in Note 12 and include, among others, discount rate and salary increase rate. Actual results that differ from the Company's assumptions are accumulated and amortized over future periods and therefore, generally affect the recognized expense and recorded obligation in such future periods.

Retirement liability amounted to ₱6.8 million and ₱6.2 million as at December 31, 2023 and 2022, respectively. (see Note 12).

Assessing the Realizability of Deferred Tax Assets. The carrying amount of deferred tax assets is reviewed at each reporting year and reduced to the extent that it is no longer probable that sufficient taxable income will be available to allow all or part of the deferred tax assets to be utilized. Unrecognized deferred tax assets are reassessed at each reporting date and are recognized to the extent that it has become probable the future taxable income will allow the deferred tax to be recovered.

Unrecognized net deferred tax assets amounted to ₱64.7 million and ₱52.3 million as at December 31, 2023 and 2022, respectively (see Note 19). Net deferred tax assets as at December 31, 2023 and 2022 were not recognized because sufficient future taxable income may not be available against which deductible temporary differences may be utilized.

4. Cash and Cash Equivalents

This account consists of the following:

	2023	2022
Cash on hand	**₱30,000**	₱30,000
Cash in banks	**18,019,202**	9,128,483
Cash equivalents	**812,192,897**	610,388,051
	₱830,242,099	₱619,546,534

Cash in banks earn interest at the prevailing bank deposit rates.

Cash equivalents are short-term investments with local banks made at varying periods, depending on the immediate cash requirements of the Company, and earn interest at the prevailing short-term deposit rates. Any pre-termination or redemption prior to maturity date shall not result to significant change in investment values and penalties.

Total interest income earned on cash in banks and cash equivalents amounted to ₱47.3 million and ₱6.8 million in 2023 and 2022, respectively (see Note 17).

5. Investment Securities

This account consists of financial assets measured at amortized cost amounting to nil and ₱238.1 million as at December 31, 2023 and 2022, respectively.

The Company has no financial assets at FVPL as at December 31, 2023 and 2022.

Financial Assets at Amortized Cost

These consist of bonds with fixed interest rate and maturity date until 2023.

Movements in the account follow:

	2023	2022
Balance at beginning of year	**₱238,093,419**	₱–
Net additions (redemptions)	**(237,532,000)**	242,139,762
Realized foreign exchange gain	**(368,312)**	–
Amortization of premium	**(193,107)**	(7,299,843)
Unrealized foreign exchange gain	**–**	3,253,500
Balance at end of year	**₱–**	₱238,093,419

Interest income earned from these bonds amounted to ₱1.0 million (net of amortization) and ₱14.8 million in 2023 and 2022, respectively (see Note 17).

Financial Assets at FVPL

These pertain to investments in unit investment trust fund at local banks.

Movements in the account follow:

	Note	2022
Balance at beginning of year		₱34,197,699
Additions		6,954,214
Redemptions		(41,075,423)
Loss on redemption of investment securities	17	(76,490)
Balance at end of year		₱–

6. Receivables

	Note	2023	2022
Due from related parties	14	**₱195,874,621**	₱193,360,341
Nontrade		**22,184,227**	22,184,227
Interest		**16,039,503**	5,157,816
Advances to officers and employees		**4,348,193**	4,533,940
Others		**87,518**	87,500
		238,534,062	225,323,824
Allowance for ECL		**(203,050,869)**	(197,222,293)
		₱35,483,193	₱28,101,531

Nontrade receivable refers to advances to affiliates for business purposes.

Advances to officers and employees consist of noninterest-bearing cash advances for business purposes.

The balance and movement of allowance for ECL as at December 31 are as follows:

	Note	2023	2022
Balance at beginning of year		**₱197,222,293**	₱193,371,770
Provision	15	**5,828,576**	3,850,523
Balance at end of year		**₱203,050,869**	₱197,222,293

Details of allowance for impairment losses as at December 31, 2023 and 2022 are as follows:

	Note	2023	2022
Due from related parties	14	**₱178,317,501**	₱172,488,925
Nontrade		**22,184,227**	22,184,227
Interest		**1,977,244**	1,977,244
Advances to officers and employees		**571,897**	571,897
		₱203,050,869	₱197,222,293

7. Other Current Assets

	2023	2022
Input VAT	**₱39,804,149**	₱37,477,829
Prepaid expenses	**567,358**	745,501
	40,371,507	38,223,330
Allowance for impairment losses on input VAT	**(25,843,445)**	(25,843,445)
	₱14,528,062	₱12,379,885

Allowance for impairment losses on input VAT amounted to ₱25.8 million as at December 31, 2023 and 2022. There are no provisions for impairment losses recognized in 2023 and 2022.

Prepaid expenses pertain to rent, insurance, subscriptions, and taxes and licenses, which are normally amortized within one year.

8. Investments in Subsidiaries and a Joint Venture

The wholly-owned subsidiaries of the Company are as follows:

	Line of Business	Principal Place of Business
Paxys N.V.	Investment holding	Curacao
Paxys Ltd.	Investment holding	Hong Kong
Scopeworks Asia, Inc. (SWA)	Business process outsourcing	Philippines
Paxys Realty, Inc. (PRI)	Real estate	Philippines
Paxys Global Services Pte. Ltd. (PGSPL)	Business process outsourcing	Singapore
Regional Operating Headquarters of PGSPL – (PGS ROHQ)	Regional operating headquarter	Philippines

PRI, PGSPL and PGS ROHQ are currently not in operation.

As at December 31, 2023 and 2022, the carrying amounts of the investments are as follows:

	Acquisition Cost	Allowance for Impairment Losses	Carrying Amount
Subsidiaries:			
Paxys N.V.	₱422,659,890	₱ –	₱422,659,890
SWA	21,655,000	21,655,000	–
PGSPL	1,249,562	1,249,562	–
PRI	50,000	50,000	–
Paxys Ltd.	10	–	10
	445,614,462	22,954,562	422,659,900
Joint venture -			
Paxys Global Services Dalian Ltd. (PGS Dalian)	12,129,449	9,243,699	2,885,750
	₱457,743,911	₱32,198,261	₱425,545,650

PGS Dalian, a 50%-50% joint venture with Beijing River Nona IT Co. Ltd., a British company based in China, is primarily engaged in providing data transcription services.

Management provided allowance for impairment losses as some of the subsidiaries and a joint venture are already in capital deficiency position and there are no expected future cash flows from the operations of the subsidiaries and joint venture.

The Company has no commitments, contingencies or restrictions on its subsidiaries and joint venture as at December 31, 2023 and 2022.

Summarized financial information of the joint venture as at December 31 are as follows:

	2023	2022
Current assets	**₱7,935,013**	₱7,935,013
Noncurrent assets	**643,164**	643,164
Current liabilities	**5,590,484**	5,590,484
Revenue	**–**	–
Net income	**–**	–

9. Property and Equipment

Movements of property and equipment follow:

	Note	2023				
		Office Equipment	Computer Equipment	Communication Equipment	Leasehold Improvements	Total
Cost						
Balances at beginning of year		₱4,941,739	₱5,696,621	₱47,321	₱8,009,073	₱18,694,754
Additions		–	6,027	–	–	6,027
Balances at end of year		4,941,739	5,702,648	47,321	8,009,073	18,700,781
Accumulated Depreciation and Amortization						
Balances at beginning of year		4,929,396	5,408,682	47,321	8,009,073	18,394,472
Depreciation and amortization	17	12,343	150,851	–	–	163,194
Balances at end of year		4,941,739	5,559,533	47,321	8,009,073	18,557,666
Carrying Amounts		₱–	₱143,115	₱–	₱–	₱143,115

	Note	Office Equipment	Computer Equipment	Communication Equipment	Leasehold Improvements	Total
		2022				
Cost						
Balances at beginning of year		₱4,941,739	₱5,539,621	₱47,321	₱8,009,073	₱18,537,754
Additions		–	157,000	–	–	157,000
Balances at end of year		4,941,739	5,696,621	47,321	8,009,073	18,694,754
Accumulated Depreciation and Amortization						
Balances at beginning of year		4,911,129	5,173,050	47,321	8,009,073	18,140,573
Depreciation and amortization	17	18,267	235,632	–	–	253,899
Balances at end of year		4,929,396	5,408,682	47,321	8,009,073	18,394,472
Carrying Amounts		₱12,343	₱287,939	₱–	₱–	₱300,282

Fully depreciated property and equipment amounting to ₱18.2 million and ₱17.9 million are still being used as at December 31, 2023 and 2022, respectively.

10. Other Noncurrent Assets

This account consists of:

	Note	2023	2022
Creditable withholding tax for refund		**₱4,980,954**	₱4,980,954
Rental and security deposits	18	**1,440,778**	1,440,778
Intangible assets		**11,428**	28,343
		₱6,433,160	₱6,450,075

Creditable withholding tax pertains to unused balance from prior years. The Company will assess the need and timing to file for refund.

Rental and security deposits mainly pertain to cash deposits on lease agreements, which are refundable at the end of the lease period.

Intangible assets pertain to software licenses and website development, which are amortized over three to five years. Movements in intangible assets follow:

	Note	2023	2022
Cost			
Balances at beginning of year		**₱9,629,090**	₱9,610,608
Additions		**–**	18,482
Balances at end of year		**9,629,090**	9,629,090
Accumulated Amortization			
Balances at beginning of year		**9,600,747**	9,570,058
Amortization	17	**16,915**	30,689
Balances at end of year		**9,617,662**	9,600,747
Carrying Amount		**₱11,428**	₱28,343

11. Trade and Other Payables

This account consists of:

	2023	2022
Trade	**₱459,644**	₱896,372
Statutory payables	**5,916,255**	6,032,487
Accrued expenses	**3,468,940**	3,260,121
Others	**113,772**	79,630
	₱9,958,611	₱10,268,610

Trade payables are noninterest-bearing and are normally settled on a 60-day term.

Statutory payables represent withholding tax payable, Social Security System, Home Development Mutual Fund and PhilHealth premiums, and other liabilities to the government agencies, which are normally settled the following month.

Accrued expenses include accruals for utilities, professional fees and other outside services which are normally settled within one year.

12. Retirement Benefits

The Company has an unfunded, noncontributory, defined benefit retirement plan covering all of its eligible regular and full-time employees. The plan provides for a lump sum benefit payment upon retirement. The retirement benefit and liability recognized are determined in accordance with the independent actuarial study made for the plan. The latest actuarial valuation is as at December 31, 2021.

Retirement benefits are as follows (see Note 16):

	2023	2022
Interest costs	**₱433,652**	₱427,026
Current service costs	**138,263**	113,754
	₱571,915	₱540,780

The cumulative remeasurement losses are as follows:

	2023	2022
Balances at beginning of year	**(₱296,096)**	(₱3,047,865)
Remeasurement gains	**–**	2,751,769
Balances at end of year	**(₱296,096)**	(₱296,096)

The changes in retirement liability recognized in the separate statements of financial position are as follows:

	2023	2022
Balances at beginning of year	**₱6,195,032**	₱8,406,021
Retirement benefits	**571,915**	540,780
Remeasurement gains	**–**	(2,751,769)
Balances at end of year	**₱6,766,947**	₱6,195,032

The principal assumptions used in determining the retirement liability of the Company as at December 31 are as follows:

	2023	2022
Discount rate	**6.10%**	7.00%
Salary increase rate	**2.00%**	2.00%

Sensitivity analysis on defined benefit liability as at December 31, 2023 is as follows:

	Change in Assumption	Effect on Retirement Liability
Discount rate	+100 bps	(1,132,404)
	-100 bps	1,400,081
Salary increase rate	+100 bps	1,460,716
	-100 bps	(1,192,457)

As at December 31, 2023, expected future benefit payments are shown below:

Within one year	₱5,327,161
More than five years	621,418
	₱5,948,579

The weighted average duration of the defined benefit obligation at the end of the reporting year is at 6.4 years.

13. Equity

Capital Stock

This account consists of the following as at December 31, 2023 and 2022:

	Number of Shares	Amount
Common stock - ₱1 par value		
Authorized	1,800,000,000	₱1,800,000,000
Issued and outstanding	1,148,534,866	1,148,534,866

Additional Paid-in Capital

This account consists of the following as at December 31, 2023 and 2022:

Premium on issuance of shares of stock	₱348,212,993
Premium on forfeited stock option	103,151,259
	₱451,364,252

Premium on issuance of shares of stock represents the excess of the subscription price over the par value of capital stock. Premium on forfeited stock option represents increase in equity arising from equity-settled share-based payment transactions related to the Employee Equity Plan ("Plan") that was discontinued in 2015.

Dividends

As at December 31, 2023 and 2022, outstanding dividends payable amounting to ₱6.6 million pertain to dividends declared in prior years.

14. Related Party Transactions and Balances

In the normal course of business, the Company has transactions and balances with related parties pertaining to cash advances as follows:

Related Party	Year	Transactions during the Year	Due from Related Parties (see Note 6)	Due to a Related Party
Subsidiaries	**2023**	**(₱28,489)**	**₱141,007,654**	**₱–**
	2022	2,049,723	141,036,143	–
Entities under Common Control	**2023**	**810,462**	**36,996,002**	**42,886**
	2022	–	36,185,540	42,886
Joint Ventures	**2023**	**1,732,307**	**17,870,965**	**–**
	2022	119,312	16,138,658	–
	2023	**₱2,514,280**	**₱195,874,621**	**₱42,886**
	2022	2,169,035	193,360,341	42,886

Outstanding balances are unsecured and non-interest-bearing, have no fixed repayment terms and are normally settled in cash. No guarantees have been provided or received for these balances. Impairment assessment is undertaken each financial year.

The Company granted non-interest-bearing advances to related parties to support working capital requirements.

Allowance for impairment losses related to receivables from related parties amounted to ₱178.3 million and ₱172.5 million as at December 31, 2023 and 2022, respectively (see Note 6).

Compensation of Key Management Personnel

	2023	2022
Salaries and wages	**₱13,919,288**	₱13,919,288
Professional fees	**5,160,823**	4,677,500
Other short-term benefits	**3,780,270**	2,642,848
	₱22,860,381	₱21,239,636

15. General and Administrative Expenses

	Note	2023	2022
Personnel costs	16	**₱21,664,675**	₱21,325,987
Professional fees		**9,294,303**	15,927,486
Depreciation and amortization	17	**7,372,615**	7,477,094
Provision for ECL on receivables	6	**5,828,576**	3,850,523
Utilities		**2,852,369**	2,787,008
Communication		**1,708,689**	1,832,522
Insurance		**1,556,837**	1,401,901
Securities and janitorial		**1,539,962**	1,431,115
Entertainment, amusement and recreation		**1,453,626**	635,267
Transportation and travel		**521,060**	417,878
Rent	18	**150,833**	147,361
Others		**5,333,556**	4,909,085
		₱59,277,101	₱62,143,227

16. Personnel Costs

	Note	2023	2022
Salaries and wages		**₱16,907,751**	₱16,704,929
Employee benefits		**3,349,009**	3,254,278
Directors' fees		**836,000**	826,000
Retirement benefits	12	**571,915**	540,780
		₱21,664,675	₱21,325,987

17. Interest Income, Other Income, Depreciation and Amortization

Interest Income - Net of Amortization

	Note	2023	2022
Cash equivalents	4	**₱47,288,894**	₱6,775,767
Investment securities	5	**1,034,085**	14,760,872
Cash in banks	4	**6,546**	6,794
		₱48,329,525	₱21,543,433

Other Income - Net

	Note	2023	2022
Service income		**₱3,493,475**	₱4,849,725
Loss on redemption of available-for-sale financial asset	5	**–**	(76,490)
Others		**2,204**	1,095
		₱3,495,679	₱4,774,330

Depreciation and Amortization

	Note	2023	2022
ROU asset	18	**₱7,192,506**	₱7,192,506
Property and equipment	9	**163,194**	253,899
Intangible assets	10	**16,915**	30,689
		₱7,372,615	₱7,477,094

18. Lease Commitments

The Company, as a lessee, has renewed its existing lease agreement with a third party for the lease of office and parking spaces that ended on April 30, 2021 for another five-year period until April 30, 2026. The quarterly rent is subject to escalation rates ranging from 5% to 10% per annum. The lease is renewable upon mutual consent of the parties to be covered by a separate agreement.

Rental and security deposits amounting to ₱1.4 million are included in "Other noncurrent assets" account in the separate statements of financial position, as at December 31, 2023 and 2022 (see Note 10). These are refundable in cash at the end of the lease term.

Rent expense includes rent on low-value asset leases on storage and equipment.

Amounts recognized in the separate statements of comprehensive income:

	Note	2023	2022
Amortization on ROU asset	17	**₱7,192,506**	₱7,192,506
Interest expense on lease liability		**931,856**	1,217,287
Rent expense	15	**150,833**	147,361
		₱8,275,195	₱8,557,154

The movements in the ROU asset are presented below:

	Note	2023	2022
Balance as at beginning of year		**₱25,173,773**	₱33,063,854
Amortization	17	**(7,192,506)**	(7,192,506)
Adjustment		**–**	(697,575)
Balance at end of year		**₱17,981,267**	₱25,173,773

The movements in the lease liability are presented below:

	2023	2022
Balance at beginning of year	**₱26,033,364**	₱33,866,805
Payments	**(8,291,428)**	(8,220,534)
Interest expense	**931,856**	1,217,287
Adjustment	**–**	(830,194)
Balance at end of year	**18,673,792**	26,033,364
Current portion	**7,733,966**	7,359,572
Noncurrent portion	**₱10,939,826**	₱18,673,792

The future minimum lease payments under noncancellable leases are as follows:

	2023	2022
Within one year	₱8,365,871	₱8,291,429
After one year but not more than five years	11,286,066	19,651,937
	₱19,651,937	₱27,943,366

The future cash outflows under low-value leases amounted to nil and ₱50,049 as at December 31, 2023 and 2022, respectively.

19. Income Taxes

The current income tax expense consists of:

	2023	2022
Final tax	₱8,775,813	₱5,660,625
MCIT	52,486	120,382
	₱8,828,299	₱5,781,007

A reconciliation of income tax computed at statutory income tax rate and provision for income tax as shown in the separate statements of comprehensive income follows:

	2023	2022
Income tax at statutory tax rate	(₱2,300,558)	(₱6,812,513)
Changes in unrecognized net deferred tax assets	12,408,401	(4,433,336)
Tax effects of:		
Interest income already subjected to final tax	(3,306,568)	(1,550,194)
Nondeductible expenses	2,017,586	1,177,170
Expired NOLCO	–	17,377,789
Expired excess MCIT over RCIT	9,438	22,091
	₱8,828,299	₱5,781,007

The components of net deferred tax assets, which are not recognized, are as follows:

	2023	2022
NOLCO	₱56,106,905	₱43,842,764
Allowance for impairment losses on receivables	6,183,342	6,183,342
Retirement liability	1,691,737	1,548,758
Accrued rent	360,650	360,650
Excess of amortization of ROU asset and interest expense on lease liability over rental payments	199,757	241,524
Excess MCIT over RCIT	174,666	131,618
	₱64,717,057	₱52,308,656

Management assessed that it is not probable that sufficient taxable income may be available against which the deferred tax assets may be utilized.

Details of the Company's NOLCO and excess MCIT over RCIT are as follows:

NOLCO

Year Incurred	Balance at Beginning of Year	Incurred	Expired	Balance at End of Year	Available Until
2023	₱–	₱49,056,562	₱–	₱49,056,562	2026
2022	53,406,375	–	–	53,406,375	2025
2021	59,334,546	–	–	59,334,546	2026
2020	62,630,136	–	–	62,630,136	2025
	₱175,371,057	₱49,056,562	₱–	₱224,427,619	

Under the Republic Act No. 11494, also known as "*Bayanihan to Recover as One Act,* and Revenue Regulations No. 25-2021, the Company is allowed to carry-over the NOLCO incurred for taxable years 2020 and 2021 for the next five years immediately following the year of such loss.

Excess MCIT over RCIT

Year Incurred	Balance at Beginning of Year	Incurred	Expired	Balance at End of Year	Available Until
2023	₱–	₱52,486	₱–	₱52,486	2026
2022	120,382	–	–	120,382	2025
2021	1,798	–	–	1,798	2024
2020	9,438	–	9,438	–	2023
	₱131,618	₱52,486	₱9,438	₱174,666	

20. Financial Risk Management Objectives and Policies

The Company's principal financial instruments comprise of cash and cash equivalents, investment securities, receivables, rental and security deposits, trade and other payables (excluding statutory payables), lease liability and dividends payable.

The main risks arising from the Company's financial instruments are liquidity risk, credit risk and foreign currency risk. The BOD reviews and agrees policies of managing each of the risks and these are summarized below.

Liquidity Risk

Liquidity risk is the risk that the Company will encounter difficulty in meeting financial obligations due to shortage of funds. The Company's exposure to liquidity risk arises primarily from mismatch of the maturities of financial assets and liabilities.

The Company's objective is to maintain continuity of funding. The Company's liquidity risk management policy is to measure and forecast its cash commitments, to match debt maturities with the assets being financed, to maintain a diversity of funding sources with its access to bank financing and the capital market and to hold a sufficient level of cash reserves.

The Company monitors its risk against insufficient funds by considering the maturity of its financial liabilities projected cash flows.

The table below summarizes the maturity profile of the Company's financial liabilities based on contractual undiscounted payments.

	2023			
	On Demand	**Within One Year**	**Over One Year**	**Total**
Trade and other payables*	**₱42,886**	**₱3,999,470**	**₱–**	**₱4,042,356**
Lease liability	**–**	**8,365,871**	**11,286,066**	**19,651,937**
Dividends payable	**6,554,030**	**–**	**–**	**6,554,030**
	₱6,596,916	**₱12,365,341**	**₱11,286,066**	**₱30,248,323**

**Excluding statutory payables amounting to ₱5.9 million as at December 31, 2023.*

	2022			
	On Demand	Within One Year	Over One Year	Total
Trade and other payables*	₱42,886	₱4,193,237	₱–	₱4,236,123
Lease liability	–	8,291,429	19,651,937	27,943,366
Dividends payable	6,554,030	–	–	6,554,030
	₱6,596,916	₱12,484,666	₱19,651,937	₱38,733,519

**Excluding statutory payables amounting to ₱6.0 million as at December 31, 2022.*

Credit Risk

Credit risk is the risk that the Company will incur losses because its counterparties may fail to discharge their contractual obligations. The Company transacts only with related parties and recognized, creditworthy third parties.

The Company's exposures to credit risk arises from the default of counterparties, with a maximum exposure equal to the carrying amounts of these instruments, shown in the following table:

	2023	2022
Cash and cash equivalents*	**₱830,212,099**	₱619,516,534
Investment securities	**–**	238,093,419
Receivables	**35,483,193**	28,101,531
Rental and security deposits**	**1,440,778**	1,440,778
	₱867,136,070	₱887,152,262

**Excluding cash on hand amounting to ₱30,000 as at December 31, 2023 and 2022.*
***Presented under "Other noncurrent assets".*

The tables below summarize the credit status of the Company's financial assets.

	2023			
	Neither Past Due nor Impaired	**Past Due but not Impaired**	**Impaired**	**Total**
Cash and cash equivalents*	**₱830,212,099**	**₱–**	**₱–**	**₱830,212,099**
Receivables	**35,483,193**	**–**	**203,050,869**	**238,534,062**
Rental and security deposits	**1,440,778**	**–**	**–**	**1,440,778**
	₱867,136,070	**₱–**	**₱203,050,869**	**₱1,070,186,939**

**Excluding cash on hand amounting to ₱30,000 as at December 31, 2023.*

	2022			
	Neither Past Due nor Impaired	Past Due but not Impaired	Impaired	Total
Cash and cash equivalents*	₱619,516,534	₱–	₱–	₱619,516,534
Investment securities	238,093,419	–	–	238,093,419
Receivables	28,101,531	–	197,222,293	225,323,824
Rental and security deposits	1,440,778	–	–	1,440,778
	₱887,152,262	₱–	₱197,222,293	₱1,084,374,555

**Excluding cash on hand amounting to ₱30,000 as at December 31, 2022.*

The credit quality of all financial assets under neither past due nor impaired is high grade as at December 31, 2023 and 2022.

	2023		2022	
	High Grade	**Standard Grade**	High Grade	Standard Grade
Cash and cash equivalents*	**₱830,212,099**	**₱–**	₱619,516,534	₱–
Investment securities	**–**	**–**	238,093,419	–
Receivables	**16,039,503**	**19,443,690**	5,611,758	22,489,773
Rental and security deposits	**–**	**1,440,778**	–	1,440,778
	₱846,251,602	**₱20,884,468**	₱863,221,711	₱23,930,551

**Excluding cash on hand amounting to ₱30,000 as at December 31, 2023 and 2022.*

The ECL for financial assets at amortized cost comprising cash and cash equivalents, investment securities, receivables and rental and security deposits have a 12-month basis for credit loss estimates. However, the ECL for certain receivables identified as credit-impaired have lifetime basis for credit loss estimates.

Financial assets with high grade credit quality are collected within the credit terms and have no history of default. Cash and cash equivalents and investment securities are placed in or deposited with reputable banks, thus, are fully realizable. Probability of default is close to zero and significant change in credit risk is unlikely for these financial instruments.

Standard grade financial assets, which pertain to receivables from counter parties that have a strong capacity to meet contractual obligations in the near term, have acceptable probability of default.

Receivables are considered credit-impaired when the counter parties have no liquid assets and/or available assets to pay the outstanding receivables. Thus, these are provided with allowance for impairment losses.

Foreign Currency Risk

Foreign currency risk arises from the possibility that future cash flows of financial instruments will fluctuate because of changes in foreign currency exchange rates.

The foreign currency risk is primarily from movements of the Philippine Peso against US Dollar (US$).

The Company seeks to mitigate its transactional currency exposures by maintaining its costs at consistently low levels, regardless of any upward or downward movements in the foreign currency exchange rates.

As at December 31, 2023 and 2022, the foreign currency-denominated financial assets are as follows:

	2023	
	In US$	**Philippine Peso Equivalent**
Cash and cash equivalents	**US$2,002,186**	**₱110,861,017**
Due from related parties	**358,435**	**19,846,567**
	US$2,360,621	**₱130,707,584**

	2022	
	In US$	Philippine Peso Equivalent
Cash and cash equivalents	US$1,005,916	₱56,084,846
Due from related parties	358,435	19,984,543
	US$1,364,351	₱76,069,389

In translating the foreign currency-denominated monetary assets and liabilities into Philippine Peso amounts the exchange rates used were ₱55.370 to US$1 as at December 31, 2023 and ₱55.755 to US$1 as at December 31, 2022.

A reasonably possible change of -0.39/+0.39 in 2023 and -4.76/+4.76 in 2022 in the US$ to Philippine Peso exchange rate based on latest year-on-year movement in the currency, with all other variables held constant, shall result to the following income before tax movements in the Company's separate statements of comprehensive income:

	2023		2022	
	Increase (Decrease) in Exchange Rates	**Increase (Decrease) on Income before Tax**	Increase (Decrease) in Exchange Rates	Increase (Decrease) on Income before Tax
US$	**0.39**	**₱909,874**	4.76	₱6,488,855
	(0.39)	**(909,874)**	(4.76)	(6,488,855)

Fair Values

The following is a comparison by category of carrying amounts and fair values of the Company's financial instruments that are reflected in the separate financial statements:

	2023		2022	
	Carrying Amount	**Fair Value**	Carrying Amount	Fair Value
Financial Assets				
Cash and cash equivalents	**₱830,242,099**	**₱830,242,099**	₱619,546,534	₱619,546,534
Investment securities - Financial assets at amortized cost	**–**	**–**	238,093,419	238,093,419
Receivables*	**35,483,193**	**35,483,193**	28,101,531	28,101,531
Rental and security deposits	**1,440,778**	**1,440,778**	1,440,778	1,440,778
	₱867,166,070	**₱867,166,070**	₱887,182,262	₱887,182,262

**Net of allowance for impairment losses in the aggregate amount of ₱203.1 million and ₱197.2 million as at December 31, 2023 and 2022, respectively.*

	2023		2022	
	Carrying Amount	**Fair Value**	Carrying Amount	Fair Value
Financial Liabilities				
Trade and other payables**:				
Accrued expenses	**₱3,468,940**	**₱3,468,940**	₱3,260,121	₱3,260,121
Trade payables	**459,644**	**459,644**	896,372	896,372
Others	**113,772**	**113,772**	79,630	79,630
Lease liability	**18,673,792**	**18,673,792**	26,033,364	26,033,364
Dividends payable	**6,554,030**	**6,554,030**	6,554,030	6,554,030
	₱29,270,178	**₱29,270,178**	₱36,823,517	₱36,823,517

*** Excludes statutory payables amounting to ₱5.9 million and ₱6.0 million as at December 31, 2023 and 2022, respectively.*

Cash and Cash Equivalents, Investment Securities at Amortized Cost, Receivables, Trade and Other Payables (Excluding Statutory Payables) and Dividends Payable. Due to the relatively short-term maturities of the financial assets and liabilities, the fair values approximate the carrying amounts at initial recognition.

Rental and Security Deposits. Fair values of security deposits are based on the present value of the expected future cash flows using the discount rate of 1.21%. These are categorized under Level 2 of the fair value measurements hierarchy for financial instruments.

Lease Liability. The fair value of lease liability was determined based on Level 2 in which the inputs are based on the discounted interest rate of the prevailing comparable instrument in the market.

For the years ended December 31, 2023 and 2022, there were no transfers between Level 1 and Level 2 fair value measurements.

Capital Management

The primary objective of the Company's capital management is to ensure that it maintains strong credit and healthy capital ratios in order to support its business and maximize shareholder value.

The Company competes in an industry where opportunities for growth still abound. Projects are selected if their expected returns are higher than cost of capital. Funding is sourced from a combination of retained earnings, debt and new capital. The Company aims for flexibility in the capital structure to meet changing conditions and adapt with minimum cost and delay. It looks at solvency through cash flows from its subsidiaries.

	2023	2022
Total liabilities	**₱41,967,345**	₱49,171,418
Total equity	**1,288,389,201**	1,306,419,731
Debt-equity ratio	**0.03:1.00**	0.04:1.00

The Company is not subject to externally imposed capital requirements.

REYES TACANDONG & CO.
FIRM PRINCIPLES. WISE SOLUTIONS.

BOA/PRC Accreditation No. 4782
August 16, 2021, valid until April 13, 2024
SEC Registration No. PP201007009

BDO Towers Valero
8741 Paseo de Roxas
Makati City 1226 Philippines
Phone : +632 8 982 9100
Fax : +632 8 982 9111
Website : www.reyestacandong.com

REPORT OF INDEPENDENT AUDITORS
TO ACCOMPANY FINANCIAL STATEMENTS FOR FILING WITH THE SECURITIES AND EXCHANGE COMMISSION

The Stockholders and the Board of Directors
Paxys, Inc.
15th Floor, 6750 Ayala Office Tower
Ayala Avenue, Makati City

We have audited the accompanying separate financial statements of Paxys, Inc. (the Company) as at and for the years ended December 31, 2023 and 2022, on which we have rendered our report dated March 18, 2024.

In compliance with the Revised Securities Regulation Code Rule 68, we are stating that the Company has 496 stockholders owning 100 or more shares each as at December 31, 2023.

REYES TACANDONG & CO.

MICHELLE R. MENDOZA-CRUZ
Partner
CPA Certificate No. 97380
Tax Identification No. 201-892-183-000
BOA Accreditation No. 4782; Valid until April 13, 2024
BIR Accreditation No. 08-005144-012-2023
Valid until January 24, 2026
PTR No. 10072412
Issued January 2, 2024, Makati City

March 18, 2024
Makati City, Metro Manila

SECURITIES AND EXCHANGE COMMISSION
THE SEC HEADQUARTERS 7907 Makati Avenue, Salcedo Village, Bel-Air, Makati City
1209 Trunk Line No:02-5322-7696 Email Us:www.sec.gov.ph/imessagemo@sec.gov.ph

The following document has been received:

Receiving: ARVIN BANAWA
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Company Information

SEC Registration No.: 0000006609
Company Name: PAXYS INC.
Industry Classification: J66940
Company Type: Stock Corporation

Document Information

Document ID: OST10412202482190614
Document Type: Financial Statement
Document Code: FS
Period Covered: December 31, 2023
Submission Type: Consolidated, Annual
Remarks: None

Acceptance of this document is subject to review of forms and contents

PAXYS

STATEMENT OF MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL STATEMENTS

The management of **Paxys, Inc. and Subsidiaries** (the Group) is responsible for the preparation and fair presentation of the consolidated financial statements as at December 31, 2023 and 2022 and for each of the three years in the period ended December 31, 2023, including the schedules attached therein, in accordance with the prescribed financial reporting framework indicated therein, and for such internal control as management determines is necessary to enable the preparation of the consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group or to cease operations, or has no realistic alternative to do so.

The Board of Directors is responsible for overseeing the Group's financial reporting process.

The Board of Directors reviews and approves the consolidated financial statements, including the schedules attached therein, and submits the same to the stockholders.

Reyes Tacandong & Co., the independent auditor appointed by the stockholders, has audited the consolidated financial statements of the Group in accordance with Philippine Standards on Auditing, and in its report to the stockholders, has expressed its opinion on the fairness of presentation upon completion of such audit.

Tarcisio M. Medalla
Chairman of the Board and President

Pablito O. Lim
Group Chief Financial Officer

Signed this 18th day of March 2024.

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Book No. 13
Series of 20 24

ATTY. JOEL FERRER FLORES
Notary Public for Makati City
Until December 31, 2024
Appointment No. M-115 (2023-2024)
Roll Of Attorney No. 77376
MCLE Compliance VIII No. 0001393-
Jan. 3, 2023 until Apr. 12, 2028
PTR NO. 10073945/ Jan. 2, 2024/ Makati City
IBP No. 330740/ Jan. 2, 2024/ Pasig City
1107 Bataan St., Guadalupe Nuevo, Makati City

COVER SHEET
for
AUDITED FINANCIAL STATEMENTS

SEC Registration Number

6609

COMPANY NAME

PAXYS, INC. AND SUBSIDIARIES

PRINCIPAL OFFICE *(No./Street/Barangay/City/Town/Province)*

15th Floor, 6750 Ayala Office Tower,
Ayala Avenue, Makati City

Form Type	Department requiring the report	Secondary License Type, If Applicable
AACFS	CRMD	N/A

COMPANY INFORMATION

Company's Email Address	Company's Telephone Number/s	Mobile Number
investor_relations@paxys.com	(632) 8250-3800	0919-088-5563

No. of Stockholders	Annual Meeting (Month / Day)	Calendar Year (Month / Day)
714	May 10	December 31

CONTACT PERSON INFORMATION

The designated contact person ***MUST*** be an Officer of the Corporation

Name of Contact Person	Email Address	Telephone Number/s	Mobile Number
Atty. Mayette H. Tapia	mayette.tapia@paxys.com	(632) 8250-3800	–

CONTACT PERSON'S ADDRESS

15th Floor, 6750 Ayala Office Tower, Ayala Avenue, Makati City

NOTE 1: *In case of death, resignation or cessation of office of the officer designated as contact person, such incident shall be reported to the Commission within thirty (30) calendar days from the occurrence thereof with information and complete contact details of the new contact person designated.*

2: *All boxes must be properly and completely filled-up. Failure to do so shall cause the delay in updating the corporation's records with the Commission and/or non-receipt of Notice of Deficiencies. Further, non-receipt shall not excuse the corporation from liability for its deficiencies.*

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Website : www.reyestacandong.com

INDEPENDENT AUDITORS' REPORT

The Stockholders and the Board of Directors
Paxys, Inc.
15th Floor, 6750 Ayala Office Tower
Ayala Avenue, Makati City

Opinion

We have audited the accompanying consolidated financial statements of Paxys, Inc. and Subsidiaries (the Group), which comprise the consolidated statements of financial position as at December 31, 2023 and 2022 and the consolidated statements of income, consolidated statements of comprehensive income, consolidated statements of changes in equity and consolidated statements of cash flows for the years ended December 31, 2023, 2022 and 2021 and notes to consolidated financial statements, including a summary of material accounting policy information.

In our opinion, the consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Group as at December 31, 2023 and 2022, and its consolidated financial performance and its consolidated cash flows for the years ended December 31, 2023, 2022 and 2021 in accordance with Philippine Financial Reporting Standards (PFRS).

Basis for Opinion

We conducted our audits in accordance with Philippine Standards on Auditing (PSA). Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Consolidated Financial Statements* section of our report. We are independent of the Group in accordance with the Code of Ethics for Professional Accountants in the Philippines (Code of Ethics) together with the ethical requirements that are relevant to the audit of the consolidated financial statements in the Philippines, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matter

Key audit matter is the matter that, in our professional judgment, was of most significance in our audit of the consolidated financial statements of the current year.

This matter was addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on this matter.

<u>Accounting for Financial Assets</u>

The Group has significant amount of financial assets, which mainly consist of cash equivalents and investment securities. This is significant to our audit because the aggregate balance of financial assets amounting to ₱4,088.5 million as at December 31, 2023, comprise 98% of the Group's total assets. Moreover, the classification of financial instruments involves judgment in determining the business model to be used in managing its financial instruments to achieve the Group's business objectives and the determination of impairment losses on financial assets are determined based on estimates of expected credit losses.

We have assessed the propriety of recognition, classification and measurement, as well as management's assessment of the impairment of financial assets. Our audit procedures included, among others, (a) understanding of the Group's financial asset management and recording process; (b) verifying the existence of financial assets by obtaining external confirmations from custodians and examining the underlying documents; (c) evaluating the propriety of the classification of financial instruments based on the duly approved business model; (d) testing the reasonableness of recognized interest income and the changes in fair values of financial assets measured at fair value through profit or loss and other comprehensive income; and (e) evaluating management's assessment of impairment losses on financial assets based on expected credit losses.

Necessary disclosures are included in Note 5, *Cash and Cash Equivalents*, Note 6, *Investment Securities*, and Note 23, *Financial Instruments*.

Other Information

Management is responsible for the other information. The other information comprises the information included in the Securities and Exchange Commission (SEC) Form 20-IS (Definitive Information Statement), SEC Form 17-A and Annual Report for the year ended December 31, 2023, but does not include the consolidated financial statements and our auditors' report thereon. The SEC Form 20-IS (Definitive Information Statement), SEC Form 17-A and Annual Report for the year ended December 31, 2023 are expected to be made available to us after the date of this auditors' report.

Our opinion on the consolidated financial statements does not cover the other information and we will not express any form of assurance conclusion thereon.

In connection with our audits of the consolidated financial statements, our responsibility is to read the other information identified in the foregoing when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audits or otherwise appears to be materially misstated.

Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with PFRS, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Group's financial reporting process.

Auditors' Responsibility for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with PSA will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, these could reasonably be expected to influence the economic decisions of users taken on the basis of the consolidated financial statements.

As part of an audit in accordance with PSA, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Group to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

- Obtain sufficient appropriate audit evidence regarding the financial information of the subsidiaries or business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audits.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the consolidated financial statements of the current year and are therefore considered key audit matters. We describe these matters in our auditors' report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

The engagement partner on the audit resulting in this independent auditors' report is Michelle R. Mendoza-Cruz.

REYES TACANDONG & CO.

Michelle R. Mendoza-Cruz

MICHELLE R. MENDOZA-CRUZ
Partner
CPA Certificate No. 97380
Tax Identification No. 201-892-183-000
BOA Accreditation No. 4782; Valid until April 13, 2024
BIR Accreditation No. 08-005144-012-2023
Valid until January 24, 2026
PTR No. 10072412
Issued January 2, 2024, Makati City

March 18, 2024
Makati City, Metro Manila

PAXYS, INC. AND SUBSIDIARIES

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

Amounts in Thousands

	Note	December 31 2023	2022
ASSETS			
Current Assets			
Cash and cash equivalents	5	**₱2,372,129**	₱2,847,269
Investment securities	6	**1,617,088**	1,071,765
Trade and other receivables	7	**94,506**	62,024
Other current assets	8	**33,243**	31,109
Total Current Assets		**4,116,966**	4,012,167
Noncurrent Assets			
Right-of-use assets	22	**23,826**	43,944
Property and equipment	10	**466**	1,270
Other noncurrent assets	11	**9,989**	10,325
Total Noncurrent Assets		**34,281**	55,539
		₱4,151,247	₱4,067,706
LIABILITIES AND EQUITY			
Current Liabilities			
Trade and other payables	12	**₱27,438**	₱27,960
Current portion of lease liabilities	22	**12,637**	21,293
Income tax payable		**14**	120
Total Current Liabilities		**40,089**	49,373
Noncurrent Liabilities			
Lease liabilities - net of current portion	22	**10,940**	23,670
Retirement liability	13	**6,909**	6,337
Other noncurrent liabilities		**3,046**	3,046
Total Noncurrent Liabilities		**20,895**	33,053
Total Liabilities		**60,984**	82,426
Equity	14		
Capital stock		**1,148,535**	1,148,535
Additional paid-in capital		**451,364**	451,364
Parent shares held by a subsidiary		**(1,149,886)**	(1,149,886)
Retained earnings		**3,028,604**	2,917,879
Other equity reserves		**611,646**	617,388
Total Equity		**4,090,263**	3,985,280
		₱4,151,247	₱4,067,706

See accompanying Notes to Consolidated Financial Statements.

PAXYS, INC. AND SUBSIDIARIES

CONSOLIDATED STATEMENTS OF INCOME

Amounts in Thousands, except Basic/Diluted Earnings (Loss) per Share

		Years Ended December 31		
	Note	**2023**	2022	2021
SERVICE INCOME		**₱16,662**	₱29,044	₱44,680
COST OF SERVICES	16	**(15,607)**	(22,917)	(32,036)
GROSS PROFIT		**1,055**	6,127	12,644
GENERAL AND ADMINISTRATIVE EXPENSES	17	**(82,648)**	(76,934)	(76,486)
INTEREST INCOME	19	**189,909**	88,629	35,588
INTEREST EXPENSE	22	**(1,422)**	(1,917)	(1,530)
NET FOREIGN EXCHANGE GAIN (LOSS)		**(471)**	9,293	5,831
OTHER INCOME	19	**13,401**	11,824	12,955
INCOME (LOSS) BEFORE INCOME TAX		**119,824**	37,022	(10,998)
CURRENT INCOME TAX EXPENSE	20	**9,099**	5,948	2,415
NET INCOME (LOSS)		**₱110,725**	₱31,074	(₱13,413)
BASIC/DILUTED EARNINGS (LOSS) PER SHARE	21	**₱0.138**	₱0.039	(₱0.017)

See accompanying Notes to Consolidated Financial Statements.

PAXYS, INC. AND SUBSIDIARIES

CONSOLIDATED STATEMENTS OF COMPREHENSIVE INCOME

Amounts in Thousands

	Note	2023	2022	2021
		Years Ended December 31		
NET INCOME (LOSS)		**₱110,725**	₱31,074	(₱13,413)
OTHER COMPREHENSIVE INCOME (LOSS)				
Items to be Reclassified to Profit or Loss				
Translation adjustments		**(22,703)**	267,371	165,669
Unrealized fair value gain (loss) on investment securities	6	**16,961**	(76,519)	(14,628)
Realized fair value loss on redemption of investment securities measured at fair value through other comprehensive income	6	**–**	–	(8,243)
Item not to be Reclassified to Profit or Loss				
Remeasurement gain on retirement liability	13	**–**	851	3,099
		(5,742)	191,703	145,897
TOTAL COMPREHENSIVE INCOME		**₱104,983**	₱222,777	₱132,484

See accompanying Notes to Consolidated Financial Statements.

PAXYS, INC. AND SUBSIDIARIES

CONSOLIDATED STATEMENTS OF CHANGES IN EQUITY

Amounts in Thousands

	Note	2023	2022	2021
		Years Ended December 31		
CAPITAL STOCK	14	**₱1,148,535**	₱1,148,535	₱1,148,535
ADDITIONAL PAID-IN CAPITAL	14	**451,364**	451,364	451,364
PARENT SHARES HELD BY A SUBSIDIARY	14	**(1,149,886)**	(1,149,886)	(1,149,886)
RETAINED EARNINGS				
Balance at beginning of year		**2,917,879**	2,881,202	2,894,615
Net income (loss)		**110,725**	31,074	(13,413)
Derecognition of remeasurement gains on retirement liability		**–**	5,603	–
Balance at end of year		**3,028,604**	2,917,879	2,881,202
OTHER EQUITY RESERVES				
Cumulative Translation Adjustment				
Balance at beginning of year		**705,739**	438,368	272,699
Translation gain (loss)		**(22,703)**	267,371	165,669
Balance at end of year		**683,036**	705,739	438,368
Cumulative Fair Value Changes on Investment Securities	6			
Balance at beginning of year		**(88,056)**	(11,537)	11,334
Net unrealized gain (loss)		**16,961**	(76,519)	(14,628)
Realized fair value loss on redemption of investment securities reclassified to profit or loss		**–**	–	(8,243)
Balance at end of year		**(71,095)**	(88,056)	(11,537)
Cumulative Remeasurement Gains (Losses) on Retirement Liability	13			
Balance at beginning of year		**(295)**	4,457	1,358
Remeasurement gain		**–**	851	3,099
Derecognition of remeasurement gains reclassified to retained earnings		**–**	(5,603)	–
Balance at end of year		**(295)**	(295)	4,457
		611,646	617,388	431,288
		₱4,090,263	₱3,985,280	₱3,762,503

See accompanying Notes to Consolidated Financial Statements.

PAXYS, INC. AND SUBSIDIARIES

CONSOLIDATED STATEMENTS OF CASH FLOWS

Amounts in Thousands

	Note	Years Ended December 31		
		2023	2022	2021
CASH FLOWS FROM OPERATING ACTIVITIES				
Income (loss) before income tax		**₱119,824**	₱37,022	(₱10,998)
Adjustments for:				
Interest income	19	**(189,909)**	(88,629)	(35,588)
Depreciation and amortization	19	**20,845**	18,456	17,095
Provisions for impairment losses on:				
Receivables	7	**6,756**	4,051	–
Input value-added tax	17	**–**	–	7
Interest expense on lease liabilities	22	**1,422**	1,917	1,530
Retirement benefits - net	13	**572**	541	787
Net unrealized foreign exchange loss (gain)		**561**	(7,420)	(5,607)
Loss (gain) on redemption of investment securities	19	**–**	103	(8,377)
Gain on disposal of property and equipment		**–**	(62)	–
Unrealized fair value gain on investment securities at fair value through profit or loss	19	**–**	–	(98)
Operating loss before working capital changes		**(39,929)**	(34,021)	(41,249)
Decrease (increase) in:				
Trade and other receivables		**(13,433)**	(10,375)	(17,177)
Other current assets		**(2,134)**	(2,777)	(2,965)
Other noncurrent assets		**336**	(1,526)	–
Investment securities measured at fair value through profit or loss	6	**–**	45,390	113,024
Increase (decrease) in:				
Trade and other payables		**(337)**	1,345	(447)
Other noncurrent liabilities		**–**	1,244	–
Net cash generated from (used for) operations		**(55,497)**	(720)	51,186
Interest received		**151,512**	91,883	55,080
Income taxes paid		**(9,205)**	(5,830)	(2,426)
Retirement benefits paid	13	**–**	(2,688)	–
Net cash provided by operating activities		**86,810**	82,645	103,840

(Forward)

	Note	2023	2022	2021
		Years Ended December 31		
CASH FLOWS FROM INVESTING ACTIVITIES				
Additions to:				
Investment securities	6	**(₱768,925)**	(₱1,172,013)	(₱1,099,705)
Property and equipment	10	**(6)**	(495)	(758)
Intangible assets	11	**–**	(18)	(15)
Proceeds from:				
Redemption of investment securities	6	**237,532**	1,677,133	479,089
Disposal of property and equipment		**–**	80	–
Increase (decrease) in due from related parties	7	**5,272**	6,931	(800)
Net cash provided by (used in) investing activities		**(526,127)**	511,618	(622,189)
CASH FLOW FROM A FINANCING ACTIVITY				
Payments of lease liabilities	22	**(22,381)**	(19,195)	(14,858)
NET INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS		**(461,698)**	575,068	(533,207)
EFFECT OF EXCHANGE RATE CHANGES ON CASH AND CASH EQUIVALENTS		**(13,442)**	129,944	125,997
CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR		**2,847,269**	2,142,257	2,549,467
CASH AND CASH EQUIVALENTS AT END OF YEAR	5	**₱2,372,129**	₱2,847,269	₱2,142,257
NONCASH FINANCIAL INFORMATION				
Recognition of ROU assets	22	**₱–**	₱13,055	₱–
Recognition of lease liabilities	22	**–**	13,055	–

See accompanying Notes to Consolidated Financial Statements.

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
AS AT DECEMBER 31, 2023 AND 2022 AND FOR THE YEARS ENDED DECEMBER 31, 2023, 2022 AND 2021
Amounts in Thousands, Except as Indicated

1. Corporate Information

Paxys, Inc. (Paxys or the Parent Company) is an investment holding company incorporated in the Philippines and listed (stock symbol: PAX) in the Philippine Stock Exchange (PSE). The Parent Company was formerly known as Fil-Hispano Holdings Corporation and registered with the Philippine Securities and Exchange Commission (SEC) on February 14, 1952. On June 18, 2001, the SEC approved the extension of the corporate existence of the Parent Company for 50 years until February 2052. However, in accordance with the Revised Corporation Code of the Philippines, effective February 23, 2019, the Parent Company shall have a perpetual existence.

On March 22, 1971, the shares of the Parent Company at ₱1 par value a share were listed with the PSE. As at December 31, 2023 and 2022, 1,148,534,866 common shares of the Parent Company are listed and traded in the PSE at the price of ₱1.15 and ₱1.83 per share, respectively.

As at December 31, 2023 and 2022, the major shareholders of the Parent Company are All Asia Customer Services Holdings Ltd (AACSHL), a company incorporated in Hong Kong, and Paxys N.V., a wholly owned subsidiary of the Parent Company, with 54.93% and 30.09% equity interest, respectively.

Scopeworks Asia, Inc. (SWA), the operating subsidiary, provides outsourcing services such as data conversion, managed services, leasing and subleasing, and other outsourcing services.

The Parent Company and its subsidiaries are collectively referred herein as the Group.

The registered office address of the Parent Company is at 15th Floor, 6750 Ayala Office Tower, Ayala Avenue, Makati City.

Approval of the Consolidated Financial Statements
The consolidated financial statements as at December 31, 2023 and 2022 and for the years ended December 31, 2023, 2022 and 2021 were authorized for issue by the Board of Directors (BOD) on March 18, 2024, upon endorsement by the Group's Audit, Risk Management, and Related Party Transactions Committee on the same date.

2. Summary of Material Accounting Policy Information

Basis of Preparation
The consolidated financial statements have been prepared in accordance with Philippine Financial Reporting Standards (PFRS). This financial reporting framework includes PFRS, Philippine Accounting Standards (PAS) and Philippine Interpretation from International Financial Reporting Interpretations Committee (IFRIC) issued by the Philippine Financial and Sustainability Reporting Standards Council and adopted by the SEC, including SEC pronouncements.

Measurement Bases
The consolidated financial statements are presented in Philippine Peso, which is the functional currency of the Parent Company. All amounts are rounded to the nearest thousands, unless otherwise stated.

The consolidated financial statements of the Group have been prepared on a historical cost basis, except for investment securities measured at fair value through profit or loss (FVPL) or fair value through other comprehensive income (FVOCI), retirement liability and lease liabilities that are measured at present value of defined benefit obligation less fair value of plan assets and at present value of minimum lease payments, respectively.

Historical cost is generally based on the fair value of the consideration given in exchange for an asset or the fair value of the consideration received in exchange for incurring a liability.

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either: (a) in the principal market for the asset or liability; or (b) in the absence of a principal market, in the most advantageous market for the asset or liability. The principal or most advantageous market must be accessible to the Group.

The fair value of an asset or liability is measured using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their best economic interest.

The Group uses valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, maximizing the use of relevant observable inputs and minimizing the use of unobservable inputs.

All assets and liabilities for which fair value is measured and/or disclosed in the consolidated financial statements are categorized within the fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:

Level 1 - Quoted (unadjusted) market prices in the active market for identical assets or liabilities.

Level 2 - Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable.

Level 3 - Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable.

For assets and liabilities that are recognized in the consolidated financial statements on a recurring basis, the Group determines whether transfers have occurred between levels in the hierarchy by reassessing categorization (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting year.

For the purpose of fair value disclosures, the Group has determined classes of assets and liabilities on the basis of the nature, characteristics and risks of the asset or liability and the level of the fair value hierarchy as discussed in the foregoing.

Information about the assumptions made in measuring fair value is included in the following notes to consolidated financial statements:

Note 3, *Significant Judgments, Accounting Estimates and Assumptions*
Note 23, *Financial Instruments*

Adoption of Amended PFRS

The accounting policies adopted are consistent with those of the previous financial year, except for the adoption of the following amended PFRS which the Group adopted for the annual period beginning January 1, 2023:

- Amendments to PAS 1, *Presentation of Financial Statements,* and PFRS Practice Statement 2, *Making Materiality Judgments - Disclosure Initiative - Accounting Policies* – The amendments require an entity to disclose its material accounting policies, instead of its significant accounting policies and provide guidance on how an entity applies the concept of materiality in making decisions about accounting policy disclosures. In assessing the materiality of accounting policy information, entities need to consider both the size of the transactions, other events or conditions and its nature. The amendments clarify (1) that accounting policy information may be material because of its nature, even if the related amounts are immaterial, (2) that accounting policy information is material if users of an entity's financial statements would need it to understand other material information in the financial statements, and (3) if an entity discloses immaterial accounting policy information, such information should not obscure material accounting policy information. In addition, PFRS Practice Statement 2 is amended by adding guidance and examples to explain and demonstrate the application of the 'four-step materiality process' to accounting policy information.

- Amendments to PAS 8, *Accounting Policies, Changes in Accounting Estimates and Errors - Definition of Accounting Estimates* – The amendments clarify the distinction between changes in accounting estimates and changes in accounting policies, and the correction of errors. Under the new definition, accounting estimates are "monetary amounts in financial statements that are subject to measurement uncertainty". An entity develops an accounting estimate if an accounting policy requires an item in the financial statements to be measured in a way that involves measurement uncertainty. The amendments clarify that a change in accounting estimate that results from new information or new developments is not a correction of an error, and that the effects of a change in an input or a measurement technique used to develop an accounting estimate are changes in accounting estimates if they do not result from the correction of prior period errors. A change in an accounting estimate may affect only the profit or loss in the current period, or the profit or loss of both the current and future periods.

- Amendments to PAS 12, *Income Taxes - Deferred Tax Related Assets and Liabilities from a Single Transaction* – The amendments require companies to recognize deferred tax on transactions that, on initial recognition, give rise to equal amounts of taxable and deductible temporary differences.

- Amendments to PAS 1, *Classification of Liabilities as Current or Noncurrent* – The amendments clarify the requirements for an entity to have the right to defer settlement of the liability for at least 12 months after the reporting period. The amendments also specify and clarify the following: (i) an entity's right to defer settlement must exist at the end of the reporting period, (ii) the classification is unaffected by management's intentions or expectations about whether the entity will exercise its right to defer settlement, (iii) how lending conditions affect classification, and (iv) requirements for classifying liabilities where an entity will or may settle by issuing its own equity instruments.

The adoption of the amended PFRS did not materially affect the consolidated financial statements of the Group. Additional disclosures were included in the consolidated financial statements, as applicable.

Basis of Consolidation

The consolidated financial statements include the accounts of the Parent Company and its subsidiaries, which it controls as at December 31 of each year. The Parent Company has control when it is exposed, or has right, to variable returns from its investment with the investee and it has the ability to affect those returns through its powers over the investee.

The wholly-owned subsidiaries of the Parent Company are as follows:

	Line of Business	Principal Place of Business
Paxys N.V.	Investment holding	Curacao
Paxys Ltd.	Investment holding	Hong Kong
SWA	Business process outsourcing	Philippines
Paxys Realty, Inc. (PRI)	Real estate	Philippines
Paxys Global Services Pte. Ltd. (PGSPL)	Business process outsourcing	Singapore
Regional Operating Headquarters of PGSPL (PGS ROHQ)	Shared services	Philippines

PRI, PGSPL and PGS ROHQ are currently not in operations.

Each entity determines its own functional currency, which is the currency that best reflects the economic substance of the underlying events and circumstances relevant to the entity, and items included in the financial statements of each entity are measured using that functional currency.

The functional currency of all the subsidiaries, except Paxys N.V. and Paxys Ltd., is the Philippine Peso. The functional currency of Paxys N.V. and Paxys Ltd. is the United States Dollar (US$). As at reporting date, the assets and liabilities of Paxys N.V. and Paxys Ltd. have been translated to the functional and presentation currency of the Parent Company (the Philippine Peso) at the closing exchange rate, while the profit and loss accounts are translated using weighted average exchange rate. The exchange differences arising on the translation of these accounts are recorded in the "Cumulative translation adjustment," a separate component of equity included as part of "Other equity reserves."

Subsidiaries are consolidated from the date of acquisition or incorporation, being the date on which the Parent Company obtains control and continue to be consolidated until the date such control ceases. Assets, liabilities, income and expenses of a subsidiary acquired or disposed of during the year are included in the consolidated financial statements from the date the Group gains control until the date the Group ceases to control the subsidiary.

Changes in the controlling equity ownership (i.e., acquisition of non-controlling interest or partial disposal of equity interest over a subsidiary) that do not result in a loss of control are accounted for as equity transactions.

When the Parent Company has less than a majority of the voting or similar rights of an investee, the Parent Company considers all relevant facts and circumstances in assessing whether it has power over an investee, including:

- The contractual arrangement with the other vote holders of the investee;
- Rights arising from other contractual arrangements; or
- The Parent Company's voting rights and potential voting rights.

The Parent Company re-assesses whether or not it controls an investee if facts and circumstances indicate that there are changes to one or more of the three elements of control.

The separate financial statements of the subsidiaries are prepared for the same reporting year as the Parent Company, using uniform accounting policies. All intra-group balances, transactions, unrealized gains and losses resulting from intra-group transactions and dividends are eliminated in full.

If the Parent Company loses control over a subsidiary, it:

- Derecognizes the assets and liabilities of the former subsidiary from the consolidated statement of financial position;
- Recognizes any investment retained in the former subsidiary when control is lost and subsequently accounts for it and for any amounts owed by or to the former subsidiary in accordance with relevant PFRS. The remaining equity interest is remeasured and the remeasured value is regarded as the fair value on initial recognition of a financial asset, when appropriate, the cost on initial recognition of an investment in an associate or joint venture; and
- Recognizes the gain or loss associated with the loss of control attributable to the former controlling interest.

Financial Assets and Liabilities

Date of Recognition. The Group recognizes a financial asset or liability in the consolidated statement of financial position when the Group becomes a party to the contractual provisions of a financial instrument. In the case of a regular way of purchase or sale of financial assets, recognition and derecognition, as applicable, is done using settlement date accounting.

Initial Recognition and Measurement. Financial instruments are recognized initially at fair value, which is the fair value of the consideration given (in case of an asset) or received (in case of a liability). The initial measurement of financial instruments, except for those measured or designated at FVPL, includes transaction cost.

"Day 1" Difference. Where the transaction in a non-active market is different from the fair value of other observable current market transactions in the same instrument or based on a valuation technique whose variables include only data from observable market, the Group recognizes the difference between the transaction price and fair value (a "Day 1" difference) in profit or loss. In cases where there is no observable data on inception, the Group deems the transaction price as the best estimate of fair value and recognizes "Day 1" difference in profit or loss when the inputs become observable or when the instrument is derecognized. For each transaction, the Group determines the appropriate method of recognizing the "Day 1" difference.

Financial Assets

Classification. The Group classifies its financial assets at initial recognition under the following categories: (a) financial assets at FVPL, (b) financial assets at amortized cost and (c) financial assets at FVOCI. The classification of a financial instrument largely depends on the Group's business model and its contractual cash flow characteristics.

Financial Assets at FVPL. Financial assets that do not meet the criteria for being measured at amortized cost or FVOCI are classified under this category. Specifically, financial assets at FVPL include financial assets that are (a) held for trading, (b) designated upon initial recognition at FVPL, or (c) mandatorily required to be measured at fair value.

Financial assets are classified as held for trading if these are acquired for the purpose of selling or repurchasing in the near term. Derivatives, including separated embedded derivatives, are also classified as held for trading unless these are designated as effective hedging instruments. Financial assets with cash flows that are not sole payments of principal and interest are classified and measured at FVPL, irrespective of the business model. Notwithstanding the criteria for debt instruments to be classified at amortized cost or at FVOCI, debt instruments may be designated at FVPL on initial recognition if doing so eliminates, or significantly reduces, an accounting mismatch.

Financial assets at FVPL are measured at fair value at each reporting date, with any fair value gains or losses recognized in profit or loss to the extent these are not part of a designated hedging relationship.

The Company has no financial assets at FVPL as at December 31, 2023 and 2022.

Financial Assets at FVOCI. For debt instruments, financial assets should be measured at fair value through other comprehensive income if both of the following conditions are met:

- the financial asset is held within a business model whose objective is to hold financial assets in order to collect contractual cash flows and to sell the financial assets; and

- the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

For equity instruments, the Group irrevocably designates the financial asset to be measured at FVOCI notwithstanding the foregoing conditions.

Financial assets at FVOCI are initially measured at fair value plus transaction costs. After initial recognition, interest income (calculated using the effective interest method), foreign currency gains or losses and impairment losses of debt instruments measured at FVOCI are recognized directly in profit or loss. When debt instruments carried at FVOCI are derecognized, the cumulative gains or losses previously recognized in other comprehensive income are reclassified from equity to profit or loss as a reclassification adjustment.

Dividends from equity instruments held at FVOCI are recognized in profit or loss when the right to receive payment is established, unless the dividend clearly represents a recovery of part of the cost of the investment. Foreign currency gains or losses and unrealized gains or losses from equity instruments are recognized in other comprehensive income and presented in the equity section of the consolidated statement of financial position. These fair value changes are recognized in equity and are not reclassified to profit or loss in subsequent years.

This category includes investments in managed funds.

Financial Assets at Amortized Cost. A financial asset should be measured at amortized cost if both of the following conditions are met:

- the financial asset is held within a business model whose objective is to hold financial assets in order to collect contractual cash flows; and

- the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

After initial recognition, financial assets at amortized cost are subsequently measured at amortized cost using the effective interest method, less allowance for impairment, if any. Amortized cost is calculated by taking into account any discount or premium on acquisition and fees that are an integral part of the effective interest rate. Gains and losses are recognized in profit or loss when the financial assets are derecognized, impaired and through an amortization process.

Financial assets at amortized cost are included under current assets if maturity is within 12 months from the reporting date. Otherwise, these are classified as noncurrent assets.

The Group classifies its cash and cash equivalents, investment securities, trade and other receivables, and rental and security deposits under this category.

Financial Liabilities

Classification. The Group classifies its financial liabilities at initial recognition as either financial liabilities at FVPL or financial liabilities at amortized cost. The classification of a financial instrument largely depends on the Group's business model and its contractual cash flow characteristics.

The Group does not have financial instruments classified as financial liabilities at FVPL.

Financial Liabilities at Amortized Cost. Financial liabilities are categorized as financial liabilities at amortized cost unless either the financial liability is held for trading and is therefore required to be measured at FVPL or the entity elects to measure the liability at FVPL. Financial liabilities are recognized when the substance of the contractual arrangement results in the Group having an obligation either to deliver cash or another financial asset to the holder, or to settle the obligation other than by the exchange of a fixed amount of cash or another financial asset for a fixed number of its own equity instruments. These financial liabilities are initially recognized at fair value less any directly attributable transaction costs.

After initial recognition, these financial liabilities are subsequently measured at amortized cost using the effective interest method. Amortized cost is calculated by taking into account any discount or premium on the issue and fees that are an integral part of the effective interest rate. Gains and losses are recognized in profit or loss when the liabilities are derecognized or through the amortization process.

The Group classifies its trade and other payables (excluding statutory payables), lease liabilities and other noncurrent liabilities under this category.

Reclassification
The Group reclassifies its financial assets when, and only when, the Group changes its business model for managing those financial assets. The reclassification is applied prospectively from the first day of the first reporting year following the change in the business model (reclassification date).

For a financial asset reclassified out of the financial assets at amortized cost category to financial assets at FVPL, any gain or loss arising from the difference between the previous amortized cost of the financial asset and fair value is recognized in profit or loss.

For a financial asset reclassified out of the financial assets at amortized cost category to financial assets at FVOCI, any gain or loss arising from a difference between the previous amortized cost of the financial asset and fair value is recognized in other comprehensive income.

For a financial asset reclassified out of the financial assets at FVOCI category to financial assets at amortized cost, any gain or loss previously recognized in other comprehensive income, and any difference between the new amortized cost and maturity amount, are amortized to profit or loss over the remaining life of the investment using the effective interest method. If the financial asset is subsequently impaired, any gain or loss that has been recognized in other comprehensive income is reclassified from equity to profit or loss.

In the case of a financial asset that does not have a fixed maturity, the gain or loss shall be recognized in profit or loss when the financial asset is sold or disposed of. If the financial asset is subsequently impaired, any previous gain or loss that has been recognized in other comprehensive income is reclassified from equity to profit or loss.

Impairment of Financial Assets
The Group assesses at the end of each reporting year whether a financial asset or a group of financial assets is impaired.

The Group recognizes impairment loss based on expected credit loss (ECL), which is the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Group expects to receive. The difference is then discounted at an approximation to the asset's original effective interest rate.

For trade receivables, the Group calculates impairment based on lifetime ECL using a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

For other financial assets at amortized cost, which comprise cash equivalents, investment securities, other receivables (including due from related parties) and rental and security deposits, ECL is based on 12-month ECL, which pertains to the portion of lifetime ECL that results from default events on a financial instrument that are possible within 12 months after the reporting date.

However, when there has been a significant increase in credit risk since initial recognition, the allowance will be based on the lifetime ECL. When determining whether the credit risk of a financial asset has increased significantly since initial recognition, the Group compares the risk of a default occurring on the financial instrument as at the reporting date with the risk of a default occurring on the financial instrument as at the date of initial recognition and considers reasonable and supportable information, that is available without undue cost or effort and indicative of significant increases in credit risk since initial recognition.

Financial assets are written off when the Group has no reasonable expectations of recovering a financial asset in its entirety or a portion thereof.

Derecognition of Financial Assets and Liabilities
A financial asset (or where applicable, a part of a financial asset or part of a group of similar financial assets) is derecognized by the Group when:

- The rights to receive cash flows from the asset has expired; or

- The Group retains the right to receive cash flows from the asset, but has assumed an obligation to pay them in full without material delay to a third party under a "pass-through" arrangement; or

- The Group has transferred its rights to receive cash flows from the asset and either (a) has transferred substantially all the risks and benefits of the asset, or (b) has neither transferred nor retained substantially all the risks and benefits of the asset, but has transferred control over the asset.

Where the Group has transferred its rights to receive cash flows from an asset and has neither transferred nor retained substantially all the risks and benefits of the asset nor transferred control of the asset, the asset is recognized to the extent of the Group's continuing involvement in the asset. Continuing involvement that takes the form of a guarantee over the transferred asset, if any, is measured at the lower of original carrying amount of the asset and the maximum amount of consideration that the Group could be required to pay.

A financial liability is derecognized when the obligation under the liability is discharged, cancelled or has expired. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as a derecognition of the original liability and the recognition of a new liability, and the difference in the respective carrying amounts is recognized in profit or loss.

Offsetting of Financial Instruments
Financial assets and liabilities are offset and the net amount reported in the consolidated statement of financial position if, and only if, there is a currently enforceable legal right to offset the recognized amounts and there is an intention to settle on a net basis, or to realize the asset and settle the liability simultaneously.

Classification of Financial Instrument between Liability and Equity
A financial instrument is classified as liability if it provides for a contractual obligation to:

- Deliver cash or another financial asset to another entity;

- Exchange financial assets or financial liabilities with another entity under conditions that are potentially unfavorable to the Group; or

- Satisfy the obligation other than by the exchange of a fixed amount of cash or another financial asset for a fixed number of own equity shares.

If the Group does not have an unconditional right to avoid delivering cash or another financial asset to settle its contractual obligation, the obligation meets the definition of financial liability.

Investments in Joint Ventures

The Parent Company has interests in joint ventures, whereby the venturers have a contractual arrangement that establishes joint control. A joint venture is a contractual arrangement whereby two or more parties undertake an economic activity that is subject to joint control, and a jointly controlled entity is a joint venture that involves the establishment of a separate entity in which each venture has an interest.

Interest in a joint venture is initially recognized at cost and subsequently accounted for under the equity method of accounting. Under the equity method of accounting, the interest in a joint venture is carried at cost plus post-acquisition changes in the Group's share in the net assets of the joint venture, less any impairment in value. The share in the results of the operations of the joint venture is recognized in profit or loss. The Group's share of post-acquisition movements in the joint venture's equity reserves is recognized directly in equity.

Profits or losses resulting from the transactions between the Group and the joint venture are eliminated to the extent of the interest in the joint venture and for unrealized losses to the extent that there is no evidence of impairment of the asset transferred. Dividends received are treated as a reduction of the carrying value of the interest. If the Group's share of losses of a joint venture equals or exceeds its interest in the joint venture, the Group discontinues recognizing its share of further losses.

After the application of the equity method, the Group determines at the end of each reporting year whether there is any objective evidence that the investment may be impaired. If this is the case, the amount of impairment is calculated as the difference between the carrying amount of the investment and recoverable amount and recognizes the difference in profit or loss.

After the Group's investment is reduced to zero, additional losses are provided for, and a liability is recognized, only to the extent that the entity has incurred legal or constructive obligations or made payments on behalf of the joint venture. If the joint venture subsequently reports profits, the Group resumes the recognition of its share of those profits only after its share of the profits equals the share of losses not previously recognized.

Property and Equipment

Property and equipment are carried at historical cost less accumulated depreciation, amortization and any impairment in value. Historical cost includes expenditure that is directly attributable to the acquisition of the asset.

Subsequent costs are included in the asset's carrying amount or recognized as a separate asset only when it is probable that future economic benefits associated with the item will flow to the Group and the cost of the items can be measured reliably. All other repairs and maintenance are charged to profit or loss in the year these are incurred.

Major renovations that qualify for capitalization are depreciated and amortized over the remaining useful life of the related asset or up to the date of the next major renovation, whichever is shorter.

Depreciation and amortization are calculated using the straight-line method to allocate the cost over the estimated useful lives of the assets as follows:

Asset Type	Number of Years
Computer equipment	3 to 5
Communication equipment	3 to 5
Leasehold improvements	5 or lease term, whichever is shorter
Office furniture, fixtures and equipment	2 to 5
Transportation equipment	5

Depreciation and amortization commence when an asset is in its location or condition capable of being operated in the manner intended by management. Depreciation and amortization cease at the earlier of the date that the item is classified as held for sale (or included in a disposal group that is classified as held for sale) in accordance with PFRS 5, *Noncurrent Assets Held for Sale and Discontinued Operations*, and the date the asset is derecognized.

The estimated useful lives and depreciation and amortization method of property and equipment are reviewed, and adjusted if appropriate, periodically to ensure that these are consistent with the expected pattern of economic benefits from the items of property and equipment.

Fully depreciated property and equipment are retained in the books until these are no longer being used in the operations.

When an asset is disposed of or is permanently withdrawn from use and no future economic benefits are expected from its disposal, the cost and accumulated depreciation, amortization and any impairment are derecognized. Gains and losses on disposals or retirement are determined by comparing the proceeds with the carrying amount of the assets and are recognized in profit or loss.

Impairment of Nonfinancial Assets

The carrying amount of right-of-use (ROU) assets, property and equipment and investments in joint ventures are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognized in profit or loss for the amount by which the asset's carrying amount exceeds its recoverable amount.

The recoverable amount is the higher of an asset's fair value less costs to sell and value-in-use. For purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows (cash-generating units). Nonfinancial assets that suffered impairment are reviewed for possible reversal of the impairment at each reporting date.

Impairment losses recognized in prior years are assessed at each reporting date for any indications that the loss has decreased or no longer exists. An impairment loss is reversed if there has been a change in the estimates used to determine the recoverable amount. An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortization, had no impairment loss been recognized. After such a reversal, the depreciation and amortization are adjusted in future years to allocate the asset's revised carrying amount on a systematic basis over its remaining estimated useful lives.

Equity

Capital Stock. Capital stock is measured at par value for all shares issued.

Additional Paid-in Capital. Additional paid-in capital includes any premium received in the initial issuances of capital stock. Any transaction costs associated with the issuance of shares are deducted from additional paid-in capital, net of tax.

Parent Shares Held by a Subsidiary. Where any entity of the Group purchases the Parent Company's shares (treasury stock), the consideration paid, including any directly attributable incremental costs (net of related taxes), is deducted from equity until the shares are cancelled, reissued or disposed of. Where such shares are subsequently sold or reissued, any consideration received, net of any directly attributable incremental transactions costs and the related tax effect, is included in equity.

Retained Earnings. Retained earnings represent the cumulative balance of net income or loss, dividend distributions, effects of the changes in accounting policy and other capital adjustments.

Other Comprehensive Income (Loss)

Other comprehensive income (loss) comprises items of income and expenses (including items previously presented as other equity reserves under the consolidated statement of changes in equity) that are not recognized in profit or loss for the year. Other comprehensive income (loss), which is presented as "Other equity reserves," includes cumulative translation adjustment, cumulative fair value changes on investment securities and cumulative remeasurement gains or losses on retirement liability.

Revenue Recognition

Revenue from contract with customers is recognized when the performance obligation in the contract has been satisfied, either at a point in time or over time. Revenue is recognized over time if one of the following criteria is met: (a) the customer simultaneously receives and consumes the benefits as the Group perform its obligations; (b) the Group's performance creates or enhances an asset that the customer controls as the asset is created or enhanced; or (c) the Group's performance does not create an asset with an alternative use to the Group and the Group has an enforceable right to payment for performance completed to date. Otherwise, revenue is recognized at a point in time.
The Group also assesses its revenue arrangements to determine if it is acting as a principal or as an agent. The Group has assessed that it acts as a principal in all of its revenue sources.

The following specific recognition criteria must also be met before revenue is recognized:

Service Income. Revenue is recognized as services are rendered.

Interest income is outside the scope of PFRS 15. Specific recognition criteria is as follows:

Interest Income. Revenue is recognized as the interest accrues using the effective interest method that is the rate that exactly discounts estimated future cash receipts through the expected life of the financial instrument to the net carrying amount of the financial asset.

Cost and Expense Recognition

Costs and expenses are decreases in economic benefits during the year in the form of outflows, decrease of assets or incurrence of liabilities that result in decrease in equity, other than those relating to distributions to equity participants.

Cost of Services. Cost of services is recognized as expenses when the related services are rendered.

General and Administrative Expenses. General and administrative expenses constitute the costs of administering the business and costs incurred to sell and market the services. These expenses are recognized in profit or loss as incurred.

Interest Expense. Interest expense is recognized on lease liabilities which are measured at amortized cost using the effective interest method.

Employee Benefits

Short-term Benefits. The Group recognizes a liability net of amounts already paid and an expense for services rendered by employees during the year. Short-term benefits given by the Group to its employees include salaries and wages, social security contributions, short-term compensated absences, bonuses and non-monetary benefits.

Short-term employee benefit liabilities are measured on an undiscounted basis and are expensed as the related service is provided. The unpaid portion of the short-term employee benefits is measured on an undiscounted basis and is included as part of "Trade and Other Payables" account in the consolidated statement of financial position.

Retirement Benefits. Retirement benefit costs are actuarially determined using the projected unit credit method. This method reflects services rendered by employees up to the date of valuation and incorporates assumptions concerning employees' projected salaries. The calculation of defined benefit obligations is performed by a qualified actuary.

The Group recognizes service costs, comprising of current service costs, and interest cost or income in profit or loss. Net interest is calculated by applying the discount rate to the retirement liability.

Remeasurements of the retirement liability, which comprise actuarial gains and losses, are recognized immediately in other comprehensive income.

The retirement liability is the present value of the defined benefit obligation. The present value of the defined benefit obligation is determined by discounting the estimated future cash outflows using risk-free interest rate of government bonds that have terms to maturity approximating the terms of the related retirement and other long-term benefits liability.

Actuarial valuations are made annually so that the amounts recognized in the consolidated financial statements do not differ materially from the amounts that would be determined at the reporting date.

Termination Benefits. Termination benefits are payable when employment is terminated before the normal retirement date, or when an employee accepts voluntary redundancy in exchange for these benefits. The Group recognizes termination benefits when it is demonstrably committed to either: terminating the employment of current employees according to a detailed formal plan without possibility of withdrawal or providing termination benefits as a result of an offer made to encourage voluntary redundancy.

Leases

The Group as a Lessee. The Group recognizes ROU assets and lease liabilities at the lease commencement date. The ROU assets are initially measured at cost comprising the initial measurement of lease liabilities adjusted for any lease payments made at or before the commencement date less any lease incentives received, any initial direct and restoration costs.

The ROU assets are measured subsequently at cost, less amortization and any impairment losses. In addition, the cost is subsequently adjusted for any remeasurement of the lease liabilities resulting from reassessments or lease modifications.

The lease liabilities are initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the Group's incremental borrowing rate. Generally, the Group uses its incremental borrowing rate as the discount rate.

Lease payments included in the measurement of the lease liabilities comprise of the following:

- fixed payments (including in-substance fixed payments), less any lease incentives receivable
- variable lease payments that are based on an index or a rate
- amounts expected to be payable by the lessee under residual value guarantees
- the exercise price of a purchase option if the lessee is reasonably certain to exercise that option payment of penalties for terminating the lease, if the lease term reflects the lessee exercising that option.

The lease liabilities are measured at amortized cost using the effective interest method. It is remeasured when there is a change in future lease payments arising from a change in an index or rate, if there is a change in the Group's estimate of the amount expected to be payable under a residual value guarantee, or if the Group changes its assessment of whether it will exercise an extension or termination option.

Payments associated with short-term leases and leases of low-value assets are recognized on a straight-line basis of accounting as an expense in profit or loss. Short-term leases are leases with a lease term of 12 months or less.

The Group as a Lessor. Leases where the Group retains substantially all the risks and benefits of ownership of the asset are classified as operating leases. Initial direct costs incurred in negotiating an operating lease are added to the carrying amount of the leased asset and recognized on a straight-line basis over the lease term on the same basis as rental income. Contingent rents are recognized as revenue in the year in which these are earned.

Foreign Currencies

Transactions and Balances. Transactions in foreign currencies are initially recorded by the Group's entities at their respective functional currency spot rates at the date the transaction first qualifies for recognition.

Monetary assets and liabilities denominated in foreign currencies are translated at the functional currency spot rates of exchange at the reporting date.

Differences arising on settlement or translation of monetary items are recognized in profit or loss.

Non-monetary items that are measured in terms of historical cost in a foreign currency are translated using the exchange rates at the dates of the initial transactions. Non-monetary items measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value is determined. The gain or loss arising on translation of non-monetary items measured at fair value is treated in line with the recognition of gain or loss on change in fair value of the item.

Foreign Operations. The assets and liabilities of foreign operations are translated into Philippine Peso at the rate of exchange ruling at financial reporting date and, the profit and loss amounts are translated at the weighted average exchange rates for the year. The exchange differences arising on the translation are taken directly to "Cumulative translation adjustment," a separate component of equity included as part of "Other equity reserves." Upon disposal of a foreign operation, the cumulative translation adjustment relating to that particular foreign operation is recognized in profit or loss.

Income Taxes

Current Tax. Current tax assets and liabilities for the current and prior years are measured at the amount expected to be recovered from or paid to the taxation authorities. The tax rate and the tax laws used to compute the amount are those that are enacted or substantively enacted at the end of the reporting year.

Deferred Tax. Deferred tax is provided on all temporary differences at the end of reporting year between the tax bases of assets and liabilities and their carrying amounts for financial reporting purposes.

Deferred tax liabilities are recognized for all taxable temporary differences. Deferred tax liability is not recognized when it arises from the initial recognition of an asset or liability in a transaction that is not a business combination and, at the time of the transaction, affects neither the accounting profit or loss nor taxable profit or loss. Also, deferred tax liabilities are not provided on taxable temporary differences associated with investments in subsidiaries, associates and interests in joint ventures when the parent, investor, joint venturer or joint operator is able to control the timing of the reversal of the temporary difference and it is probable that the temporary difference will not reverse in the foreseeable future. Deferred tax assets are recognized for all deductible temporary differences, carryforward benefits of unused tax credits (excess of minimum corporate income taxes or MCIT over regular corporate income taxes or RCIT) and unused tax losses (net operating loss carryover or NOLCO), to the extent that it is probable that sufficient future taxable profit will be available against which the deductible temporary differences and carryforward benefits of unused tax credits and unused tax losses can be utilized.

The carrying amount of deferred tax assets is reviewed at the end of each reporting year and reduced to the extent that it is no longer probable that sufficient future taxable profit will be available to allow all or part of the deferred tax assets to be utilized. Unrecognized deferred tax assets are re-assessed at the end of each reporting year and are recognized to the extent that it has become probable that sufficient future taxable profit will allow the deferred tax asset to be recovered.

Deferred tax assets and liabilities are measured at the tax rate that are expected to apply to the year when the asset is realized or the liability is settled, based on tax rate (and tax laws) that have been enacted or substantively enacted at the end of reporting year.

Deferred tax assets and liabilities are offset if a legally enforceable right exists to set off the deferred tax assets against the deferred tax liabilities and the deferred taxes relate to the same taxable entity and the same taxation authority.

Deferred tax relating to items recognized outside profit or loss (either in other comprehensive income or directly in equity) is recognized outside profit or loss (either in other comprehensive income or directly in equity).

Related Party Relationship and Transactions

Related party transactions consist of transfers of resources, services or obligations between the Group and its related parties.

Parties are considered to be related if one party has the ability to control the other party or exercise significant influence over the other party in making financial and operating decisions. This includes: (a) individuals who, by owning directly or indirectly through one or more intermediaries, control or are controlled by, or under common control with the Group; (b) associates; and (c) individuals owning, directly or indirectly, an interest in the voting power of the Group that gives them significant influence over the Group and close members of the family of any such individual.

In considering each possible related party relationship, attention is directed to the substance of the relationship and not merely on legal form.

Earnings (Loss) per Share

The Group presents basic and diluted earnings (loss) per share. Basic and diluted earnings (loss) per share is calculated by dividing the net income (loss) by the weighted average number of common shares outstanding during the year, excluding parent shares held by a subsidiary.

There are no potential dilutive common shares as at December 31, 2023 and 2022.

Segment Reporting

An operating segment is a component of the Group that engages in business activities from which it may earn revenue and incur expenses, including revenue and expenses that relate to transactions with any of the Group's other components. The operating results of an operating segment are reviewed regularly by the chief operating decision maker, which is defined to be the Parent Company's BOD, to determine the resources to be allocated to the segment and assess its performance, and for which financial information is available.

Segment results that are reported to the chief operating decision maker include items directly attributable to a segment as well as those that can be allocated on a reasonable basis.

Segment capital expenditure is the total cost incurred during the year to acquire property and equipment and intangible assets.

Provisions and Contingencies

Provisions are recognized when the Group has a present legal or constructive obligation as a result of a past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation. If the effect of the time value of money is material, provisions are determined by discounting the expected future cash flows at a pretax rate that reflects current market assessment of the time value of money and, where appropriate, the risks specific to the liability.

Where discounting is used, the increase in the provision due to the passage of time is recognized as an interest expense.

Contingent liabilities are not recognized in the consolidated financial statements. These are disclosed in the notes to consolidated financial statements unless the possibility of an outflow of resources embodying economic benefits is remote. Contingent assets are not recognized in the consolidated financial statements but are disclosed in the notes to consolidated financial statements when an inflow of economic benefits is probable.

Events after the Reporting Year
Post year-end events that provide additional information about the Group's financial position at the end of reporting year (adjusting events) are reflected in the consolidated financial statements when material. Post year-end events that are non-adjusting events are disclosed in the notes to consolidated financial statements, when material.

3. Significant Judgments, Accounting Estimates and Assumptions

The preparation of the consolidated financial statements requires the Group to exercise judgments, make accounting estimates and use assumptions that affect the reported amounts of assets, liabilities, income, expenses and related disclosures. The Group makes accounting estimates and uses assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. Future events may occur which will cause the assumptions used in arriving at the estimates to change. The effects of any change in estimates are reflected in the consolidated financial statements as these become reasonably determinable.

Judgments, accounting estimates and assumptions are continuously evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The Group believes the following represent a summary of significant judgments, accounting estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities, as well as to the related revenues and expenses, within the next year, and related impact and associated risk in the consolidated financial statements.

Judgments
In the process of applying the Group's accounting policies, management exercises judgment on the following items, apart from those involving estimations, which have the most significant effect on the amounts recognized in the consolidated financial statements.

Determining the Functional Currency. Based on the economic substance of the underlying circumstances, the Group has determined that its functional currency is the Philippine Peso. The Philippine Peso is the currency of the primary economic environment in which the Parent Company and certain subsidiaries operate. It is the currency that mainly influences the sale of services and the costs of providing the services.

Determining the Operating Segments. Determination of operating segments is based on the information about components of the Group that management uses to make decisions about the operating matters. Operating segments use internal reports that are regularly reviewed by the Parent Company's chief operating decision maker in order to allocate resources to the segment and assess its performance. The Parent Company reports separate information about an operating segment that meets any of the following quantitative thresholds: (a) its reported revenue, including both sales to external customers and intersegment sales or transfers, is 10% or more of the combined revenue, internal and external, of all operating segments; (b) the absolute amount of its reported profit or loss is 10% or more of the greater, in absolute amount, of (i) the combined reported profit of all operating segments that did not report a loss and (ii) the combined reported loss of all operating segments that reported a loss; and (c) its assets are 10% or more of the combined assets of all operating segments.

The Group determined that its operating segments are organized and managed separately based on the nature of the business segment, with each business representing a strategic business segment (see Note 4).

Recognizing the Deferred Tax Liability on Undistributed Income of a Foreign Subsidiary. Since Paxys N.V., a company incorporated and domiciled in Curacao, is a wholly owned subsidiary of the Parent Company, management believes that the Parent Company can control the timing of the dividend distribution of Paxys N.V. to the Parent Company and it is probable that the temporary difference will not reverse in the foreseeable future. Thus, no deferred tax liability was recognized on the undistributed income of Paxys N.V. Unrecognized deferred tax liability on undistributed income of a foreign subsidiary amounted to ₱840.2 million and ₱808.6 million as at December 31, 2023 and 2022, respectively (see Note 20).

Determining the Classification of Financial Instruments. Classification of financial instruments under PFRS 9 depends on the results of the business model test and "sole payment of principal and interest" (SPPI) test performed by the Group. The Group exercises judgment in determining the business model to be used in managing its financial instruments to achieve its business objectives.

The classification of various financial assets and liabilities of the Group are disclosed in Note 2.

Determining the Classification of Lease Arrangements and Appropriate Lease Term and Discount Rates. The Group, as a lessee, has various lease agreements with third parties for office space, parking space, storage and equipment.

The Group has exercised significant judgment in determining the lease term as the non-cancellable term of the lease, together with any periods covered by an option to extend the lease if it is reasonably certain to be exercised, or in any periods covered by an option to terminate the lease, if it is reasonably certain not to be exercised.

The leases are renewable upon mutual agreement by both parties or by the option of the lessee to be covered by a separate and new lease agreement. Accordingly, the renewal option was not considered in the lease term.

Significant management judgment was likewise exercised by the Group in determining the discount rate to be used in calculating the present value of ROU assets and lease liabilities. The discount rate of 4% also served as the incremental borrowing rate of the Group.

Rent expense amounting to ₱0.6 million, ₱0.8 million, ₱2.0 million in 2023, 2022, and 2021, respectively, includes rent on low-value asset leases on storage and equipment (see Note 22).

As at December 31, 2023 and 2022, ROU assets amounted to ₱23.8 million and ₱43.9 million, respectively. Amortization on ROU assets amounted to ₱20.0 million in 2023, ₱17.2 million in 2022, and ₱15.2 million in 2021 (see Note 22).

As at December 31, 2023 and 2022, lease liabilities amounted to ₱23.6 million and ₱45.0 million, respectively. Interest expense on lease liabilities amounted to ₱1.4 million, ₱1.9 million, and ₱1.5 million in 2023, 2022, and 2021, respectively (see Note 22).

The Group, as a lessor, has existing lease agreements for the sublease of its office space. The Group has determined that it retains the significant risk and benefits of ownership over the leased properties. Accordingly, the Company accounts for the lease agreements as operating leases.

Rent income amounted to ₱6.9 million, ₱3.7 million and ₱3.1 million in 2023, 2022 and 2021, respectively (see Note 22).

Evaluating Contingencies. The Group is a party to certain lawsuits or claims arising from the ordinary course of business. However, the Group's management and legal counsel believe that the eventual liabilities under these lawsuits or claims, if any, will not have a material effect on the consolidated financial statements.

Accounting Estimates and Assumptions

The key assumptions concerning future and other key sources of estimation at the reporting date, that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities are discussed below. The Group based its assumptions and estimates on parameters available when the consolidated financial statements were prepared. Existing circumstances and assumptions about future developments, however, may change due to market changes or circumstances arising beyond the control of the Group. Such changes are reflected in the assumptions when these occur.

Determining the Fair Value of Financial Instruments. Certain financial assets are carried at fair value and whose fair values are disclosed, which requires extensive use of accounting estimates. When the fair values of financial assets recorded or disclosed in the consolidated statements of financial position cannot be measured based on quoted prices in active market, their fair value is measured using valuation techniques including the Discounted Cash Flow model. The inputs to this model are taken from observable market where possible, but where this is not feasible, a degree of judgment is required in establishing fair values. Judgments include considerations of inputs such as liquidity risk, credit risk and volatility. Changes in assumptions about these factors could affect the reported fair value of financial instruments.

Fair values of financial assets and liabilities are presented in Note 23, *Financial Instruments*.

Assessing Impairment Losses on Financial Assets. Impairment losses on financial assets are determined based on expected credit losses. In assessing the expected credit losses, the Group uses historical loss experience adjusted for forward-looking factors, as appropriate.

The Group's cash and cash equivalents are maintained at reputable financial institutions with good industry rating and score.

For investment securities, except for financial assets at FVPL, the Group estimates impairment based on 12-month expected credit loss. Investment securities at amortized cost and FVOCI, which have credit quality equivalent to "high grade" and have low credit risk at reporting date, are presumed to have no significant increase in credit risk since initial recognition.

The Group estimates impairment on trade receivables based on lifetime expected credit loss using a provision matrix that is based on days past due and takes into consideration historical credit loss experience, adjusted for forward-looking factors, as applicable. Management recognizes losses on credit-impaired receivables from related parties considering its ability to pay based on its available assets.

No provision for impairment losses on financial assets at amortized cost and FVOCI were recognized in 2023, 2022 and 2021.

The carrying amounts of financial assets at amortized cost and FVOCI as at December 31, 2023 and 2022 are as follows:

	Note	2023	2022
Cash and cash equivalents	5	**₱2,372,129**	₱2,847,269
Investment securities at:	6		
FVOCI		**1,245,519**	833,672
Amortized cost		**371,569**	238,093
Trade and other receivables	7	**94,506**	62,024
Rental and security deposits	22	**4,841**	5,119

Assessing Impairment Losses on Input VAT. The provision for impairment losses on input VAT is maintained at a level considered adequate to provide for potentially unrecoverable claims. The Group, on a continuing basis, makes a review of the status of the claims, designed to identify those to be provided with any impairment losses. In these cases, management uses judgment based on the best available facts and circumstances. The amount and timing of recorded expenses for any year would therefore differ based on the judgments or estimates made.

The carrying amount of input VAT amounted to ₱28.3 million and ₱27.0 million as at December 31, 2023 and 2022, respectively (see Note 8).

Assessing the Impairment of Nonfinancial Assets. The Group assesses at the end of each reporting year whether there is any indication that the nonfinancial assets listed below may be impaired. If such an indication exists, the Group estimates the recoverable amount of the asset, which is the higher of an asset's fair value less costs to sell and its value-in-use. In determining fair value less costs to sell, an appropriate valuation model is used, which can be based on quoted prices or other available fair value indicators. In estimating the value-in-use, the Group is required to make an estimate of the expected future cash flows from the cash generating unit and also to choose an appropriate discount rate in order to calculate the present value of those cash flows.

Determining the recoverable amounts of the nonfinancial assets, which involves the determination of future cash flows expected to be generated from the continued use and ultimate disposition of such assets, requires the use of estimates and assumptions that can materially affect the consolidated financial statements. Future events could indicate that these nonfinancial assets are impaired. Any resulting impairment loss could have a material adverse impact on the financial condition and results of operations of the Group.

The carrying amount of nonfinancial assets that are subject to impairment assessment when impairment indicators are present (such as obsolescence, physical damage, significant changes to the manner in which the asset is used, worse than expected economic performance, a drop in revenue or other external indicators) are as follows:

	Note	2023	2022
ROU assets	22	**₱23,826**	₱43,944
Property and equipment	10	**466**	1,270
Intangible assets	11	**11**	28

Investments in joint ventures are fully provided with allowance for impairment losses as at December 31, 2023 and 2022 (see Note 9).

Determining Retirement Liability. The determination of the cost of retirement benefits and related retirement liability is dependent on the selection of certain assumptions used by the actuary in calculating such amounts. The assumptions, which include among others, discount rate and salary increase rate are described in Note 13.

Actual results that differ from the assumptions are accumulated and are recognized as part of other comprehensive income. While management believes that the assumptions are reasonable and appropriate, significant differences in the Group's actual experience of significant changes in the assumptions may materially affect the retirement liability.

Retirement liability amounted to ₱6.9 million and ₱6.3 million as at and December 31, 2023 and 2022, respectively. The retirement benefits expense amounted to ₱0.6 million, ₱0.5 million and ₱0.8 million in 2023, 2022 and 2021, respectively (see Note 13).

Assessing the Realizability of Deferred Tax Assets. The Group reviews the carrying amounts at the end of each reporting year and reduces the amount of deferred tax assets to the extent that it is no longer probable that sufficient future taxable profit will be available to allow all or part of the deferred income tax assets to be utilized.

Deferred tax assets as at December 31, 2023 and 2022 were not recognized because management believes that sufficient future taxable income may not be available against which the carry forward benefits of NOLCO, excess of MCIT over RCIT and other deductible temporary differences may be utilized. Unrecognized deferred tax assets amounted to ₱69.1 million and ₱57.4 million as at December 31, 2023 and 2022, respectively (see Note 20).

4. Segment Information

The Group's operating businesses are organized and managed separately according to the nature of the services provided, with each segment representing a strategic business unit that offers different services and serves different market.

Segment Assets and Liabilities. Segment assets include all operating assets used by a segment and consist principally of operating cash, receivables, property and equipment and intangible assets. Segment liabilities include all operating liabilities and consist principally of trade and other payables.

Inter-segment Transactions. Segment revenue, segment expenses and segment performance include transfers among business segments. Such transfers are eliminated in consolidation.

Management monitors the operating results of its business units separately for the purpose of making decisions about resource allocation and performance assessment. Segment performance is evaluated based on operating income or loss and is measured consistently with operating income or loss in the consolidated financial statements.

Business segment information is reported on the basis that is used internally for evaluating segment performance and deciding how to allocate resources among operating segments. For management purposes, the Group is organized into business units based on the services rendered and has two reportable operating segments as follows:

- Outsourcing - This segment pertains to outsourcing services of the Group which include data conversion, managed services, leasing and subleasing, and other outsourcing services. On March 31, 2022, SWA and its client in the data conversion services terminated its agreement. As a result, employees servicing this customer, were separated effective in April 2022. SWA expanded its managed facility and support services in 2022.

- Others - This segment includes holding and investment companies, which consist of the Parent Company, Paxys N.V., and other non-operating subsidiaries.

Business Segment Information

The following table presents the revenue and expenses and certain assets and liabilities information of the Group's business segments as at and for the years ended December 31, 2023, 2022 and 2021.

	2023			
	Outsourcing	**Others**	**Eliminations**	**Consolidated**
Results of Operations				
Revenue from external customers	**₱16,662**	**₱–**	**₱–**	**₱16,662**
Cost and expenses	**(15,607)**	**(82,648)**	**–**	**(98,255)**
Operating income (loss)	**1,055**	**(82,648)**	**–**	**(81,593)**
Interest income	**562**	**189,347**	**–**	**189,909**
Net foreign exchange gain (loss)	**477**	**(924)**	**(24)**	**(471)**
Other income	**9,906**	**3,495**	**–**	**13,401**
Interest expense on lease liabilities	**(490)**	**(932)**	**–**	**(1,422)**
Income tax expense	**(229)**	**(8,870)**	**–**	**(9,099)**
Net income	**₱11,281**	**₱99,468**	**(₱24)**	**₱110,725**
Assets and Liabilities				
Assets	**₱50,763**	**₱5,754,824**	**(₱1,654,340)**	**₱4,151,247**
Liabilities	**61,812**	**189,546**	**(190,374)**	**60,984**
Other Segment Information				
Capital expenditures:				
Property and equipment	**₱–**	**₱6**	**₱–**	**₱6**
Depreciation and amortization	**13,155**	**7,690**	**–**	**20,845**

	2022			
	Outsourcing	Others	Eliminations	Consolidated
Results of Operations				
Revenue from external customers	₱29,044	₱–	₱–	₱29,044
Cost and expenses	(22,917)	(76,934)	–	(99,851)
Operating income (loss)	6,127	(76,934)	–	(70,807)
Interest income	125	88,504	–	88,629
Net foreign exchange gain (loss)	1,719	9,752	(2,178)	9,293
Other income	6,379	5,445	–	11,824
Interest expense on lease liabilities	(700)	(1,217)	–	(1,917)
Income tax expense	(167)	(5,781)	–	(5,948)
Net income (loss)	₱13,483	₱19,769	(₱2,178)	₱31,074
Assets and Liabilities				
Assets	₱59,970	₱5,661,284	(₱1,653,548)	₱4,067,706
Liabilities	74,178	197,331	(189,083)	82,426
Other Segment Information				
Capital expenditures:				
Property and equipment	₱338	₱157	₱–	₱495
Intangible assets	–	18	–	18
Depreciation and amortization	10,592	7,864	–	18,456

	2021			
	Outsourcing	Others	Eliminations	Consolidated
Results of Operations				
Revenue from external customers	₱44,680	₱–	₱–	₱44,680
Cost and expenses	(32,036)	(76,486)	–	(108,522)
Operating income (loss)	12,644	(76,486)	–	(63,842)
Other income	4,468	8,487	–	12,955
Net foreign exchange gain (loss)	1,156	5,763	(1,088)	5,831
Interest expense on lease liabilities	(785)	(745)	–	(1,530)
Interest income	5	35,583	–	35,588
Income tax expense	(75)	(2,340)	–	(2,415)
Net income (loss)	₱17,413	(₱29,738)	(₱1,088)	(₱13,413)
Assets and Liabilities				
Assets	₱66,872	₱5,441,405	(₱1,657,819)	₱3,850,458
Liabilities	82,761	198,705	(193,511)	87,955
Other Segment Information				
Capital expenditures:				
Property and equipment	₱570	₱188	₱–	₱758
Intangible assets	–	15	–	15
Depreciation and amortization	8,595	8,500	–	17,095

The outsourcing segment is managed and operated in the Philippines. Other reportable segments include the Parent Company and other non-operating companies with excess funds invested in corporate bonds and other short-term deposits from various banks. Interest income earned from these funds amounted to ₱189.9 million, ₱88.6 million and ₱35.6 million in 2023, 2022 and 2021, respectively (see Note 19).

5. Cash and Cash Equivalents

This account consists of:

	2023	2022
Cash on hand and in banks	**₱46,313**	₱33,626
Cash equivalents	**2,325,816**	2,813,643
	₱2,372,129	₱2,847,269

Cash in banks earn interest at the respective bank deposit rates. Cash equivalents are time deposits made for varying periods, depending on the immediate cash requirements of the Group, and earn interest at the respective short-term deposit rates. Any pre-termination or redemption prior to maturity date shall not result in significant change in investment values and penalties.

Total interest income earned amounted to ₱127.9 million, ₱44.6 million and ₱12.0 million in 2023, 2022 and 2021, respectively (see Note 19).

6. Investment Securities

This account consists of financial assets measured at:

	2023	2022
FVOCI	**₱1,245,519**	₱833,672
Amortized cost	**371,569**	238,093
	₱1,617,088	₱1,071,765

Financial Assets at FVOCI

These pertain to investment in funds managed by international banks which provide fixed interest income and capital appreciation.

Movements in financial assets at FVOCI follow:

	2023	2022
Balances at beginning of the year	**₱833,672**	₱831,507
Additions	**401,333**	–
Unrealized fair value gain (loss)	**16,961**	(76,519)
Translation adjustment	**(6,447)**	78,684
Balances at end of year	**₱1,245,519**	₱833,672

Unrealized fair value gain amounting to ₱17.0 million in 2023 and unrealized fair value loss amounting to ₱76.5 million and ₱14.6 million in 2022 and 2021, respectively, were reported in other comprehensive income.

Gain on redemption on debt securities recognized in profit or loss amounted to nil in 2023 and 2022 and ₱8.2 million in 2021 (see Note 19).

Interest income earned from these financial assets amounted to ₱51.0 million, ₱26.5 million and ₱15.6 million in 2023, 2022 and 2021, respectively (see Note 19).

Financial Assets at Amortized Cost

These consist of bonds with fixed interest rate and maturity date until 2030. Interest income earned from these bonds amounted to ₱11.0 million, ₱17.6 million and ₱8.0 million in 2023, 2022 and 2021, respectively (see Note 19).

Movements in financial assets at amortized cost follow:

	2023	2022
Balances at beginning of the year	**₱238,093**	₱705,597
Additions	**367,592**	1,172,013
Redemption	**(237,532)**	(1,677,133)
Discount (premium) amortization	**3,784**	(31,493)
Translation adjustment	**(368)**	69,109
Balances at end of the year	**₱371,569**	₱238,093

Financial Assets at FVPL

These pertain to investments in unit investment trust fund (UITF) at local and international banks.

Movements in financial assets at FVPL in 2022 follow:

Balances at beginning of the year	₱45,466
Redemption	(52,317)
Additions	6,954
Fair value changes	(103)
Balances at end of year	₱–

Unrealized gain from fair value changes on investment securities at FVPL amounted to nil in 2023 and 2022 and ₱0.1 million in 2021 (see Note 19).

Realized loss from redemption of investment in UITF amounted to ₱0.1 million in 2022 and realized gain amounted to ₱0.1 million in 2021 (see Note 19).

7. Trade and Other Receivables

This account consists of:

	Note	**2023**	2022
Trade		**₱10,294**	₱10,958
Due from related parties	15	**100,904**	95,632
Accrued interest		**72,635**	38,021
Others		**18,099**	18,083
		201,932	162,694
Allowance for impairment losses		**(107,426)**	(100,670)
		₱94,506	₱62,024

Trade receivables are noninterest-bearing with average credit terms of 30 to 60 days.

Accrued interest is normally received within one year after the reporting date.

Other receivables comprise of receivables from third parties and employees which are collectible upon demand.

Movements in the allowance for impairment losses are as follows:

	Note	2023	2022
Balance at beginning of year		**₱100,670**	₱96,619
Provision	17	**6,756**	4,051
Balance at end of year		**₱107,426**	₱100,670

Details of allowance for impairment losses as at December 31, 2023 and 2022 are as follows:

	Note	2023	2022
Trade		**₱9,616**	₱9,616
Due from related parties	15	**80,126**	73,370
Others		**17,684**	17,684
		₱107,426	₱100,670

8. Other Current Assets

This account consists of:

	2023	2022
Input VAT	**₱77,938**	₱76,656
Prepaid expenses	**4,912**	4,060
	82,850	80,716
Allowance for impairment losses on input VAT	**(49,607)**	(49,607)
	₱33,243	₱31,109

Prepaid expenses include prepaid insurance, subscriptions and creditable withholding taxes.

9. Investments in Joint Ventures

The following are the joint ventures of the Group:

	Place of Incorporation	Principal Activity	Percentage of Ownership
Paxys Global Services Dalian Ltd (PGS Dalian)	China	Call center	50.0%
Simpro Solutions Limited (SSL)	Hong Kong	Call center	50.0%

The investments in joint ventures, with an aggregate cost of ₱28.7 million, are fully provided with allowance for impairment losses as at December 31, 2023 and 2022.

The Group has no outstanding commitments with the joint ventures as at December 31, 2023 and 2022. The joint ventures have no contingent liabilities or capital investments as at December 31, 2023 and 2022.

10. Property and Equipment

The balances and movements of this account are as follows:

		2023					
	Note	Computer Equipment	Communication Equipment	Leasehold Improvements	Office Furniture, Fixtures and Equipment	Transportation Equipment	Total
Cost							
Balances at beginning of year		₱110,406	₱7,624	₱158,233	₱13,871	₱9,749	₱299,883
Additions		6	–	–	–	–	6
Balances at end of year		110,412	7,624	158,233	13,871	9,749	299,889
Accumulated Depreciation and Amortization							
Balances at beginning of year		110,060	7,624	157,513	13,667	9,749	298,613
Depreciation and amortization	19	191	–	471	148	–	810
Balances at end of year		110,251	7,624	157,984	13,815	9,749	299,423
Net Book Value		₱161	₱–	₱249	₱56	₱–	₱466

		2022					
	Note	Computer Equipment	Communication Equipment	Leasehold Improvements	Office Furniture, Fixtures and Equipment	Transportation Equipment	Total
Cost							
Balances at beginning of year		₱110,316	₱7,624	₱161,048	₱15,279	₱9,749	₱304,016
Additions		157	–	338	–	–	495
Disposal		(67)	–	(3,153)	(1,408)	–	(4,628)
Balances at end of year		110,406	7,624	158,233	13,871	9,749	299,883
Accumulated Depreciation and Amortization							
Balances at beginning of year		109,848	7,624	160,075	14,704	9,749	302,000
Depreciation and amortization	19	279	–	591	352	–	1,222
Disposal		(67)	–	(3,153)	(1,389)	–	(4,609)
Balances at end of year		110,060	7,624	157,513	13,667	9,749	298,613
Net Book Value		₱346	₱–	₱720	₱204	₱–	₱1,270

As at December 31, 2023 and 2022, fully depreciated property and equipment amounting to ₱68.6 million and ₱63.6 million, respectively, are still being used by the Group.

11. Other Noncurrent Assets

This account consists of:

	Note	2023	2022
Creditable withholding tax for refund		**₱5,137**	₱5,178
Rental and security deposits	22	**4,841**	5,119
Intangible assets		**11**	28
		₱9,989	₱10,325

Creditable withholding tax pertains to unused balance from prior years. The Company will assess the need and timing to file for refund.

Rental and security deposits mainly pertain to cash deposits on lease agreements, which are refundable at the end of the lease period.

Intangible assets pertain to computer software and programs, which are amortized over three to five years. Movements in this account are as follows:

	Note	2023	2022
Cost			
Balance at beginning of year		**₱15,624**	₱15,606
Additions		**–**	18
Balance at end of year		**15,624**	15,624
Accumulated Amortization			
Balance at beginning of year		**15,596**	15,565
Amortization	19	**17**	31
Balance at end of year		**15,613**	15,596
Net Book Value		**₱11**	₱28

12. Trade and Other Payables

This account consists of:

	Note	2023	2022
Trade		**₱722**	₱2,105
Accrued expenses:			
Contracted services		**4,319**	2,929
Taxes and licenses		**1,753**	1,753
Professional fees		**1,721**	3,571
Salaries and wages		**391**	377
Rent		**296**	292
Dividends	14	**6,554**	6,554
Statutory payables		**6,212**	6,298
Others		**5,470**	4,081
		₱27,438	₱27,960

Trade payables are noninterest-bearing and are normally settled on a 60-day term.

Accrued expenses are normally settled within 30 to 60 days.

Statutory payables represent withholding taxes payable, SSS, HDMF and PhilHealth premiums, and other liabilities to the government agencies.

Others mainly pertain to advance payments received from customers of SWA.

13. Retirement Benefits

The Parent Company maintains a separate unfunded, non-contributory, and defined benefit plan covering all eligible employees. An independent actuary conducts an actuarial valuation of the retirement liability. The latest actuarial report is as at December 31, 2021 for the Parent Company. Management has assessed that the Parent Company's estimates of retirement expense and retirement liability as at and for the year ended December 31, 2023 do not significantly differ had the Parent Company obtained an updated actuarial valuation in 2023.

The retirement benefits expense recognized in the consolidated statement of income is as follows (see Note 18):

	2023	2022	2021
Current service costs	**₱138**	₱114	₱332
Interest costs	**434**	427	455
	₱572	₱541	₱787

The net cumulative remeasurement gains (losses) on retirement liability recognized as other comprehensive income follows:

	2023	2022	2021
Balance at beginning of year	**(₱295)**	₱4,457	₱1,358
Remeasurement gain	**–**	851	3,099
Derecognition of remeasurement gains	**–**	(5,603)	–
Balance at end of year	**(₱295)**	(₱295)	₱4,457

Changes in the present value of retirement liability are as follows:

	2023	2022
Balance at beginning of year	**₱6,337**	₱9,335
Current service costs	**138**	114
Interest costs	**434**	427
Payment of retirement liability	**–**	(2,688)
Remeasurement gain	**–**	(851)
Balance at end of year	**₱6,909**	₱6,337

The principal assumptions used in determining the retirement liability are shown below:

	2023	2022
Discount rate	**6.10%**	7.00%
Salary increase rate	**2.00%**	2.00%

The sensitivity analysis based on reasonably possible changes of the assumptions as at December 31, 2023 is as follows:

	Change in Assumption	Effect on Retirement Liability
Discount rate	+100 bps	(₱1,132)
	-100 bps	1,400
Salary rate	+100 bps	1,461
	-100 bps	(1,192)

Each sensitivity analysis on the significant actuarial assumptions was prepared by remeasuring the defined benefit liability at the end of each reporting date after adjusting one of the current assumptions according to the applicable sensitivity increment or decrement (based on changes in the relevant assumption that were reasonably possible at the valuation date) while all other assumptions remained unchanged. The corresponding change in the defined benefit liability was expressed as a percentage change from the base defined benefit liability.

As at December 31, 2023, expected future benefit payments are shown below:

Within one year	₱5,327,161
More than five years	621,418
	₱5,948,579

The weighted average duration of the defined benefit obligation at the end of the reporting year is at 6.4 years.

14. Equity

Capital Stock
This account consists of the following:

	Number of Shares	Amount
Common Stock "Class A" - ₱1 par value		
Authorized	1,800,000,000	₱1,800,000
Issued and outstanding	1,148,534,866	1,148,535

Number of shares and par value figures are stated at absolute values.

Additional Paid-in Capital
This account consists of:

Premium on issuance of shares of stock	₱348,213
Premium on forfeited stock option	103,151
	₱451,364

Premium on issuance of shares of stock represents the excess of paid-up capital over the par value of capital stock. Premium on forfeited stock option represents increase in equity arising from equity-settled share-based payment transactions.

Parent Shares Held by a Subsidiary
In 2014, Paxys N.V., through a tender offer, purchased 345,622,477 common shares of the Parent Company representing 30.09% of its outstanding capital stock for a total consideration of ₱1,149.9 million.

Retained Earnings
Undistributed retained earnings of a foreign subsidiary amounting to ₱3,361 million and ₱3,234 million as at December 31, 2023 and 2022, respectively, are not available for dividend declaration until these are distributed by the subsidiary to the Parent Company.

Dividends payable of the Parent Company as at December 31, 2023 and 2022 amounted to ₱6.6 million, which pertain to dividends declared in prior years (see Note 12).

15. Related Party Transactions and Balances

In the normal course of business, the Group has transactions and balances with related parties pertaining to noninterest-bearing advances as follows:

Related Party	Year	Transactions during the Year	Due from Related Parties (see Note 7)
Joint Venture	**2023**	**₱1,590**	**₱17,871**
	2022	262	16,281
Entities with Common Stockholders	**2023**	**3,682**	**83,033**
	2022	6,669	79,351
	2023		**₱100,904**
	2022		95,632

Outstanding balances are unsecured, noninterest-bearing with no fixed repayment terms and are normally settled in cash. No guarantees have been provided or received for these balances. Impairment assessment is undertaken at each reporting date.

Allowance for impairment losses related to these receivables amounted to ₱80.1 million and ₱73.4 million as at December 31, 2023 and 2022, respectively (see Note 7).

Compensation of Key Management Personnel of the Group

	2023	2022	2021
Salaries and wages	**₱13,919**	₱13,919	₱13,919
Professional fees	**5,161**	7,168	5,124
Other short-term benefits	**3,780**	2,643	2,590
	₱22,860	₱23,730	₱21,633

16. Cost of Services

This account consists of:

	Note	**2023**	2022	2021
Depreciation and amortization	19	**₱13,155**	₱10,592	₱8,266
Utilities		**2,406**	3,313	3,068
Association dues		**45**	206	252
Communication		**1**	1,774	3,197
Personnel cost	18	**–**	3,684	12,821
Security and janitorial services		**–**	2,203	2,935
Rent	22	**–**	294	109
Supplies		**–**	40	147
Others		**–**	811	1,241
		₱15,607	₱22,917	₱32,036

Others pertain to insurance, transportation and travel, taxes and licenses, dues and repairs and maintenance and other miscellaneous expenses.

17. General and Administrative Expenses

This account consists of:

	Note	2023	2022	2021
Professional fees		**₱27,075**	₱26,617	₱24,022
Personnel cost	18	**21,665**	22,163	26,064
Depreciation and amortization	19	**7,690**	7,864	8,829
Provision for impairment loss on receivables	7	**6,756**	4,051	–
Bank charges		**2,951**	2,921	2,348
Utilities		**2,861**	2,795	2,694
Entertainment, amusement and recreation		**2,306**	702	441
Communication		**1,711**	1,904	1,716
Insurance		**1,559**	1,450	1,600
Security and janitorial services		**1,540**	1,431	1,404
Membership dues		**660**	593	600
Rent	22	**580**	550	1,879
Transportation and travel		**528**	470	370
Provision for impairment losses on input VAT		**–**	–	7
Others		**4,766**	3,423	4,512
		₱82,648	₱76,934	₱76,486

Others consist of association dues, taxes and licenses, supplies and repairs and maintenance.

18. Personnel Costs

This account consists of:

	Note	2023	2022	2021
Salaries and wages		**₱17,744**	₱23,029	₱31,771
Retirement benefits	13	**572**	541	787
Trainings		**18**	74	103
Other employee benefits		**3,331**	2,203	6,224
		₱21,665	₱25,847	₱38,885

Other employee benefits pertain mainly to statutory contributions, incentives, and health care and insurance benefits of employees.

Personnel costs are allocated as follows:

	Note	2023	2022	2021
Cost of services	16	**₱–**	₱3,684	₱12,821
General and administrative expenses	17	**21,665**	22,163	26,064
		₱21,665	₱25,847	₱38,885

19. Interest Income, Other Income, Depreciation and Amortization

Interest Income

	Note	2023	2022	2021
Cash and cash equivalents	5	**₱127,894**	₱44,573	₱11,973
Investment securities:	6			
Financial assets at:				
FVOCI		**51,046**	26,486	15,601
Amortized cost		**10,969**	17,570	8,014
		₱189,909	₱88,629	₱35,588

Other Income

	Note	2023	2022	2021
Rent	22	**₱6,890**	₱3,666	₱3,095
Gain (loss) on redemption of investment securities at:	6			
FVPL		**–**	(103)	134
FVOCI		**–**	–	8,243
Unrealized fair value gain on investment securities at FVPL	6	**–**	–	98
Others		**6,511**	8,261	1,385
		₱13,401	₱11,824	₱12,955

Others pertain to income from sublease of office and parking spaces to third parties .

Depreciation and Amortization
This account consists of:

	Note	2023	2022	2021
ROU assets	22	**₱20,018**	₱17,203	₱15,205
Property and equipment	10	**810**	1,222	1,670
Intangible assets	11	**17**	31	220
		₱20,845	₱18,456	₱17,095

Depreciation and amortization are allocated as follows:

	Note	2023	2022	2021
Cost of services	16	**₱13,155**	₱10,592	₱8,266
General and administrative expenses	17	**7,690**	7,864	8,829
		₱20,845	₱18,456	₱17,095

20. Income Taxes

a. The components of current income tax expense as presented in the consolidated statement of income are as follows:

	2023	2022	2021
Final tax	**₱8,863**	₱5,679	₱2,341
MCIT	**236**	269	74
	₱9,099	₱5,948	₱2,415

b. The reconciliation of income tax expense (benefit) computed at statutory tax rate and income tax expense as shown in the consolidated statement of income is as follows:

	2023	2022	2021
Income tax expense (benefit) at statutory income tax rate	**₱29,956**	₱9,256	(₱2,750)
Income tax effects of:			
Nontaxable income	**(31,474)**	(15,676)	(2,116)
Interest income subjected to final tax	**(12,223)**	(5,417)	(6,556)
Others	**10,897**	2,643	869
Expired NOLCO	**–**	17,436	15,064
Net changes in unrecognized net deferred tax assets	**11,744**	(2,564)	(15,442)
Expired MCIT	**389**	475	208
Effect of changes in income tax rate	**–**	–	13,220
Difference in the tax rates of subsidiaries	**(190)**	(205)	(97)
Expenses subject to 10% preferential income tax rate	**–**	–	15
	₱9,099	₱5,948	₱2,415

The Corporate Recovery and Tax Incentives for Enterprises (CREATE) Act or RA No. 11534 was signed into law on March 26, 2021 and took effect on April 11, 2021 which reduced the corporate income tax rate from 30% to 25% starting July 1, 2020. In 2021, the change in effective tax rate resulted to a reduction in the current income tax expense by ₱0.1 million and increase in comprehensive income by ₱0.1 million.

The composition of current income tax expense in 2021 are as follows:

Current income tax expense for the taxable year December 31, 2021	₱2,513
Impact of change in income tax rate beginning January 1, 2020	(98)
	₱2,415

c. Details of unrecognized net deferred tax assets are as follows:

	2023	2022
NOLCO	**₱56,369**	₱44,717
Allowance for impairment losses on trade and other receivables and refundable deposits	**9,318**	9,133
Excess MCIT over RCIT	**634**	829
Others	**2,745**	2,738
	₱69,066	₱57,417

Management has assessed that sufficient future taxable income may not be available against which the carry-forward benefits of NOLCO, excess MCIT over RCIT and other deductible temporary differences may be utilized.

As at December 31, 2023 and 2022, the Group did not recognize deferred tax liability on undistributed income of Paxys N.V., a wholly owned subsidiary of the Parent Company, amounting to ₱840.2 million and ₱808.6 million, respectively. Management believes that the Parent Company can control the timing of the dividend distribution of Paxys N.V. to the Parent Company and it is probable that the temporary difference will not reverse in the foreseeable future.

d. Details of carry-forward benefits arising from NOLCO and excess MCIT over RCIT are as follows:

NOLCO

Year Incurred	Balance as at December 31, 2022	Additions (Applied)	Expired	Balance as at December 31, 2023	Available Until
2020	₱66,472	(₱3,428)	₱–	₱63,044	2025
2021	59,606	(68)	–	59,538	2026
2022	53,562	–	–	53,562	2025
2023	–	49,404	–	49,404	2026
	₱179,640	₱45,908	₱–	₱225,548	

Under the Republic Act No. 11494, also known as "*Bayanihan to Recover as One Act,* and Revenue Regulation 25-2020, the Company is allowed to carry-over the NOLCO incurred for taxable year 2020 and 2021 for the next five years immediately following the year of such loss.

MCIT

Year Incurred	Balance as at December 31, 2022	Additions	Applied/ Expired	Effect of changes in tax rate	Balance as at December 31, 2023	Available Until
2020	₱389	₱–	(₱389)	₱–	₱–	2023
2021	171	–	–	–	171	2024
2022	269	–	–	–	269	2025
2023	–	194	–	–	194	2026
	₱829	₱194	(₱389)	₱–	₱634	

21. Earnings (Loss) per Share

Basic/diluted earnings (loss) per share are computed as follows:

	Note	2023	2022	2021
Net income (loss) (a)		**₱110,725**	₱31,074	(₱13,413)
Issued and outstanding shares	14	**1,148,535**	1,148,535	1,148,535
Parent shares held by a subsidiary	14	**(345,622)**	(345,622)	(345,622)
Number of shares issued and outstanding (b)		**802,913**	802,913	802,913
Basic/diluted earnings (loss) per share (a/b)		**₱0.138**	₱0.039	(₱0.017)

There are no potential dilutive common shares as at December 31, 2023, 2022 and 2021.

22. Commitments

Lease Commitments

a. The Group as a Lessee

i. The Parent Company has an existing lease agreement with a third party for the lease of office space and parking spaces for five years until April 30, 2026. The quarterly rent is subject to escalation rates ranging from 5% to 10% per annum. The lease is renewable upon mutual consent of the parties to be covered by a separate lease agreement. As at December 31, 2023 and 2022, refundable security deposit, amounted to ₱1.4 million.

ii. SWA has an existing non-cancellable five-year agreement with a third party for the lease of an office space in Laguna until December 31, 2018. This was extended for four years up to December 31, 2022, and was extended for another year and six months until June 2024. The rental rate is subject to an escalation rate of 7.5% starting January 1, 2024. As at December 31, 2023 and 2022, refundable security deposit amounted to ₱1.5 million.

iii. On October 21, 2018, SWA entered into a two-year lease agreement with a third party for the lease of an office space in Alabang until October 20, 2020. This was extended for another two years until October 20, 2022 and was no longer renewed thereafter. Security deposit amounting ₱0.3 million was refunded to the sub-lessee.

iv. On July 1, 2022, SWA entered into a two-year lease agreement with a third party for the lease of an office space in Cebu until May 17, 2024. The lease is renewable for another year upon mutual agreement. Refundable security deposit amounted to ₱1.2 million as at December 31, 2023 and 2022.

Outstanding rental and security deposits on lease commitments, presented under "Other noncurrent assets" in the consolidated statement of financial position, amounted to ₱4.8 million and ₱5.1 million as at December 31, 2023 and 2022, respectively (see Note 11).

Amounts recognized in the consolidated statement of income follow:

	Note	**2023**	2022	2021
Amortization on ROU assets	19	**₱20,018**	₱17,203	₱15,205
Interest expense on lease liabilities		**1,422**	1,917	1,530
Rent expense		**580**	844	1,988
		₱22,020	₱19,964	₱18,723

Rent expense includes rent on low-value asset leases on storage and equipment.

Amortization of ROU assets is allocated as follows:

	2023	2022	2021
Cost of services	**₱12,825**	₱10,011	₱7,130
General and administrative expenses	**7,193**	7,192	8,075
	₱20,018	₱17,203	₱15,205

Rent expense is allocated as follows:

	Note	2023	2022	2021
Cost of services	16	₱–	₱294	109
General and administrative expenses	17	580	550	1,879
		₱580	₱844	₱1,988

The movements in the ROU assets are presented below:

	Note	2023	2022
Balance at beginning of year		₱43,944	₱48,790
Addition		–	13,055
Amortization	19	(20,018)	(17,203)
Adjustment		(100)	(698)
Balance at end of year		₱23,826	₱43,944

The movements in the lease liabilities are presented below:

	2023	2022
Balance at beginning of year	₱44,963	₱50,016
Addition	–	13,055
Payments	(22,381)	(19,195)
Interest expense	1,422	1,917
Adjustment	(427)	(830)
	23,577	44,963
Current portion	12,637	21,293
Noncurrent portion	₱10,940	₱23,670

The future minimum lease payments under noncancellable leases are as follows:

	2023	2022
Within one year	₱13,311	₱22,726
After one year but not more than five years	11,286	24,691
	₱24,597	₱47,417

b. The Group as a Lessor

SWA also subleased a portion of its office space in Laguna to related parties and third parties, which ended in September 30, 2022. On October 1, 2022, the Company subleased office space to a third party for 21 months from October 1, 2022 to June 30, 2024.

Rent income from subleased portion amounted to ₱6.9 million, ₱3.7 million and ₱3.1 million in 2023, 2022 and 2021, respectively (see Note 19). Security deposit under this sublease agreement, presented under other noncurrent liabilities, amounted to ₱0.3 million as at December 31, 2023 and 2022.

Facilities and Support Services Agreement
SWA entered into facilities and support services agreement for work-ready seats for a period of two years until October 30, 2022. The service agreement provided outsourced facility services, data connectivity, IT support and power for the leased work seats. Security deposit under this agreement was refunded in November 2022.

In addition, SWA entered into another agreement with a third party for work-ready seats for a period of two years until May 17, 2024. The service agreement provides outsourced facility services, data connectivity, IT support and power for the leased work seats. Security deposit under this agreement, which are presented under other noncurrent liabilities, amounted to ₱2.7 million as at December 31, 2023 and 2022.

Income earned from this agreement amounted to ₱16.7 million in 2023, ₱21.7 million in 2022 and ₱14.8 million in 2021 and presented as part of the revenues in the consolidated statement of income of the Group.

23. Financial Instruments

Financial Risk Management Objectives and Policies
The Group's principal financial instruments comprise cash and cash equivalents, investment securities, trade and other receivables, rental and security deposits, and trade and other payables (excluding statutory payables), lease liabilities and other noncurrent liabilities which arise directly from the operations. The main risks arising from the Group's financial instruments are foreign currency risk, credit risk, and liquidity risk. The BOD reviews and agrees policies for managing each of these risks and these are summarized below.

Foreign Currency Risk
The Group's exposure to foreign currency risk results mainly from foreign currency denominated services rendered by SWA and other business transactions of the Group denominated in foreign currencies. The Group's consolidated financial position and financial performance may be affected by the movements in the U.S. Dollar (US$) to Philippine Peso exchange rates.

The following rates of exchange have been used by the Group in translating foreign currency consolidated statement of income and consolidated statements of financial position items as at and for the years ended December 31, 2023 and 2022:

	2023		2022	
	Closing	**Average**	Closing	Average
Philippine Peso to 1 unit of US$	**₱55.37**	**₱55.63**	₱55.76	₱54.47

As at December 31, 2023 and 2022, the significant foreign currency-denominated financial assets of the Group are as follows:

	2023		2022	
	In US$	**Philippine Peso Equivalent**	In US$	Philippine Peso Equivalent
Cash and cash equivalents	**US$27,263**	**₱1,509,533**	US$30,785	₱1,716,418
Trade and other receivables	**1,056**	**58,471**	639	35,627
Investment securities -				
Financial assets at:				
FVOCI	**11,774**	**651,899**	14,952	833,672
Amortized cost	**6,711**	**371,569**	575	32,082
Foreign currency-denominated financial assets	**US$46,804**	**₱2,591,472**	US$46,951	₱2,617,799

A reasonably possible change of -0.39/+0.39 in 2023 and -4.76/+4.76 in 2022 in the US$ to Philippine Peso exchange rate based on latest year-on-year movement in the currency, with all other variables held constant, shall result to the following income before tax movements in the Group's consolidated statement of income:

	2023		2022	
	Increase (Decrease) in Exchange Rates	**Increase (Decrease) on Income before Tax**	Increase (Decrease) in Exchange Rates	Increase (Decrease) on Income before Tax
US$	**0.39**	**₱13,660**	4.76	₱152,323
	(0.39)	**(13,660)**	(4.76)	(152,323)

Credit Risk

Credit risk is the risk that the Group will incur losses when its counterparties fail to discharge their contractual obligations.

Receivables are monitored on an on-going basis to minimize the Group's exposure to possible losses. The Group trades only with recognized, creditworthy third parties. It is Group policy to subject customers who trade on credit terms to credit verification procedures.

The credit risk for cash and cash equivalents and investment securities is considered negligible because the counterparties are reputable banks and investment institutions with high quality external credit ratings.

The gross maximum exposure of the Group to credit risk corresponds to the total gross amounts of the following financial assets:

	Note	**2023**	2022
Cash and cash equivalents[(a)]	5	**₱2,372,079**	₱2,847,219
Investment securities -	6		
Financial assets at:			
FVOCI		**1,245,519**	833,672
Amortized cost		**371,569**	238,093
Trade and other receivables	7	**201,932**	162,694
Rental and security deposits[(b)]	22	**4,841**	5,119
		₱4,195,940	₱4,086,797

[(a)]Excluding cash on hand amounting to ₱50 as at December 31, 2023 and 2022.
[(b)]Included under "Other noncurrent assets".

The analysis of the financial assets that were past due but not impaired follows:

	2023						
	Neither Past Due nor Impaired	Past Due but not Impaired					
		Less than 30 Days	30 to 60 Days	More than 60 Days	Total	Impaired	Total
Cash and cash equivalents[(a)]	₱2,372,079	₱–	₱–	₱–	₱2,372,079	₱–	₱2,372,079
Investment securities -							
Financial assets at:							
FVOCI	1,245,519	–	–	–	1,245,519	–	1,245,519
Amortized cost	371,569	–	–	–	371,569	–	371,569
Trade and other receivables:							
Trade	678	–	–	–	678	9,616	10,294
Accrued interest	72,635	–	–	–	72,635	–	72,635
Due from related parties	–	–	–	20,778	20,778	80,126	100,904
Others	415	–	–	–	415	17,684	18,099
Rental and security deposits(b)	4,841	–	–	–	4,841	–	4,841
	₱4,067,736	₱–	₱–	₱20,778	₱4,088,514	₱107,426	₱4,195,940

[(a)]Excluding cash on hand amounting to ₱50.
[(b)]Included under "Other noncurrent assets."

	2022						
	Neither Past Due nor Impaired	Past Due but not Impaired					
		Less than 30 Days	30 to 60 Days	More than 60 Days	Total	Impaired	Total
Cash and cash equivalents[(a)]	₱2,847,219	₱–	₱–	₱–	₱2,847,219	₱–	₱2,847,219
Investment securities -							
Financial assets at:							
FVOCI	833,672	–	–	–	833,672	–	833,672
Amortized cost	238,093	–	–	–	238,093	–	238,093
Trade and other receivables:							
Trade	1,342	–	–	–	1,342	9,616	10,958
Accrued interest	38,021	–	–	–	38,021	–	38,021
Due from related parties	–	–	–	22,262	22,262	73,370	95,632
Others	399	–	–	–	399	17,684	18,083
Rental and security deposits(b)	5,119	–	–	–	5,119	–	5,119
	₱3,963,865	₱–	₱–	₱22,262	₱3,986,127	₱100,670	₱4,086,797

[(a)]Excluding cash on hand amounting to ₱50.
[(b)]Included under "Other noncurrent assets."

The table below shows the credit quality of the financial assets classified as neither past due nor impaired as at December 31, 2023 and 2022:

	2023			2022		
	High Grade	Standard Grade	Total	High Grade	Standard Grade	Total
Cash and cash equivalents[(a)]	₱2,372,079	₱–	₱2,372,079	₱2,847,219	₱–	₱2,847,219
Investment securities -						
Financial assets at:						
FVOCI	1,245,519	–	1,245,519	833,672	–	833,672
Amortized cost	371,569	–	371,569	238,093	–	238,093
Trade and other receivables	–	73,728	73,728	–	39,762	39,762
Rental and security deposits[(b)]	–	4,841	4,841	–	5,119	5,119
	₱3,989,167	₱78,569	₱4,067,736	₱3,918,984	₱44,881	₱3,963,865

[(a)] Excluding cash on hand amounting to ₱50 as at December 31, 2023 and 2022.
[(b)]Included under "Other current assets" and "Other noncurrent assets."

For trade receivables, the Group calculates impairment based on lifetime ECL using a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

For other financial assets at amortized cost, which comprise cash equivalents, investment securities, other receivables (including due from related parties) and rental and security deposits, ECL is based on 12-month ECL. However, the ECL for certain receivables, which are identified as credit-impaired, is based on lifetime ECL.

The credit quality of financial assets is managed by the Group using high grade and standard grade as internal credit ratings.

High Grade. Financial assets with high credit quality are normally collected within the credit period and without history of default collection.

Cash and cash equivalents and investment securities are placed in or deposited with reputable banks, thus, are fully realizable. The probability of default is close to zero and significant change in credit risk is unlikely for these financial instruments.

Standard Grade. Standard grade financial assets pertain mainly to receivables from counter parties that have a strong capacity to meet contractual obligations in the near term and have acceptable probability of default.

Past due receivables from related parties are not impaired when management assesses that these are fully realizable based on the counter parties' available assets.

Receivables from related parties are considered credit-impaired when the counter parties have no liquid assets and/or available assets to pay the outstanding receivables. Thus, these are provided with allowance for impairment losses.

Liquidity Risk

Liquidity risk is the risk that the Group will encounter difficulty in meeting financial obligations due to shortage of funds. The Group's exposure to liquidity risk may arise primarily from mismatch of the maturities of financial assets and liabilities.

The Group's objective is to maintain continuity of funding. The Group's liquidity risk management policy is to measure and forecast its cash commitments, to match debt maturities with the assets being financed, to maintain a diversity of funding sources with its access to bank financing and the capital market and to hold a sufficient level of cash reserves.

The Group monitors its risk of shortage of funds by considering the maturity of both its financial assets and liabilities projected cash flows.

The table below summarizes the maturity profile of the Group's financial assets and liabilities (excluding statutory payables) used to manage liquidity based on contractual undiscounted payments.

	2023				2022			
	Upon Demand	**Within One Year**	**Over One Year**	**Total**	Upon Demand	Within One Year	Over One Year	Total
Financial Assets								
Cash and cash equivalents	**₱2,372,079**	**₱–**	**₱–**	**₱2,372,079**	₱2,847,219	₱–	₱–	₱2,847,219
Investment securities -								
Financial assets at:								
Amortized cost	**–**	**371,569**	**–**	**371,569**	238,093	–	–	238,093
FVOCI	**1,245,519**			**1,245,519**	–	833,672	–	833,672
FVPL	**–**	**–**	**–**	**–**	–	–	–	–
Trade and other receivables	**94,506**	**–**	**–**	**94,506**	62,024	–	–	62,024
Rental and security deposits	**–**	**–**	**4,841**	**4,841**	–	–	5,119	5,119
Total undiscounted financial assets	**3,712,104**	**371,569**	**4,841**	**4,088,514**	3,147,336	833,672	5,119	3,986,127
Financial Liabilities								
Trade payables	**–**	**722**	**–**	**722**	–	2,105	–	2,105
Accrued expenses	**–**	**8,480**	**–**	**8,480**	–	8,922	–	8,922
Dividends payable	**6,554**	**–**	**–**	**6,554**	6,554	–	–	6,554
Other current liabilities	**–**	**5,470**	**–**	**5,470**	–	4,081	–	4,081
Lease liabilities	**–**	**13,311**	**11,286**	**24,597**	–	22,726	24,691	47,417
Total undiscounted financial liabilities	**6,554**	**27,983**	**11,286**	**45,823**	6,554	37,834	24,691	69,079
Net undiscounted financial assets (liabilities)	**₱3,705,550**	**₱343,586**	**(₱6,445)**	**₱4,042,691**	₱3,140,782	₱795,838	(₱19,572)	₱3,917,048

Capital Management

The primary objective of the Group's capital management is to ensure that it maintains a strong credit rating and healthy capital ratios in order to support its business and maximize shareholder value.

The Group competes in an industry where opportunities for growth still abound. Projects are selected if their expected returns are higher than cost of capital. Funding is sourced from a combination of retained earnings, debt and new capital. The Group aims for flexibility in the capital structure to meet changing conditions and adapt with minimum cost and delay. It looks at solvency by keeping its debt capacity within its ability to generate future cash flows.

The Group is not subject to externally imposed capital requirements. The table below summarizes the equity components of the Group.

	2023	2022
Capital stock	**₱1,148,535**	₱1,148,535
Additional paid-in capital	**451,364**	451,364
Parent shares held by a subsidiary	**(1,149,886)**	(1,149,886)
Other equity reserves	**611,646**	617,388
Retained earnings	**3,028,604**	2,917,879
	₱4,090,263	₱3,985,280

Fair Values

The following is a comparison by category of carrying amounts and fair values of the Group's financial instruments that are reflected in the consolidated financial statements:

	2023		2022	
	Carrying Amount	**Fair Value**	Carrying Amount	Fair Value
Financial Assets				
Cash and cash equivalents	**₱2,372,079**	**₱2,372,079**	₱2,847,269	₱2,847,269
Investment securities -				
Financial assets at:				
Amortized cost	**371,569**	**371,569**	238,093	238,093
FVOCI	**1,245,519**	**1,245,519**	833,672	833,672
Trade and other receivables	**94,506**	**94,506**	62,024	62,024
Rental and security deposits	**4,841**	**4,841**	5,119	5,119
	₱4,088,514	**₱4,088,514**	₱3,986,177	₱3,986,177
Financial Liabilities				
Trade and other payables*:				
Trade	**₱722**	**₱722**	₱2,105	₱2,105
Accrued expenses	**8,480**	**8,480**	8,922	8,922
Dividends	**6,554**	**6,554**	6,554	6,554
Other current liabilities	**5,470**	**5,470**	4,081	4,081
Lease liabilities	**23,577**	**23,577**	44,963	44,963
	₱44,803	**₱44,803**	₱66,625	₱66,625

**Excluding statutory payables amounting to ₱6,212 and ₱6,289 as at December 31, 2023 and 2022, respectively.*

The following methods and assumptions were used to estimate the fair value of each class of financial instrument for which it is practicable to estimate such value:

Cash and Cash Equivalents, Financial Assets at Amortized Cost, Trade and Other Receivables and Trade and Other Payables (excluding statutory payables). Due to the relatively short-term maturities of the financial assets and liabilities, the fair values approximate the carrying amounts at initial recognition.

Financial Assets at FVPL. The fair value of the Group's financial assets at FVPL is based on the net asset value as at end of the reporting period and is categorized as Level 2.

Financial Assets at FVOCI. The fair value of the Group's financial assets at FVOCI is estimated by reference to quoted bid price in an active market at the end of the reporting period and is categorized as Level 1.

Lease Liabilities. The fair value of lease liabilities was determined based on Level 2 in which the inputs are based on the discounted interest rate of the prevailing comparable instrument in the market.

Rental and Security Deposits and Other Noncurrent Liabilities. Fair values of security deposits are based on the present value of the expected future cash flows using discount rates ranging from 1.21% to 1.81%. These are categorized under Level 2 of the fair value measurements hierarchy for financial instruments.

For the years ended December 31, 2023 and 2022, there were no transfers between Level 1 and Level 2 fair value measurements.

REYES TACANDONG & CO.
FIRM PRINCIPLES. WISE SOLUTIONS.

BOA/PRC Accreditation No. 4782
August 16, 2021, valid until April 13, 2024
SEC Registration No. PP201007009

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Fax : +632 8 982 9111
Website : www.reyestacandong.com

REPORT OF INDEPENDENT AUDITORS ON SUPPLEMENTARY SCHEDULES FOR FILING WITH THE SECURITIES AND EXCHANGE COMMISSION

The Stockholders and the Board of Directors
Paxys, Inc.
15th Floor, 6750 Ayala Office Tower
Ayala Avenue, Makati City

We have audited in accordance with Philippine Standards on Auditing, the consolidated financial statements of Paxys, Inc. (the Parent Company) and Subsidiaries (the Group) as at December 31, 2023 and 2022 and for the years ended December 31, 2023, 2022 and 2021 and have issued our report thereon dated March 18, 2024. Our audits were made for the purpose of forming an opinion on the basic consolidated financial statements taken as a whole. The accompanying Supplementary Schedules for submission to the Securities and Exchange Commission (SEC) are the responsibility of the Group's management.

The supplementary schedules include the following:

- Schedule Required under Annex 68-E of the Revised Securities Regulation Code (SRC) Rule 68 as at and for the years ended December 31, 2023 and 2022
- Schedules Required under Annex 68-J of the Revised SRC Rule 68 as at and for the year ended December 31, 2023
- Reconciliation of the Parent Company Retained Earnings Available for Dividend Declaration for the year ended December 31, 2023
- Corporate Structure as at December 31, 2023

The Supplementary Schedule on Financial Soundness Indicators, including their definitions, formulas, calculation, and their appropriateness or usefulness to the intended users, is the responsibility of the Group's management. These financial soundness indicators are not measures of operating performance defined by Philippine Financial Reporting Standards (PFRS) and may not be comparable to similarly titled measures presented by other companies. The components of these financial soundness indicators have been traced to the Group's consolidated financial statements as at December 31, 2023 and 2022 and for the years ended December 31, 2023, 2022 and 2021 and no material exceptions were noted.

The supplementary schedules are presented for purposes of complying with the Revised SRC Rule 68 issued by the SEC, and are not part of the basic consolidated financial statements. The supplementary schedules have been subjected to the auditing procedures applied in the audit of the basic consolidated financial statements and, in our opinion, fairly state, in all material respects, the financial data required to be set forth therein in relation to the basic consolidated financial statements taken as a whole.

REYES TACANDONG & CO.

MICHELLE R. MENDOZA-CRUZ
Partner
CPA Certificate No. 97380
Tax Identification No. 201-892-183-000
BOA Accreditation No. 4782; Valid until April 13, 2024
BIR Accreditation No. 08-005144-012-2023
Valid until January 24, 2026
PTR No. 10072412
Issued January 2, 2024, Makati City

March 18, 2024
Makati City, Metro Manila

PAXYS, INC. AND SUBSIDIARIES

LIST OF SUPPLEMENTARY INFORMATION

DECEMBER 31, 2023

Schedules Required under Annex 68-J of the Revised Securities Regulation Code Rule 68

Other Required Information

* *Not Applicable*

SCHEDULE A

PAXYS, INC. AND SUBSIDIARIES

FINANCIAL ASSETS
DECEMBER 31, 2023
(Amounts in Thousands)

Financial Asset/ Name of issuing entity	Number of Shares or Principal Amount of Bonds	Amount Shown in the Consolidated Statement of Financial Position	Income Received and Accrued
Financial Assets at Fair Value through Other Comprehensive Income			
Fixed Income Investments:			
J.P. Morgan Chase Bank	$11,500	₱593,620	₱24,524
Bank Julius Baer	9,348	651,899	26,522
		1,245,519	51,046
Financial Assets at Amortized Cost			
Bank of the Philippine Islands	₱–	–	1,034
UBS Bank	$7,100	360,569	9,899
J.P. Morgan Chase Bank	200	11,000	36
		371,569	10,969
Trade and Other Receivables - Net			
Due from related parties		20,778	–
Trade		678	–
Accrued interest		72,635	–
Others		415	–
		94,506	–
Rental and Security Deposits		4,841	–
		₱1,716,435	₱62,015

SCHEDULE B

PAXYS, INC. AND SUBSIDIARIES

AMOUNTS RECEIVABLE FROM DIRECTORS, OFFICERS, EMPLOYEES, RELATED PARTIES AND PRINCIPAL STOCKHOLDERS (OTHER THAN RELATED PARTIES)

DECEMBER 31, 2023

(Amounts in Thousands)

	Balance at Beginning of Year	Additions	Amounts Collected	Amounts Written-off	Current	Noncurrent	Balance at end of year
Advances to officers and employees	₱2,097	₱145	₱1,028	₱–	₱1,214	₱–	₱1,214

SCHEDULE C

PAXYS, INC. AND SUBSIDIARIES

AMOUNTS RECEIVABLE FROM RELATED PARTIES WHICH ARE ELIMINATED DURING CONSOLIDATION OF FINANCIAL STATEMENTS

DECEMBER 31, 2023

(Amounts in Thousands)

Related Parties	Balance at Beginning of Year	Additions*	Amounts Collected*	Current	Noncurrent	Balance at end of Year
Due from Related Parties						
Paxys Global Services, Inc.	₱67,178	₱200	₱–	₱67,378	₱–	₱67,378
Scopeworks Asia, Inc.	46,308	21	–	46,329	–	46,329
Paxys Global Services Pte. Ltd	38,728	348	–	39,076	–	39,076
Paxys N.V.	22,770	(133)	–	22,637	–	22,637
Paxys Global Services Ltd. Regional Operating Headquarters	15,329	219	–	15,548	–	15,548
Paxys Ltd.	12,717	136	–	12,853	–	12,853
	₱203,030	₱791	₱–	₱203,821	₱–	₱203,821

**inclusive of foreign currency translation adjustments on dollar-denominated receivables*

SCHEDULE G

PAXYS, INC. AND SUBSIDIARIES

CAPITAL STOCK

DECEMBER 31, 2023

Title of issue	Number of shares authorized	Number of shares issued and outstanding as shown under related consolidated statement of financial position caption	Number of shares reserved for options, warrants, conversion, and other rights	Number of shares held by related parties	Directors and officers	Others
Common shares - "Class A" at ₱1 par value	1,800,000,000	1,148,534,866	–	976,466,515	217,800	171,850,551

SCHEDULE H

PAXYS, INC. RECONCILIATION OF RETAINED EARNINGS AVAILABLE FOR DIVIDEND DECLARATION

FOR THE YEAR ENDED DECEMBER 31, 2023

PAXYS INC.
15th Floor, 6750 Ayala Office Tower
Ayala Avenue, Makati City

Deficit at Beginning of Year	(₱293,183,291)
Net unrealized foreign exchange gain in 2022, realized in 2023	(8,366,908)
Deficit at Beginning of Year, as Adjusted	(301,550,199)
Net Loss Actually Realized during the Year	
Net loss closed to retained earnings	(18,030,530)
Unrealized foreign exchange loss in 2023	821,860
Unrealized foreign exchange gain in 2022, realized in 2023	8,366,908
	(8,841,762)
Deficit at End of Year	(₱310,391,961)

SCHEDULE I

PAXYS, INC. AND SUBSIDIARIES

FINANCIAL SOUNDNESS INDICATORS

DECEMBER 31, 2023 AND 2022

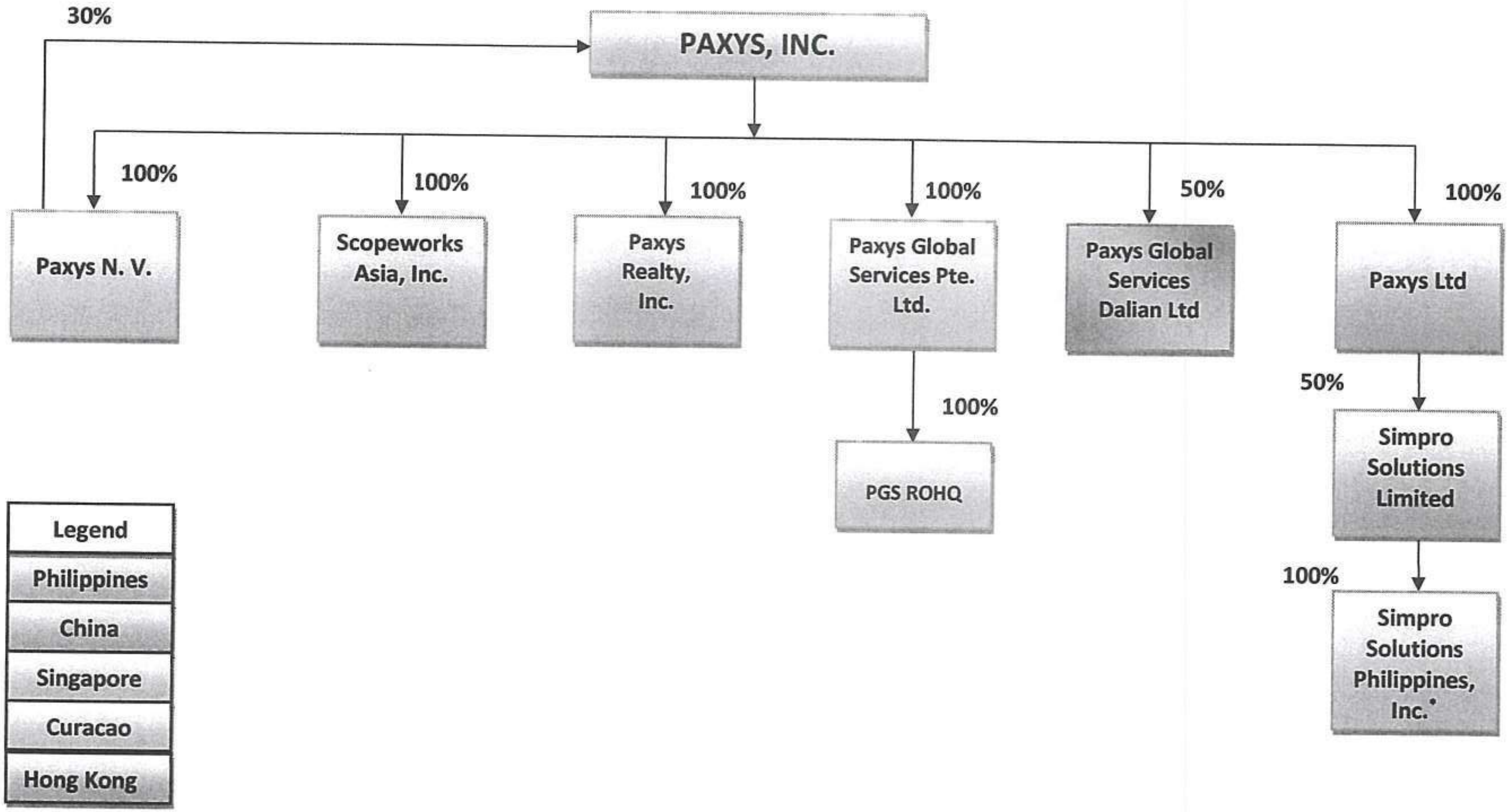
	Formula		2023	2022
Liquidity ratio				
Current ratio	Total Current Assets	₱4,116,966	**102.70:1**	**81.27:1**
	Divide by: Total Current Liabilities	40,089		
	Current ratio	102.70		
Solvency ratio				
Debt to equity ratio	Total Liabilities	₱60,984	**0.01:1**	**0.02:1**
	Divide by: Total Equity	4,090,263		
	Debt to equity ratio	0.01		
Profitability ratio				
Return on equity	Net Income	₱110,725	**2.71%**	**0.78%**
	Divide by: Total Equity	4,090,263		
	Return on equity	2.71%		
Net income margin	Net Income	₱110,725	**664.54%**	**106.99%**
	Divide by: Revenue	16,662		
	Net income margin	664.54%		
Earnings before interest, tax, depreciation and amortization (EBITDA) margin	Net income before tax	₱119,824	**852.78%**	**197.61%**
	Add: Depreciation and amortization	20,845		
	Interest expense	1,422		
	EBITDA	142,091		
	Divided by: Revenue	16,662		
		852.78%		

SCHEDULE J

PAXYS, INC. AND SUBSIDIARIES

CORPORATE STRUCTURE

AS AT DECEMBER 31, 2023



**Currently under dissolution and liquidation. See Notes to Consolidated Financial Statements*

SUSTAINABILITY REPORT

(In compliance to the Securities Exchange Commission's Memorandum Circular No. 4, Series of 2019)

Contextual Information

Name of Organization	Paxys, Inc. (Paxys, the "Parent Company" or the "Company")
Location of Headquarters	15th floor, 6750 Ayala Office Tower, Ayala Avenue, Makati City
Location of Operations	Paxys, Inc. has one operating subsidiary, Scopeworks Asia, Inc. (SWA). The registered office address of SWA is at Bldg. 1 LSL Compound Diode Street, LISP 1, Brgy. Diezmo, Cabuyao, Laguna.
Report Boundary: Legal entities (e.g., subsidiaries) included in this report	This report covers the Parent Company and its operating subsidiary, Scopeworks Asia, Inc. (both companies referred herein as "the Group").
Business Model, including Primary Activities, Brands, Products, and Services	Paxys, Inc. is an investment holding company incorporated in the Philippines. The Company was formerly known as Fil-Hispano Holdings Corporation, registered with the Philippine Securities and Exchange Commission (SEC) on February 14, 1952. SWA, currently the only operating subsidiary of Paxys, Inc., provides data conversion and other business process outsourcing services such as customer service, facilities and support services, back-office services, and subleasing.
Reporting Period	January 1 to December 31, 2023
Highest Ranking Person responsible for this report	Tarcisio M. Medalla, Chairman and President

Materiality Process

Paxys recognizes that corporate sustainability is essential in ensuring long-term corporate success. More than taking business profits, Paxys ensures that the company and its subsidiaries operate responsibly, complies with good corporate governance and regulatory requirements, and cares for the environment, the people, and the community where it operates.

This report particularly covers the sustainability performance of Paxys, Inc. and its operating subsidiary, Scopeworks Asia, Inc. (SWA).

SWA is an export-oriented business process outsourcing company based in Laguna and Cebu, After the end of its contract with its client in 2022, its current business model, which includes facilities management, does not have dependencies on raw materials and machinery but only requires basic resources which include space, people, computers, and internet connectivity. The Group maintains a lean organization and an optimized number of support people at the Head Office.

The Group started its formal sustainability program by identifying the key personnel who are heavily exposed in managing the business and would be in the best position to become part of the core team for this program. These core team members, composed of a mix of employees with strong background in operations, accounting, legal, risk management, and corporate governance, were sent by the Company to a series of external sustainability reporting workshops, trainings, seminars, and development programs to keep them abreast of best sustainability practices from other businesses within the same industry.

Guided by the GRI standards and best industry practices, the core team members of the Group carefully assessed and reviewed the Group's business activities, including the risks faced by and opportunities available to the Group and their economic, social, and environmental impact. Various stakeholders were consulted in the process. Material topics significant to its operations were also identified and further validated through several engagement sessions with other business heads, officers and concerned team members within the organization. The following matrix was used to assist the Group in determining the material topics for this report:

The topics which are of high significance and with high impact are as follows:

Economic	Environment	Social
• Economic Performance • Procurement	• Resource Management	• Employee Management • Workplace Conditions, Labor Standards, Human Rights • Customer Privacy • Data Security

ECONOMIC

Economic Performance

Direct Economic Value Generated and Distributed

Disclosure	Amount (In Php Million)
Direct economic value generated (revenue)	16.6
Direct economic value distributed:	
a. Operating Costs	15.6
b. Employee wages and benefits	21.6
c. Payment to suppliers, other operating costs	60.5
d. Dividends given to stockholders and interest payments to loan providers	-
e. Taxes given to government [1]	9.5
f. Investments to community (e.g., donations, CSR)	-[2]

What is the impact and where does it occur? What is the organization's involvement in the impact	Which stakeholders are affected?	Management Approach
The performance of the Company highly impacts its stakeholders through the economic values generated from its business operations. Significant portions of the generated economic value flows back to the Company's stakeholders which include: - investors as added value to their investment - suppliers as payment for their products and services - employees as compensation for their work and service; and - government as payment for taxes	Investors Employees Suppliers Community Government	Paxys is aware of the economic impact of its business. Through its business operations, the Company makes available employment opportunities and livelihood not only to privileged and college graduates but also to a wide range of unemployed and underemployed at varying age groups regardless of achievement and social status. As a way of doing business, Paxys ensures that all regulatory requirements are complied with, stakeholders are timely informed and relevant business updates and information are shared, and its people and stakeholders are well taken care of.
What are the risks identified?		
Though the Business Process Outsourcing (BPO) and facilities management industries outlook in the Philippines remains to be positive, market risk is still a threat primarily because of possible changes in government policy that effectively reduce the country's competitive advantage. On top of this, BPO and facilities management companies in the country also compete within the industry.	Investors Employees Suppliers Government	The Company provides employees with fair and competitive compensation and benefits. It also implements policies and controls to ensure compliance with labor laws and regulations. The Company also endeavors to provide quality service to its facilities management clients through cost-effective and cost-efficient workspaces and infrastructure.

[1]Includes local business taxes, income taxes, and final taxes
[2]The Company provides assistance to its employees, stakeholders, and the community where it operates. However, the donations and assistance provided are immaterial to the total expenses of the Company.

The Group has also identified technology risk as a threat to the business. Over the past years, the data conversion /transcription program has started to decelerate mainly due to technological advancement and process automation. The more reliable the technology, the lesser human intervention and quality assurance required.		
What are the Opportunity/ies identified?		
While market and technology risks exist, there are still ample business opportunities for the Group and the BPO industry. Philippines remains to be a strong and competitive player in the BPO industry which allows the country to attract both foreign and local investors. Labor cost remains to be competitive in the Region and with continuous trainings, the Filipino workers are considered as hardworking and competent in any field. On the other hand, technology advancement also helps the Group to be more efficient in its back-office processes. Data conversion and transcription may be declining, but there is also growth in other technology-related solutions and services which include managed seat lease facility and disaster recovery sites, which are actively pursued by the Group.		Part of the overall business strategy is to continuously seek business opportunities not only in data conversion and transcription programs but also in other outsourced and managed services where there is a growing demand or market.

Climate-related Risks and Opportunities[3]

The Group's business does not create significant carbon footprint and climate-related risks and opportunities have a relatively low significance to the Group as compared to other industries. However, Paxys recognizes that climate change is a global issue that goes beyond gas emissions and energy, and it may have an impact not just on the Group but on everyone, both in the country and globally. It therefore requires concerted efforts between the government, international organizations, businesses, investors, and the general public.

For its part, Paxys has assessed the related risks and opportunities and has established programs, policies and action plans designed to mitigate the identified climate-related risks as well as take advantage of or act upon the related potential opportunities.

[3] *Adopted from the Recommendations of the Task Force on Climate-Related Financial Disclosures. The TCFD Recommendations apply to non-financial companies and financial-sector organizations, including banks, insurance companies, asset managers and asset owners.*

Governance	Strategy	Risk Management	Metrics and Targets
The Board of Directors sets the tone at the top and takes into earnest consideration climate related risks and opportunities across the business. Through its Executive Committee, the Board oversees the implementation of company plans and programs to address climate-related risks and related opportunities.	Through the management and officers of the Company, the Group continuously monitors the impact of climate change to the business. While none has been identified as material, physical, acute, and chronic climate-related risks that could have an impact to the Group are monitored.	As part of the Group's Enterprise-wide Risk Management program, climate-related risks were identified and assessed taking into consideration the Group's industry, its nature, and business operations. Such climate-related risks were addressed depending on the likelihood and materiality of its impact to the business. Action plans were prepared accordingly to address those which are likely to happen and those which could have a material impact to the Group overall.	Given the nature of the Company's business, the Group adopts a simplified approach in assessing and managing all business risks, climate-related ones included. The key metrics used are the probability or likelihood of the risk to happen and the potential impact to the Group as a whole. Based on industry practice, an impact of at least 10% of the Group's consolidated assets would be considered material by the Group.

Climate-related risks which may have an impact on the Group include strong earthquake, severe weather conditions, and flooding. These risks may result in a multitude of issues such as supply chain disruption, unavailability of transportation, health risk, and other issues which could significantly impact the Company's workforce.

Unavailability of electricity and data connectivity due to natural disasters will also be a risk to the Group as this could lead to hampered operations, which would ultimately result in failure of service delivery.

To address the above risks, the Group ensures that plans and procedures are in place to ensure business continuity despite the presence of climate-related business risks. Initiatives include provision of food and sleep areas, when necessary, inclusion of insurance and health care program and benefits for employees, and continuous monitoring of weather conditions.

The Group has redundancy hot sites in geographically dispersed office locations, which serve as the Group's recovery sites in the event of disaster. Multiple back-ups of critical company data and redundant communication links with various internet providers are available to provide about 99% data connectivity. Power generators with capacity to operate all equipment at the main office and managed sites are on stand-by to ensure continuity of business in case of any short-term or prolonged power failure due to inclement weather and disturbance. The group adopted virtual and cloud solutions which would help enable the Group to work remotely.

Other climate-related business risks were addressed by obtaining applicable insurance covers to reduce the company's exposure to an acceptable and tolerable level.

Opportunities identified by the Group include tapping the unserved markets for managed facility services and disaster recovery sites, which the company can potentially serve using underutilized company resources.

Procurement Practices

Proportion of spending on local suppliers:

Disclosure	Quantity	Units
Percentage of procurement budget used for significant locations of operations that is spent on local suppliers	100	%

What is the impact and where does it occur? What is the organization's involvement in the impact	Which stakeholders are affected?	Management Approach
Paxys' business does not require critical and supplier-dependent materials and machinery for it to operate. The company only requires an office space with workstations, computers, basic office supplies, and internet connectivity. Spending on local suppliers boosts the local economy, builds a thriving community, and creates jobs.	Suppliers Community	The group supports sustainable procurement by taking into consideration social and environmental factors upon product consumption and when making procurement decisions. While cost is a major consideration in all purchases, the Company puts premium and value to innovative products and services that have lesser environmental impact or footprint. Preference is given to local suppliers as this helps the country's economy. Supporting local suppliers helps promote employment and creates jobs, thereby aiding in the alleviation of poverty. Procurement policies are also in place to ensure that fair, ethical, and legal practices are conducted in all of the Company's procurement transactions.
What are the Risks Identified?		
Local suppliers may not always have the capacity to deliver or satisfy the requirements of the Company. Eco-friendly materials may not necessarily result in lower cost.		The Company ensures that it has an adequate pool or network of suppliers and only transacts with reputable suppliers to protect its business.
What are the Opportunity/ies Identified?		
There is a growing niche for sustainable, innovative, and digital products and services		The Company endeavors to search for and engage with suppliers that offer products and services that are sustainable and aligned with advances in technology.

Anti-corruption

Training on Anti-corruption Policies and Procedures

Disclosure	Quantity	Units
Percentage of employees to whom the organization's anti-corruption policies and procedures have been communicated	100	%
Percentage of business partners to whom the organization's anti-corruption policies and procedures have been communicated	100	%
Percentage of directors and management that have received anti-corruption training	100	%
Percentage of employees that have received anti-corruption training	100	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Proper training across the organization would result in minimal or zero incidents of corruption thereby resulting in increased stakeholder trust and Government confidence. Lack of training and communication on the Company's policies and procedures on anti-corruption creates ambiguity, results in misaligned corporate values, and creates an opportunity for misguided and corrupt people to engage in corrupt practices.	Employees Suppliers	Paxys is committed to high standards of ethical, moral, and legal conduct. The Company has a formal Code of Business Conduct and Ethics in place, which includes policies on bribery and anti-corruption. The policy covers all employees of the Company and its subsidiaries regardless of rank, position, status, or classification. These policies and procedures are cascaded to all employees and stakeholders. Regular refresher is done through internal information campaigns and trainings. The policy is periodically reviewed and updated, as necessary.
What are the Risks Identified?		It is vital that internal controls are in place to prevent and deter corrupt business practices. Policies, internal control, and procedures are communicated across the organization and to all stakeholders not only through trainings but across multiple platforms and methods.
Reputational Financial Compliance and Regulatory Risk		
What are the Opportunity/ies Identified?		
The Group already has formal trainings, policies, and procedures against corrupt practices. Other than these, there are no new opportunities identified related to this.		

Incidents of Corruption

Disclosure	Quantity	Units
Number of incidents in which directors were removed or disciplined for corruption	0	%
Number of incidents in which employees were dismissed or disciplined for corruption	0	%
Number of incidents when contracts with business partners were terminated due to incidents of corruption	0	%

<table>
<tr><th>What is the impact and where does it occur? What is the organization's involvement in the impact</th><th>Which stakeholders are affected?</th><th>Management Approach</th></tr>
<tr><td>Paxys puts high regard to the integrity of its people and has zero tolerance for corrupt practices regardless of amount and magnitude involved.

Corrupt practices, when not prevented and detected, could pose serious financial losses to the Company, damage the Company's reputation, and even lead to serious legal and regulatory compliance issues.

Proper internal controls, policies, and procedures would generally help prevent and deter corrupt practices.</td><td rowspan="5"></td><td rowspan="5">The Company does not tolerate corruption in all forms. It has several layers of internal control mechanisms to prevent, detect and monitor potential corrupt practices within the organization across all functional roles, business processes and transactions.

The tone at the top serves as the core and backbone for preventing corrupt practices. Policies and procedures are implemented and communicated across the organization. The Audit, Risk Management, and Related Party Transactions Committee of the Company requires regular reporting of possible anomalies, corruption, and internal control breakdown or weaknesses.

Directors, officers, and employees are encouraged to report suspected anomalies, illegal acts, malpractice, and violations in the organization's Code of Discipline, Code of Ethics and Conduct and other company rules and regulations without fear of retaliation, punishment, or unfair treatment thru the Company's whistleblowing mechanism.

Other policies implemented to prevent and deter corrupt practices in the organization include conflict of interest policy, insider trading policy and related party transactions policy.</td></tr>
<tr><td>What are the Risks Identified?</td></tr>
<tr><td>Reputational
Financial
Compliance and Regulatory Risk</td></tr>
<tr><td>What are the Opportunity/ies Identified?</td></tr>
<tr><td>The Group already has formal trainings, policies, and procedures against corrupt practices. Other than these, there are no new opportunities identified related to this.</td></tr>
</table>

ENVIRONMENT

Resource Management

The Company can operate with minimal energy use. Primary use for energy pertains to electricity consumed for powering up the company's office lights, air-conditioning, and computers. Water consumption is mainly for drinking and personal use of employees. Gasoline and diesel consumption are immaterial and not monitored extensively as this pertains only to the requirement for few vehicles designated as company shuttle and for personal use of select company officers

Energy consumption within the organization:

Disclosure	Quantity	Units
Energy consumption (renewable sources)	NA	NA
Energy consumption (gasoline)	Immaterial	Liters
Energy consumption (LPG)	NA	NA
Energy consumption (diesel)	Immaterial	Liters
Energy consumption (electricity)	Immaterial	KwH

Reduction of energy consumption

Disclosure	Quantity	Units
Energy reduction (renewable sources)	N/A	NA
Energy reduction (LPG)	N/A	NA
Energy reduction (diesel)	N/A	Liters
Energy reduction (electricity)	N/A	KwH
Energy reduction (gasoline)	N/A	Liters

What is the impact and where does it occur? What is the organization's involvement in the impact	Which stakeholders are affected?	Management Approach
Implementing energy-efficient measures can significantly reduce gas emissions that contribute to climate change. Energy efficiency also provides financial benefits i.e., reduced costs and expenses.	Employees Community	The Company has minimal energy requirement in the conduct of its operations. However, it still employs basic rules and procedures to ensure efficient energy consumption: - Office equipment and vehicles are regularly maintained to ensure they are functioning efficiently. - Sleep/standby settings for all equipment are activated to save energy when inactive. - The Company makes the best use of natural daylight, whenever possible. - Employees and building occupants are well-informed about the importance of energy management. - Employees are highly encouraged to take part in the resource management efforts of the Company in both the workplace and their respective homes.

What are the Risks Identified?		
Inefficient use of energy will drive up the cost and expenses of the Company and will adversely impact the environment.	Employees Community	The Company has invested in latest energy-saving lights (LED) and inverter air-conditioning systems for power efficiency and cost-saving measures.
What are the Opportunity/ies Identified?		
Advanced technology has introduced several energy-saving products that the Company can make use of to achieve its energy consumption targets.		

<u>Water consumption within the organization</u>

Disclosure	Quantity	Units
Water withdrawal	N/A	Cubic Meters
Water consumption	Immaterial	Cubic Meters
Water recycled and re-used	N/A	Cubic Meters

What is the impact and where does it occur? What is the organization's involvement in the impact	Which stakeholders are affected?	Management Approach
Conserving water guards the Company against rising costs and future water shortage. Lower consumption helps the Company lessen its utility cost.	Employees Community	Water consumption is mainly for drinking and for personal use of employees. However, in support of the global call for water conservation, basic rules, and procedures to ensure efficient water consumption are being implemented: - Pipes and faucets are regularly checked for any leaks and are immediately repaired. - Faucets are turned-off when not in use. - Employees are well-informed about the importance of water management. - Employees are highly encouraged to take part in the resource management efforts of the Company in both the workplace and their respective homes.
What are the Risks Identified?		
Inefficient use of water will drive up the Company's utility expense and will adversely impact the environment.		
What are the Opportunity/ies Identified?		
New water-saving technology can be utilized by the Company for more efficient use of water resources.		

The following sustainability topics and sub-topics, including the associated risks and opportunities, are immaterial to the Group and are not included in the report:

- Materials used by the organization
- Ecosystems and biodiversity
- Environmental impact
- Management of Air emissions
  - GHG
  - Air pollutants
- Solid and Hazardous Wastes
  - Solid waste
  - Effluents
  - Hazardous Waste
- Environmental compliance: Non-compliance with Environmental laws and regulations

SOCIAL

Employee Management

Employee Hiring and Benefits

Employee data

Disclosure	Quantity	Units
Total number of employees[4]		
a. Number of female employees	7	#
b. Number of male employees	2	#
Attrition rate[5]	0	Rate
Ratio of lowest paid employee against minimum wage	0	Ratio

Employee benefits

Disclosure	Quantity	Units
SSS (coverage)	8	89%
SSS Maternity	0	0%
SSS Sickness	0	0%
SSS EC	0	0%
SSS Salary Loan	1	11%
PhilHealth (coverage)	9	100%
PhilHealth Hospitalization	0	0%
Pag-ibig (coverage)	8	89%
Pag-ibig Salary Loan	1	11%
Parental leaves	0	0%
Vacation leaves	5	56%
Sick leaves	0	0%
Medical benefits aside from Philhealth[6]	9	100%

[4] *Employees are individuals who are in an employment relationship with the organization, according to national law or its application (GRI Standards 2016 Glossary)*
[5] *Attrition = (no. of turnover-no. of new hires)/(average of total no. of employees of previous year and total no. of employees of current year)*
[6] *The company provides health insurance to all employees. The company also procured booster vaccines offered for free to employees and their immediate family members.*

List of Benefits	Y/N	% Of Female Employees Who Availed for the Year	% Of Male Employees Who Availed for the Year
Housing Assistance (aside from Pag-Ibig)	N	N/A	N/A
Retirement fund (aside from SSS)	N	N/A	N/A
Further education support	N	N/A	N/A
Company stock options	N	N/A	N/A
Telecommuting [7]	Y	100%	0%
Flexible working hours	Y	0%	0%

What is the impact and where does it occur? What is the organization's involvement in the impact	Management Approach
People are one of the Company's major assets. Employees who are well-compensated are more productive, positive, and engaged in the business, which leads to better operational performance resulting to better service, increased business value, and stakeholder trust and confidence.	The Company implements a wholistic and integrated approach in managing its human resource. Guided by applicable best industry practices and relevant labor laws and regulations, Company policies and procedures are in place from recruitment, benefits, training, and retention, up to separation to ensure the well-being of employees.
What are the Risks Identified?	
Employee compensation and benefit program is one of the factors that impacts attrition or turnover in any organization. Attractive employee benefits, while vital in recruitment, retention, and productivity, is increasingly becoming costly year on year.	Performance evaluation system is designed and implemented to provide equitable basis of rewards and promotion. Employee satisfaction feedback mechanism is also in place to aid the Human Resource Department in understanding concerns and issues of the employees
What are the Opportunity/ies Identified?	
Social media and data analytics provide a platform to reach out to a broader audience for leverage on recruitment, building employee engagement and communication, strategic real-time listening tools for business intelligence, and expanding learning opportunities among employees.	

[7] *The Group continued to adopt alternating work from home arrangements in order to ensure the health and safety of employees in addition to helping the employees alleviate the effects of rising transportation cost as well as improve productivity, which is impacted by the worsening traffic conditions in the metro.*

Employee Training and Development

Disclosure	Quantity	Units
Total training hours provided to employees		
a. Female employees	84	Hours
b. Male employees	24	Hours
Average training hours provided to employees		
a. Female employees	12	Hours/employee
b. Male employees	12	Hours/employee

What is the impact and where does it occur? What is the organization's involvement in the impact	Management Approach
Robust training programs help attract and retain employees which serves as talent pool for the Company's succession planning. Employees who are trained and developed for their functions are more productive, efficient, and effective in the discharge of their duties adding more value to the business.	The Company is committed to providing continuous learning and development to its people at all levels from directors, officers, managers and down to the staff levels. A comprehensive in-house training was established across the organization with the aim of improving the skills of employees to equip them with the necessary training for the efficient and effective discharge of their functions. Various learning programs were designed and tailored to address the specific training and educational needs of employees across all levels and functions. When necessary, employees are sent to external trainings or further studies abroad to ensure that its workforce is up to date with the latest skills, knowledge, and best industry practices in order to perform in the best way possible.
What are the Risks Identified?	
Highly trained and competent employees are in-demand not only within the BPO industry but in other industries as well. Hence, risk of attrition is always present. Training and development results in additional overhead cost to the Company. Lack of training in the workplace results to poor employee performance, which may impact business operations causing financial losses or even brand and reputational risks.	
What are the Opportunity/ies Identified?	
With technology advancement and availability of social media and internet, training and development need not be expensive.	

Labor-Management Relations

Disclosure	Quantity	Units
% of employees covered with Collective Bargaining Agreements	0	%
Number of consultations conducted with employees concerning employee-related policies	0	#

<table>
<tr><th>What is the impact and where does it occur? What is the organization’s involvement in the impact</th><th>Management Approach</th></tr>
<tr><td>The Group does not have an existing organized labor union and collective bargaining agreement.

However, through open communication between employees and management, labor issues are properly managed, and issues are addressed and acted upon. This process helps ensure employees are valued and heard in the organization and fosters a positive culture and good working environment.</td><td rowspan="5">Even without the collective bargaining agreements and labor unions, Paxys takes care of the needs and employment-related issues of its employees. The Group also ensures fair treatment of employees, and it adopts industry standard labor practices in all its business dealings.

The Group also maintains an open communication line across the organization. Business strategies plans, and policies are communicated across the organization and within departments. Team sessions and huddles are regularly conducted from top management down to the staff level.

The Company also adheres to and complies with labor laws as well as rules and regulations issued by the Department of Labor and Employment.</td></tr>
<tr><td>What are the Risks Identified?</td></tr>
<tr><td>Poor communication at work may lead to disagreements, employee dissatisfaction, stressful working environment that could result in disruption of business operations.</td></tr>
<tr><td>What are the Opportunity/ies Identified?</td></tr>
<tr><td>Instead of labor unions, the Company takes advantage of close relationship of management and employees.</td></tr>
</table>

Diversity and Equal Opportunity

Disclosure	Quantity	Units
% Of female workers in the workforce	78	%
% Of male workers in the workforce	22	%
Number of employees from Indigenous communities and/or vulnerable sector*	0	%

**Vulnerable sector includes elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E)* [8]

<table>
<tr><th>What is the impact and where does it occur? What is the organization’s involvement in the impact</th><th>Management Approach</th></tr>
<tr><td>Equal opportunity and diversity in the workplace reduce conflicts among team members and unite, rather than divide, them with a common purpose.

They also make available to the Company a talent pool with a wide range of ideas and varying levels of innovation and result in increased employee confidence and engagement as well as decreased employee turnover.</td><td rowspan="5">The Company gives equal opportunity to all, regardless of gender, race, age, ethnicity, sexual orientation, religion, social and civil status.

The Company ensures that all employees have equal opportunities to succeed and prevents individuals from being discriminated against or treated differently due to certain personality or physical characteristics.

The Company also adheres and complies to labor laws and the rules and regulations issued by the Department of Labor and Employment.</td></tr>
<tr><td>What are the Risks Identified?</td></tr>
<tr><td>Common challenges of diversified workplace include communication barriers, conflicting beliefs, and generational differences.</td></tr>
<tr><td>What are the Opportunity/ies Identified?</td></tr>
<tr><td>Businesses need to keep abreast of changing employer-related laws and trends, especially diversity-related changes. Organizations should regularly review internal policies and make sure they reflect the most current laws and regulations.</td></tr>
</table>

[8] *The Company has no available data regarding the family financial status of each employee within the organization*

Workplace Conditions, Labor Standards, and Human Rights

Occupational Health and Safety

Disclosure	Quantity	Units
Safe Man-hours	No available data	Man-hours
No. of work-related injuries	0	#
No. of work-related fatalities	0	#
No. of work-related ill-health	0	#
No. of safety drills	2	#

<table>
<tr><th>What is the impact and where does it occur? What is the organization's involvement in the impact?</th><th>Management Approach</th></tr>
<tr><td>A safe and healthy workplace protects the employees from injury and illness and reduces employee absences and turnover. It is important for all industries to promote protection and wellness of its human capital.</td><td rowspan="5">The Company ensures that the workplace conditions are always compliant with the Occupancy Safety and Health Standards set by the Department of Labor and Employment (DOLE).

Safety and emergency drills are periodically conducted to raise preparedness in case of actual emergency disaster.

Established safety procedures are in place and safety officers are assigned.

The company also conducts Health and Awareness program through the Human Resource Department to encourage healthier lifestyle amongst employees. The company also ensures that appropriate health insurance is provided to all employees.</td></tr>
<tr><td>What are the Risks Identified?</td></tr>
<tr><td>Lack of safety precautions in the workplace may cause on-the-job injuries and accidents.

While physical hazards and work-related injuries are not common within the BPO and facilities management industries, there are lifestyle-related diseases associated with workers in the BPO industry.</td></tr>
<tr><td>What are the Opportunities Identified</td></tr>
<tr><td>While the rapid growth of the BPO industry has created significant employment opportunities, there are calls within the BPO industry to come up with a more improved, holistic, and integrated workplace-based approach to address the issues of stress, poor diet, physical inactivity, tobacco and alcohol use, HIV/AIDS, and other communicable diseases for BPO workers.</td></tr>
</table>

Labor Laws and Human Rights

Disclosure	Quantity	Units
No. of legal actions or employee grievances involving forced or child labor	0	#

Do you have policies that explicitly disallow violations of labor laws and human rights (e.g. harassment, bullying) in the workplace?

	Y/N	If Yes, cite reference in the Company Policy
Forced labor	Y	The Company adopts and complies with government-mandated laws and policies concerning forced labor, child labor, and human rights.
Child labor	Y	
Human rights	Y	

<table>
<tr><th>What is the impact and where does it occur? What is the organization's involvement in the impact?</th><th>Management Approach</th></tr>
<tr><td>Respect for human rights is a fundamental business responsibility. Human rights and labor rights are inseparable, interrelated and mutually supportive.

Compliance and respect to the existing laws and regulations on labor and human rights promote a good working environment resulting to higher stakeholder trust and confidence.</td><td rowspan="5">The Company adheres to the rules and regulations pertaining to labor laws and human rights.

The Company does not hire and does not permit any irregularities such as forced labor and child labor within the organization. The HR Department has established qualifications for potential applicants in the Company. Strict pre-employment checks and reviews are conducted to ensure all Company requirements are met prior to employment contract signing.

The Company's Code of Conduct (COC) ensures that there is order and discipline among the employees in the organization. These is an established set of Company policies and procedures to ensure labor and human rights of employees are protected and include specific provisions on harassment and bullying.

There is also a grievance mechanism in place and violators are seriously dealt with accordingly.</td></tr>
<tr><td>What are the Risks Identified?</td></tr>
<tr><td>Failure to identify and respond to labor and human rights issues may lead to costly legal actions, negative publicity, reputational risk, and financial losses</td></tr>
<tr><td>What are the Opportunities Identified</td></tr>
<tr><td>Industry specific frameworks and rules would strengthen the government's efforts in protecting labor and human rights.</td></tr>
</table>

Supply Chain Management

The Company has an existing vendor or supplier management policy but is currently focused mainly on vendor selection and accreditation, performance evaluation, and accreditation discontinuation.

Although there are no specific provisions in the policy related to sustainability topics, the Company has other existing policies which encompass issues on labor rights and human rights, bribery, and corruption.

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Socially responsible product and services are not only good for the environment but also build positive brand awareness, minimize environmental impact, and bring long-term profitability. Paxys ensures that it only deals with suppliers who are compliant to established laws and regulations.	The Company's vendor management policies and procedures ensure that the Company only deals with reputable suppliers and reduces the risk. The Company supports responsible sourcing and values suppliers and vendors with green operations that have the least carbon footprint and are compliant with the best industry standards for worker safety, environmental protection, and business ethics.
What are the Risks Identified?	
Divestment, negative publicity, reputational risks, and financial losses.	
What are the Opportunities Identified	
The Company would consider the inclusion of sustainability topics in its vendor management policies.	

Relationship with Community

Significant Impact on Local Communities

Operations with Significant (positive or negative) Impact on Local Communities (exclude CSR projects; this has to be business operations)	Location	Vulnerable Groups (if applicable)*	Does the particular operation have impact on Indigenous People (Y/N)?	Collective or individual rights that have been identified to be of particular concern for the community	Mitigating Measures (if negative) or Enhancement Measures (if positive)
Provides opportunity for livelihood, employment, and jobs to the residents where the Company operates. Through taxes paid to the local government, the Company promotes economic growth in the areas of operations.	Laguna	N/A	N/A	N/A	N/A

**Vulnerable sector includes children and youth, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E).*

For operations that are affecting IPs, indicate the total number of Free and Prior Informed Consent (FPIC) undergoing consultations and Certification Preconditions (CPs) secured and still operational and provide a copy or link to the certificates if available: _____________

Certificates	Quantity	Units
FPIC process is still undergoing	Not applicable	Not applicable
CP Secured	Not applicable	Not applicable

What are the Risks Identified	Management Approach
Stringent rules and regulations in the local government may turn-off potential investors. Some business tasks require highly specialized skills.	Through its business operations, the Company provides employment opportunities within the community where it operates to diverse individuals regardless of gender, race, age, ethnicity, sexual orientation, religion, and civil status. The Company likewise welcomes and does not discriminate Indigenous people, persons with disabilities, and other workers from the most vulnerable sectors provided they have the basic skill necessary to perform the job. The Company ensures that all employees have equal opportunities to succeed and prevents individuals from being discriminated against or treated differently due to certain personality or physical characteristics.
What are the Opportunities Identified	
Information and awareness campaign to encourage vulnerable groups to continue to become more productive members of the society. Local community partnerships also provide the Company a continuing talent pool for its human resource requirements.	

Customer Management

Customer Satisfaction

Disclosure	Score	Did a third party conduct the customer satisfaction survey (Y/N)?
Customer satisfaction	Not qualitatively assessed	N

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Customer satisfaction score provides information to the Company on what needs to be improved or changed in the way services are delivered.	The Company's customers and clients have established processes and feedback mechanisms for the Company. These processes and mechanisms are tied to the contracts with the client. The client provides rewards for the Company's satisfactory performance. No third party was hired to conduct a customer satisfaction survey as this system is already embedded in the Company's operations and Client Agreement.
What are the Risks Identified?	
Lack of knowledge about customers' interests and preferences may lead to dissatisfaction which could negatively impact the revenue of the Company.	
What are the Opportunities Identified	
There are a number of economical and efficient ways to measure customer satisfaction. The score helps the Company to identify areas for improvement and resolve issues in a timely manner.	

Health and Safety

Disclosure	Quantity	Units
No. of substantiated complaints on product or service health and safety *	Not applicable	Not applicable
No. of complaints addressed	Not applicable	Not applicable

**Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Not applicable	The services offered by the Company are primarily rendered through electronic systems. While health and safety of customers are of utmost importance to the Company, this is not applicable under current business operations.
What are the Risks Identified?	
Not applicable	
What are the Opportunities Identified	
Not applicable	

Marketing and Labelling

Disclosure	Quantity	Units
No. of substantiated complaints on marketing and labelling *	Not applicable	Not applicable
No. of complaints addressed	Not applicable	Not applicable

**Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Not applicable	The services offered by the Company are primarily rendered through electronic systems using proprietary systems and digitally secure internet connectivity. Marketing and labelling, including the related risks and opportunities, are not applicable under current business operations.
What are the Risks Identified?	
Not applicable	
What are the Opportunities Identified	
Not applicable	

Customer Privacy

Disclosure	Quantity	Units
No. of substantiated complaints on customer privacy *	0	#
No. of complaints addressed	Not applicable	Not applicable
No. of customers, users, and account holders whose information are used for secondary purposes	0	#

**Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies*
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<table>
<tr><th>What is the impact and where does it occur? What is the organization's involvement in the impact?</th><th>Management Approach</th></tr>
<tr><td>Unauthorized use of customer data which may lead to damages and other contractual penalties, e.g., termination of contract

Proper handling of customer data would result to increased trust and confidence, better business value, higher profits, and long-term business success.</td><td rowspan="5">Customer privacy and data security is an important part of the business strategy of the Group. Business operations include processing by way of conversion or transcription of third-party data, assisted by computer-enabled software, which may or may not contain sensitive information.

The Company is bound by strict contractual obligation to secure customer data and information. Specific physical and data security control mechanism are in place to ensure compliance with the required contractual obligation for data privacy and security as well as with the related and applicable laws and regulations within the country and the domicile country of the customers.

The Company takes data privacy and security seriously. The Executive Committee of the Board has designated a Corporate Information Officer, Chief Compliance Officer, Chief Risk Officer, and Data Privacy Officer to ensure that policies and procedures are in place and cascaded down through all levels of the organization.

The Company's policies and procedures are in compliance with the government's Data Privacy laws and regulations.</td></tr>
<tr><td>What are the Risks Identified?</td></tr>
<tr><td>Leak of customer data to unauthorized party may lead to stakeholder loss of trust and confidence, legal cases, and financial losses.</td></tr>
<tr><td>What are the Opportunities Identified</td></tr>
<tr><td>Technology offers several ways to secure information like data/database encryption to improve data security measures</td></tr>
</table>

Data Security

Disclosure	Quantity	Units
No. of data breaches including leaks, theft, and losses of data	0	#

<table>
<tr><th>What is the impact and where does it occur? What is the organization’s involvement in the impact?</th><th>Management Approach</th></tr>
<tr><td>All companies must protect their data and prevent improper use of confidential information about the Company. Listed companies must ensure that no material information are divulged to any third party, unless data has been disclosed to the Philippine Stock Exchange and to the Security and Exchange Commission, with consent from the data subject.</td><td rowspan="5">The Company takes data privacy and security seriously. The Executive Committee of the Board have designated a Corporate Information Officer, Chief Compliance Officer and Chief Risk Officer, and Data Privacy Officer to ensure that policies and procedures are in place and cascaded down through all levels of the organization.

The company is bound by strict contractual obligation to secure customer data and information. Specific physical and data security control mechanisms are in place to ensure compliance with the required contractual obligation for data privacy and security as well as with the related and applicable laws and regulations within the country and the domicile country of the customers.

The Company implements the best practices in data security and privacy which include:

- Overall IT governance which provides the policies, procedures and guidelines related to data privacy and security, including defined roles and responsibilities not only for the officers but across all employees in the organization

- Specific data security policies and procedures

- Physical security and deployment of technology for access restriction like biometrics and RFIDs on site operations

- Physical and digital restriction of computers

- Data encryption and data management and back-up

- Network segmentation, firewalls, and installation of anti-virus software, restrictions for mobile devices and internet sites

- Information security campaign</td></tr>
<tr><th>What are the Risks Identified?</th></tr>
<tr><td>Breach of sensitive data may lead to reputational risk, costly legal suits, financial losses, and overall stakeholder loss of trust and confidence.</td></tr>
<tr><th>What are the Opportunities Identified</th></tr>
<tr><td>Technology offers several ways to secure information like data/database encryption to improve data security measures</td></tr>
</table>

UNSUSTAINABLE DEVELOPMENT GOALS

Product or Service Contribution to UN SDGs

Key products and services and its contribution to sustainable development.

Key Products and Services	Societal Value/Contribution to UN SDGs	Potential Negative Impact of Contribution	Management Approach to Negative Impact
Data conversion/transcription services, e.g., voice to text services Facilities management services	The Company supports the UN values through its corporate values and business operations. - <u>Industry Innovation</u> Through the use of technology, data conversion can provide increased access to information and promotes innovation in conversational artificial intelligence. - <u>No Poverty, Decent Work and Economic Growth</u> The Company has created employment opportunities in the Philippines through its operations. - <u>Gender Equality and Diversity</u>	There are no known negative impact of these contributions.	

* *None/Not Applicable is not an acceptable answer. For holding companies, the services and products of its subsidiaries may be disclosed.*