

Transforming Lives Through Education



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About This Report

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

This year’s report emphasizes the Group’s commitment to promote sustainable education in the midst of the evolving demands of the times. As the world began to usher in a new normal, the Group remained focused on its mission – innovating its learning delivery models while successfully adapting to the changes brought about by the global health crisis.

Moreover, this report has been prepared in compliance with Securities and Exchange Commission’s (SEC) Memorandum Circular No. 4, Sustainability Reporting Guidelines for Publicly-listed Companies, covering the period July 1, 2023 to June 30, 2024. The disclosures in this report do not cover franchise schools and include only STI ESG-owned schools, STI WNU, and iACADEMY, unless otherwise stated.

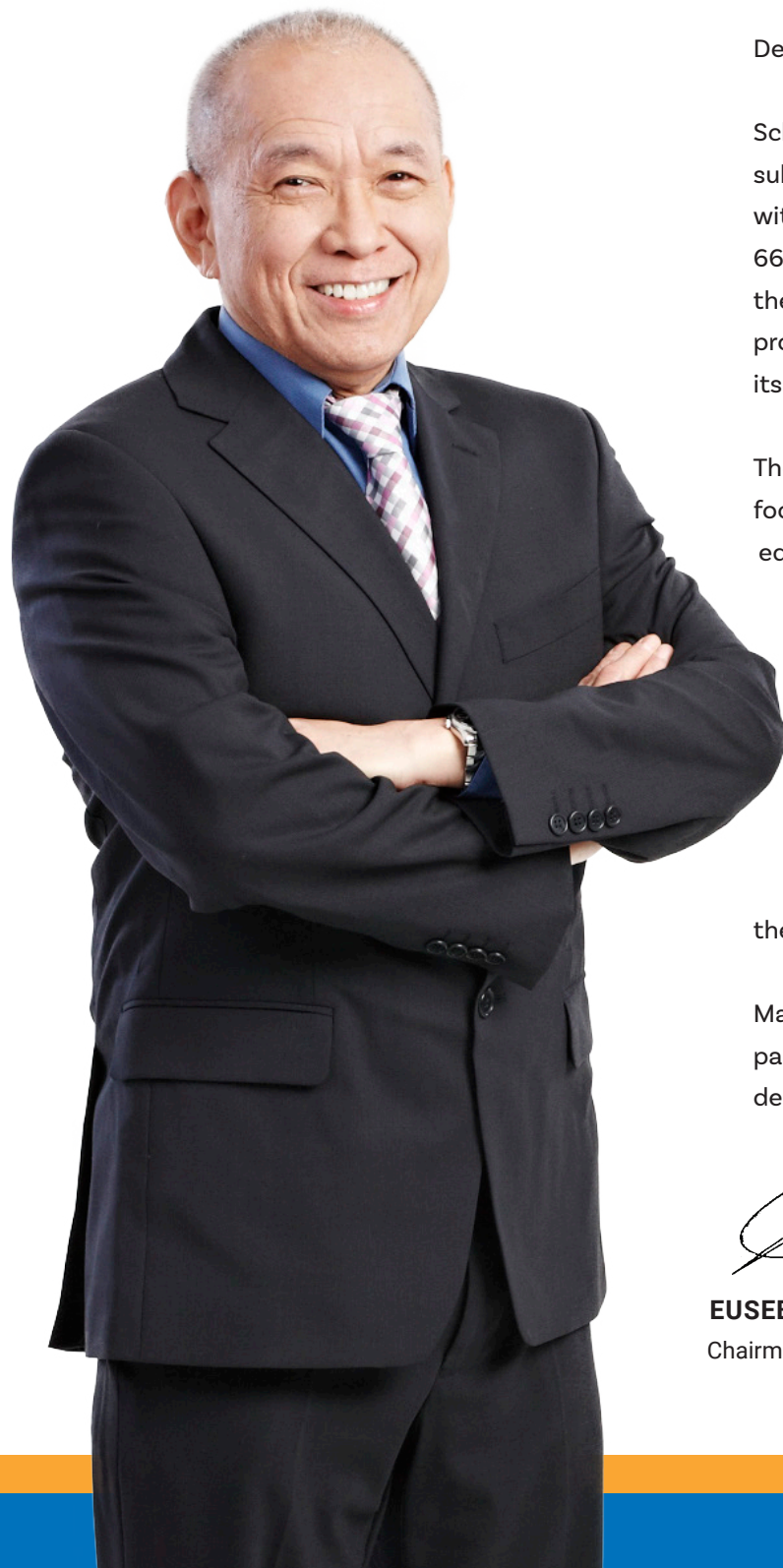
To better understand the Group’s sustainability plans, all stakeholders are encouraged to read this publication in conjunction with STI Holdings’ annual report as of and for the year ended June 30, 2024, which is available on the website www.stiholdings.com. This report was developed through the efforts of the STI Holdings’ Sustainability Core Team spearheaded by Cyril Cunanan, STI Compliance Officer. Readers may email info@stiholdings.com.ph for feedback and queries about this report.

Note on Forward-Looking Statements

This report may contain forward-looking statements that present the Group’s view of its risks and opportunities subject to the trends, projections, plans, and other information available as of the writing of the report. Statements describing the Group’s outlook do not present or guarantee the Group’s future performance. While the Group believes that the disclosures are reasonable, risks and uncertainties

beyond the Group’s control may impact the Group’s performance and outcomes may differ materially from those expressed or implied in this report. The Group does not assume any obligation to update forward-looking statements to reflect actual results, changes in assumptions, or changes in other factors which may affect these statements.

Message from the Chairman and President



Dear Fellow Stakeholders,

School Year 2023-2024 for STI Holdings and its subsidiaries (the “Group”) is marked by significant growth, with student population reaching almost 120,000 across 66 campuses nationwide. Likewise, iACADEMY, one of the Group’s subsidiaries, brought its game-changing programs to one of the country’s largest cities through its newly established Cebu Campus.

These milestones were achieved through the Group’s focus on providing quality, relevant, and inclusive education that aims to not only help its students gain industry-specific knowledge and skills but also mold them into individuals who would thrive in their chosen fields. Concurrently, the Group emphasized the development and implementation of experience-based curricula, and support activities under the Student Affairs and Services. The school faculty and students continued to produce Academic Research that are as timely as they are insightful.

Maintaining a healthy working environment remained paramount in the Group’s pursuit of meeting the evolving demands of its stakeholders. The Group endeavored to

EUSEBIO H. TANCO
Chairman, STI Holdings

attract and retain highly qualified employees while promoting diversity as well as equal opportunities across the institution. Additionally, the Group forged meaningful strategic partnerships that supported not only industry needs but also the different communities it serves.

The Group believes that transforming lives through education is rooted in ensuring the institution’s sustainability, that in turn necessitates change as it does stability. Seeing the increasing demand for entrepreneurship-related programs, STI Holdings has acquired and is now set to revitalize the Philippine School for Business Administration and restore it to its former glory as one of the top business schools in the country.

Contributing to the attainment of several United Nations Sustainable Development Goals – Good Health and Well-being, Quality Education, Gender Equality, Decent Work and Economic Growth, Peace, Justice and Strong Institutions – is a result of targeted and thoughtful efforts of members, partners and communities of the institution. Thus, the Group hopes to continue building on its legacy of innovation by staying attuned not only to market but also to societal needs in support of its vision of a vibrant future for all.

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



OUR ORGANIZATION





STI Education Systems Holdings, Inc. (STI Holdings)

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

STI Holdings began in 1928 when Theo H. Davies and Co., a Hawaiian corporation, established a branch office in the Philippines. In 1946, Jardine-Matheson

group reincorporated the entity as a Philippine company. It was listed on the Philippine Stock Exchange on October 12, 1976. In March 2010, it became part of the Tanco Group of Companies. It is the holding company within the Tanco Group that drives investment in its education business. Today, it has investments in three large educational institutions – STI ESG, STI WNU and iACADEMY – and is also the owner of Attenborough Holdings Corporation (AHC).



STI Education Services Group, Inc. (STI ESG)

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

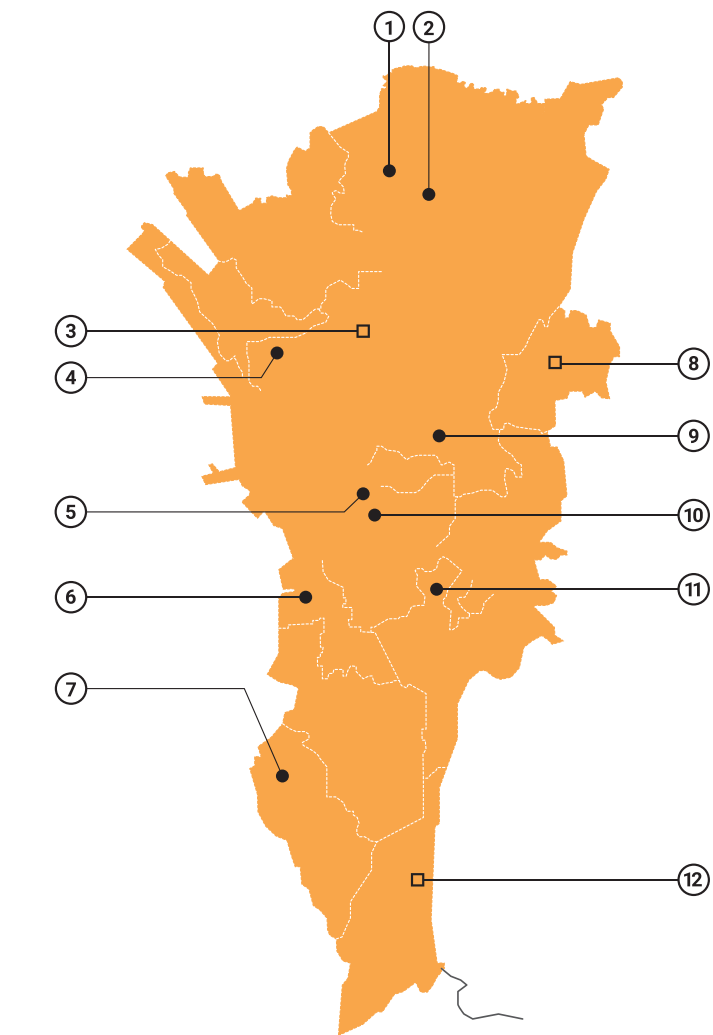
STI ESG began with the goal of training as many Filipinos as possible in computer programming and addressing the information technology (IT) education needs of the Philippines.

At present, STI ESG offers secondary and tertiary programs as well as post-graduate and associate programs. The colleges of STI ESG grant Associate Degrees and Baccalaureate Degrees and offer Technical Courses, and Vocational Courses in the fields of Information and Communications Technology (ICT), Business and Management, Hospitality Management, Tourism Management, Arts and Sciences, Engineering, and Education. These programs are accredited by the Commission on Higher Education (CHED) and/or the

Technical Education and Skills Development Authority (TESDA). Also accredited by TESDA, the education centers of STI ESG offer technical/vocational courses for computer programming, computer technology, multimedia arts, and office administration, among others. In addition, all schools in the STI ESG network have been issued permits by the Department of Education (DepEd) to offer Senior High School (SHS). Select schools in the STI ESG network were also granted permits by DepEd to offer Junior High School (JHS). STI ESG likewise obtained permits to offer Bachelor of Science in Psychology in SY 2022-2023 and Bachelor of Science in Criminology starting SY 2023-2024.

STI ESG, whose head office is located in Cainta, Rizal, has a network of sixty-three (63) schools spread across Luzon, Visayas, and Mindanao. It is comprised of sixty (60) STI-Branded Colleges and three (3) STI-Branded Education Centers. Of the total number of schools, thirty-six (36) colleges and one (1) education center are owned by STI ESG while twenty-four (24) colleges and two (2) education centers are operated by franchisees.

Map 1: STI Campuses in Metro Manila



Metro Manila

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

Northern Luzon

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

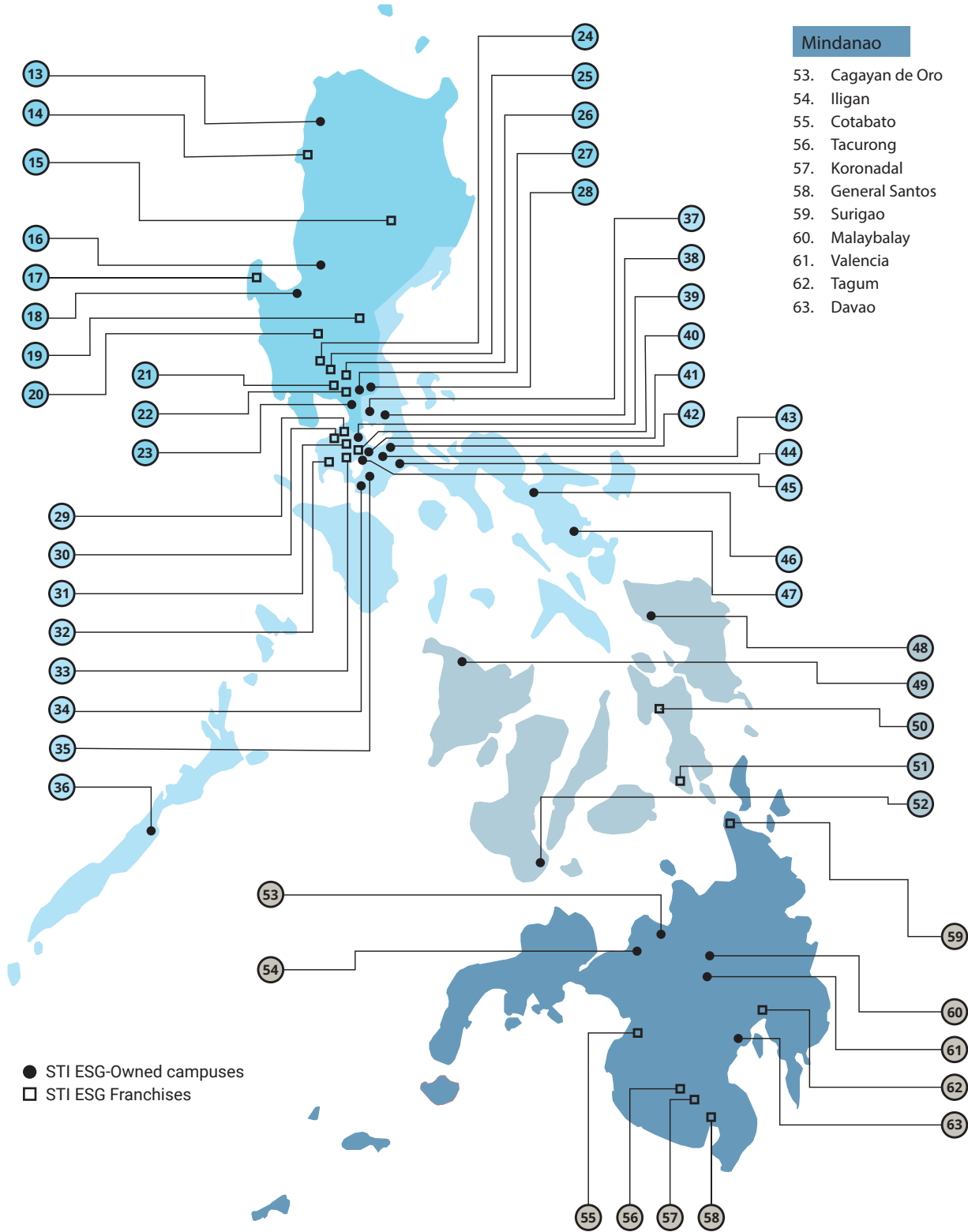
Southern Luzon

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

Visayas

- 48. Calbayog
- 49. Kalibo
- 50. Ormoc
- 51. Maasin
- 52. Dumaguete

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



Mindanao

- 53. Cagayan de Oro
- 54. Iligan
- 55. Cotabato
- 56. Tacurong
- 57. Koronadal
- 58. General Santos
- 59. Surigao
- 60. Malaybalay
- 61. Valencia
- 62. Tagum
- 63. Davao



STI West Negros University, Inc. (STI WNU)

STI WNU, a leading university in the City of Bacolod in Negros Occidental, offers a wide variety of programs and complements the courses offered by the Parent Company's other subsidiary, STI ESG. The University offers pre-elementary, elementary, secondary including SHS, tertiary and post-graduate courses.

STI WNU was founded by three Baptist women leaders on February 14, 1948 when the city was still reeling from the aftermath of the Second World War. The school, then West Negros College, first operated as a sectarian educational

institution offering six undergraduate programs that attracted 710 students handled by 33 faculty members. It has since gone through years of providing education that is responsive to the needs of the community and was granted the University Status by CHED in June 2008.

In October 2013, the Parent Company acquired majority ownership interest in STI WNU. Since then, STI WNU's facilities have been continuously upgraded, catering to up to 15,000 students.



iACADEMY, Inc. (iACADEMY)

iACADEMY is a premier school offering specialized programs in SHS and college that are centered on Computing, Business and Design. It is known for its strong industry partnerships and non-traditional programs such as Software Engineering, Game Development, Web Development, Real Estate Management, Animation, Multimedia Arts and Design, Fashion Design and Technology, Music Production and Sound Design, Film and Visual Effects, Data Science, and Cloud Computing. iACADEMY also offers programs in Accountancy, Marketing Management and Psychology.

iACADEMY has been providing 22 years of non-traditional, Game Changing education, pioneering specialized programs that are technology-focused, innovative and industry-relevant. iACADEMY was established in 2002 as a wholly-owned subsidiary of STI ESG. The school became a wholly-owned subsidiary of STI Holdings through acquisition on September 30, 2016. iACADEMY's Nexus campus, equipped with top-of-

the-line multimedia arts laboratories and computer suites, is located along Yakal St. in Makati City.

iACADEMY's success in its Makati Campus has triggered expansion plans. A major growth path is to bring the type of education that iACADEMY offers closer to people in other regions of the country. In 2022, iACADEMY started setting up its first regional campus in Cebu City. The campus is located in Cebu I.T. Park, the I.T. Capital of Cebu. iACADEMY Cebu held its unveiling and blessing ceremony on January 21, 2023. In its initial year of operation SY 2023-2024, program offerings included Bachelor of Science in Computer Science with major in Software Engineering (BSCS-SE), Bachelor of Science in Entertainment and Multimedia Computing with specialization in Game Development (BSEMC-GD), Bachelor of Science in Real Estate Management (BSREM), Bachelor of Arts in Animation (ABANI), and Bachelor of Arts in Multimedia Arts and Design (ABMAD).

SUSTAINABILITY AT STI



Materiality

The Group aims to address all stakeholder concerns and attend to areas of its operations where it has the most material impacts. Following the guidelines and principles set by the SEC, the Group conducted its materiality assessment this year by examining external trends, global issues, and internal documents, in addition to addressing the key topics raised by its stakeholders. It considered the prevalent issues within the education sector by benchmarking against its peers, scanned media mentions related to the Group, assessed relevant publications of CHED, TESDA, and DepEd, checked advocacies of global non-governmental organizations related to education, and reviewed relevant internal policies and corporate strategies as well as the Group's social media posts to inform its materiality assessment process.

The Group carefully assessed the results and determined to include the following economic, environmental, social, and governance topics among its material sustainability topics.

Materiality Themes



System-wide Development

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



Social Commitment

- Employment
- Diversity and Inclusion
- Learning and Development
- Safety and Well-being
- Community Relations and Strategic Partnerships
- Customer Data and Privacy



Economic Value and Governance

- Economic Performance
- Procurement Practices
- Corporate Governance



Environmental Initiatives

- Energy and Emissions

United Nations Sustainable Development Goals (SDGs)



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

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

SDG 3: Good Health and Well-being

- Health insurance policy covering teachers and full-time administrative staff
- To protect the students, faculty, and other personnel's health and safety, the Group implemented comprehensive health and safety measures

SDG 4: Quality Education

- Scholarships or alternative form of financial assistance for over 20,000 students within the whole STI network (aligned with SDG target 4.5)
- Senior High School Qualified Voucher Recipients and beneficiaries of the Tertiary Education Subsidy and CHED-Tulong Dunong financial assistance aggregating to over 35,000 students
- Competitive program offerings that are industry and market-driven (aligned with SDG target 4.4)
- Career orientation and internship programs for senior high school and college students (aligned with SDG target 4.4)
- Centralized courseware development to ensure the standard delivery of courses across its network of schools
- Continuity of education amidst community quarantine using digital tools and online technology
- The Group provided trainings and webinars to its employees, with each receiving an average of 4 training hours (aligned with SDG targets 4.3, 4.4, and 4.5)

SDG 5: Gender Equality

- The Group's workforce consisted of 48% male and 52% female (aligned with SDG target 8.5)
- Equal employment opportunity (aligned with SDG target 8.5)

SDG 8: Decent Work and Economic Growth

- PhP1,042M paid to employees in the form of wages and benefits (aligned with SDG targets 8.1, 8.2)
- PhP211M paid in taxes to the government (aligned with SDG targets 8.1, 8.2)
- 98% of procurement budget spent on local suppliers (aligned with SDG targets 8.1, 8.2, 8.3)
- 1,928 new employee hires within the Group
- Over 23,000 skilled graduates contributing to the supply of human capital, not just across the country but also to the global industry (aligned with SDG targets 8.3, 8.5)

SDG 16: Peace, Justice, and Strong Institutions

- Compliance with laws, rules and regulations, policies, and standards of governing bodies covering the Group's operations

Stakeholder Engagement

The following stakeholders were identified based on influence, representation, contribution, responsibility, and dependency of the entities within the Group. For SY 2023-2024, the Group engaged with stakeholders through different online platforms and onsite interactions, especially with respect to changes in the learning delivery system and school operations.

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

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

Governance

The Group adheres to the principles and practices of good corporate governance and conducts its business in accordance with the highest level of accountability, transparency, and integrity.



Eusebio H. Tanco
Chairman of the Board



Monico V. Jacob
President and Chief Executive Officer



Joseph Augustin L. Tanco
Vice President, Investor Relations



Maria Vanessa Rose L. Tanco
Director



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



Martin K. Tanco
Director



Jesli A. Lapus
Director



Robert G. Vergara
Independent Director



Ma. Leonora V. De Jesus
Independent Director



Raymond Anthony N. Alimurung
Independent Director



Justice Antonio T. Carpio (Ret.)
Independent Director



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



Yolanda M. Bautista
Treasurer and Chief Finance Officer

Corporate Governance

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

The current BOD is composed of the Chairman, the President and Chief Executive Officer, the Vice President for Investor Relations, the Vice President and Chief Investment and Risk Officer, and seven other Board members which include four independent directors. The current Executive Committee appointed by the BOD consists of the Chairman, the President and Chief Executive Officer, the Treasurer, and one Board member.

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

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

Ethics and Transparency

To further strengthen and integrate sustainability into the DNA of the business, STI Holdings and all its subsidiaries remain committed to ensuring that all employees conduct business in a responsible and ethical manner. The Code of Discipline and Ethics was developed to promulgate the Group’s integrity as a reputable and honest organization, establishing and maintaining the trust and confidence of the employees, board of directors, and all stakeholders as they adhere to the highest

moral and ethical standards while still directly or indirectly associated with the organization.

The Group’s Code of Discipline and Ethics seeks to ensure transparency and fairness in all dealings with stakeholders and the public by establishing policies and due process regarding whistle-blowing, conflict of interest, insider trading policy, and related party transactions.

GOVERNANCE STRUCTURE AS OF JUNE 30, 2024

BOARD OF DIRECTORS AND EXECUTIVE OFFICERS

Eusebio H. Tanco Chairman of the Board	Maria Vanessa Rose L. Tanco Director	Raymond Anthony N. Alimurung Independent Director
Monico V. Jacob President and Chief Executive Officer	Martin K. Tanco Director	Justice Antonio T. Carpio (Ret.) Independent Director
Joseph Augustin L. Tanco Vice President, Investor Relations	Jesli A. Lapus Director	Atty. Arsenio C. Cabrera, Jr. Corporate Secretary and Corporate Information Officer
Paolo Martin O. Bautista Vice President and Chief Investment and Risk Officer	Robert G. Vergara Independent Director	Yolanda M. Bautista Treasurer and Chief Finance Officer
	Ma. Leonora V. De Jesus Independent Director	

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



EXECUTIVE COMMITTEE

Eusebio H. Tanco – Chairman
Monico V. Jacob
Yolanda M. Bautista
Martin K. Tanco

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



CORPORATE GOVERNANCE COMMITTEE

Justice Antonio T. Carpio (Ret.) – Chairman
Ma. Leonora V. De Jesus
Raymond Anthony N. Alimurung

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



AUDIT and RISK COMMITTEE

Robert G. Vergara – Chairman
Jesli A. Lapus
Martin K. Tanco
Ma. Leonora V. De Jesus
Raymond Anthony N. Alimurung

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



RELATED PARTY TRANSACTIONS COMMITTEE

Ma. Leonora V. De Jesus – Chairwoman
Robert G. Vergara
Jesli A. Lapus
Raymond Anthony N. Alimurung
Justice Antonio T. Carpio (Ret.)

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

Educational Philosopy

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

Risk Management

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

Risk Management is crucial for STI and its stakeholders, including students, parents, alumni, board members, investors, and local communities, as it ensures the identification, assessment, and mitigation of potential threats that could adversely affect the institution's operations, reputation, and financial stability. Effective risk management fosters a secure and conducive learning environment while maximizing stakeholder trust and engagement. Again, inadequate risk management can lead to significant negative effects, such as financial losses, deterioration of reputation, and decreased stakeholder confidence, ultimately jeopardizing the institution's sustainability and mission. Thus, a robust risk management framework not only enhances STI's resilience but also contributes to the overall well-being of its diverse stakeholder ecosystem.

The Board, through the Audit and Risk Committee, sets the framework and guidelines in the performance of its oversight responsibility over financial reporting process, systems for internal control, audit processes, and compliance monitoring,

to laws and regulations and reviews the reports submitted by compliance, internal and external auditors.

The organization has developed a multi-level control guideline to supplement the grievance mechanism for the STI Group. From The Code of Business Conduct and Ethics to Whistleblowing Policies, this collection of guidelines enables the company to handle grievances and safeguards each employee to be able to voice concerns and supports the company to manage incidents in an effective and constructive way.

The Board, through its different committees such as the Corporate Governance and the Audit and Risk Committee, sets the framework and guidelines in the performance of its oversight responsibility over the company's sustainability, prioritizing equally the environment, its social responsibility and the overall health, not only of the people within the company, but to the community that STI serves.

Collectively, different teams within the company develop and perform their respective duties for STI's sustainability, especially with activities fulfilled with the students and their communities. Nationwide, the company and all of the schools have been active in performing duties related to STI's responsibility over sustainability, society and environment.



PERFORMANCE HIGHLIGHTS AND INITIATIVES

MANAGING SUSTAINABILITY

SYSTEM-WIDE DEVELOPMENT

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

Quality, Affordable, and Inclusive Education

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

To ensure the delivery of Quality, Affordable and Inclusive Education, the Group focuses on establishing a robust learning delivery system that builds strong industry partnerships and anticipates and responds to new trends by constantly exploring possible new courses and programs that are needed by the industry. The Group is committed to continuously enhancing the educational experience of its students by ensuring that its campuses are equipped with industry-grade simulation laboratories, spacious classrooms, and top-of-the-line recreational facilities.

The Group is resolute in fostering an environment where deserving students, regardless of their financial standing, have the opportunity to pursue and attain quality education. Sources of funding for scholarships include the public and private sectors, non-profit organizations, and school-initiated scholarship grants. Also, to further support its students, the Group partnered with other institutions and provided discounts to students for SY 2023-2024.

The Group accepts students with Tertiary Education Subsidy (TES), CHED-Tulong Dunong financial assistance,

and Senior High School DepEd Vouchers. At the same time, the Group also provides scholarship grants to academically deserving students, siblings of existing students, dependents of employees and/or alumni, and varsity players, among others. Additionally, the Group offers tuition installment plans to facilitate a more affordable payment scheme.

Scholarships and financial assistance programs are pivotal in the Group’s commitment to bridge gaps and foster an inclusive educational landscape. The array of scholarships, including those from partner private institutions, exemplifies the institution’s unwavering dedication to providing accessible, high-quality education for everyone.

Recognizing that learners have diverse needs and characteristics, the Group aims to increase access of all students to education and eliminate discrimination in the learning environment. The Group acknowledges and respects the diverse gender identities of students and strongly encourages its campuses to help reduce stigma and potential instances of bullying or harassment, therefore fostering a safer space for all students.

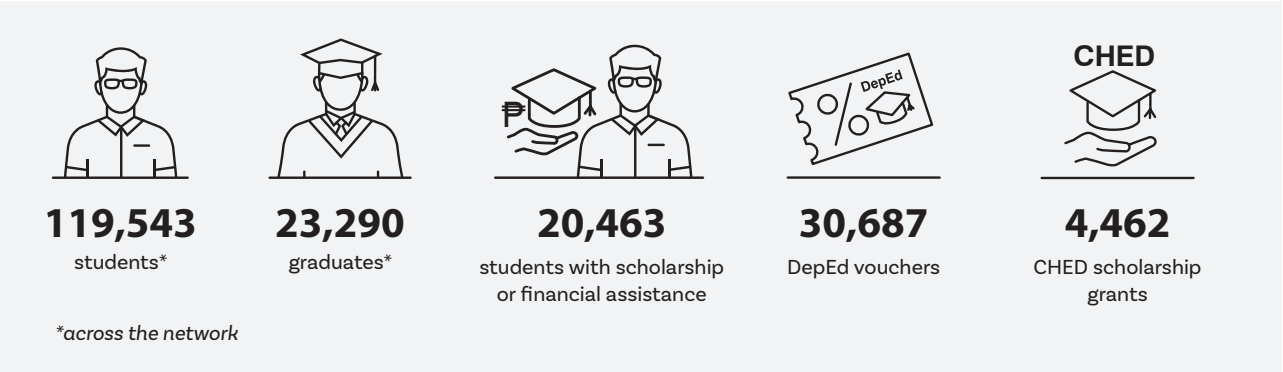
The schools allow gender-affirming uniforms for LGBTQIA+ students to express their gender identity in a way that aligns with their authentic selves, promotes a positive self-image, and reduces feeling of dysphoria. Gender-inclusive

restrooms are also being established to promote a sense of dignity and hopefully reduce the risk of harassment that LGBTQIA+ students may feel when faced with using restrooms that do not align with their gender identity.

The Group also provides an opportunity to educate students, parents, and staff about LGBTQIA+ identities and issues and consequently foster empathy, understanding, and respect. It tangibly supports the mental, emotional,

and social well-being of LGBTQIA+ students, enabling them to fully participate in their educational journey. This approach helps create a more equitable and respectful learning environment for all students, promoting empathy and understanding among the broader student body and staff. These policies also send a powerful message about STI’s commitment to diversity and inclusion, promoting a culture of acceptance among all students, and a safe space for all.

2024 Performance



The Group monitors the retention rate and migration rate in each subsidiary. Retention rate is above 98% while migration rate is above 92% for the schools in SY 2023-2024.

* Retention rate refers to the percentage of students that are able to complete the semester
** Migration rate refers to the percentage of students that continue from the previous semester

Enrollment

Group-wide enrollment increased to 119,543 students in SY 2023-2024 from the registered enrollment of 94,312 students in SY 2022-2023. The 27% improvement was bolstered by the robust increase of 25% in enrollment of students in CHED-regulated programs in the same period.

Curriculum Development and Implementation

As an educational institution, the Group provides all the necessary resources to be able to develop relevant and accurate learning materials to produce competent graduates.

The development and execution of curricula play a vital role in elevating the students' educational training, enhancing their performance in the licensure exams, improving the work competence and employability of graduates, expanding the professional development opportunities for the teaching personnel, and producing qualified and competent graduates that fit the needs of the industry. The Group ensures that its curriculum is highly responsive to the present and future needs of the market by regularly reviewing and updating its current curriculum or existing programs, strands, and course offerings.

STI ESG's curriculum development, as an integral component of the learning delivery system, complies with the ISO 9001:2015 standards, a certification awarded by TÜV Rheinland Philippines, Inc. STI ESG goes a step further by designing course materials that incorporate engaging activities, all of which guide students towards achieving the STI 4Cs – character, adaptability to change, effective communication, and critical thinking. These are the essential skills and qualities highly sought after by leading industries across the globe.

STI WNU consistently pursues recertification from the Private Educational Assistance Committee (PEAC) and accreditation from the Philippine Association of Colleges and Universities Commission on Accreditation (PACUCOA) as part of its ongoing commitment to maintaining educational quality and meeting regulatory standards. The University has also been awarded by DNV AS Philippines

the ISO 9001:2015 certification for quality management system and ISO 9001:2018 certification for organization management system. STI WNU has set and follows guidelines in the conduct of curriculum review, evaluation, development and revision. This ensures full compliance with the standards set by the CHED, PACUCOA, DepED and other governmental and private accrediting and regulatory agencies.

In iACADEMY, relevant documents were created, and corresponding success metrics and accountabilities were identified to ensure a smooth approach, proper resource allocation, and planned risk management. These documents include a program for continuous quality improvement framework and a curriculum review manual that outlines the curriculum review process, the people involved, and the evaluation instrument. Regular checkpoints to monitor progress and maintain quality are conducted.

The Group is dedicated to the development and maintenance of curricula that adhere to the guidelines set forth by various regulatory bodies, including DepEd, CHED, and TESDA. The Group likewise ensures that all course materials are well-suited for online learning and are aligned with Outcome-based Education (OBE) principles and complete with assessment tools, rubrics, and performance tasks. Furthermore, the Group forges partnerships with a range of organizations to offer student certifications and facilitate on-the-job training and practicum experiences. The Group also fosters strong connections and partnerships with industry leaders and employers to make sure that its students have updated curricula suited to the market demand and are equipped with marketable skills.

STI ESG Programs

Basic Education

- Junior High School (Grades 7 to 10)*

Senior High School

Academic Track

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

Technical-Vocational-Livelihood Track

- ICT Strand with specializations in:
 - Computer Programming
 - Animation
 - Illustration
 - Computer Systems Servicing
- Home Economics Strand with specializations in:
 - Commercial Cooking
 - Cookery
 - Bartending
 - Food and Beverage Services
 - Bread and Pastry Production
 - Local Guiding Services
 - Travel Services
 - Tourism Promotions Services
 - Front Office Services
- Industrial Arts Strand with specialization in:
 - Electronic Products Assembly and Servicing

Tertiary

- BS in Information Systems
- BS in Computer Science
- BS in Information Technology
- BS in Accountancy
- BS in Management Accounting
- BS in Accounting Information System
- BS in Business Administration major in Operations Management
- BS in Retail Technology and Consumer Science
- BS in Hospitality Management
- BS in Culinary Management
- BS in Tourism Management
- BS in Computer Engineering
- BA in Communication
- BA in Psychology*
- Bachelor of Multimedia Arts

- BS in Criminology*
- BS in Marine Engineering**
- BS in Marine Transportation**
- BS in Naval Architecture and Marine Engineering**
- 3-year Hotel and Restaurant Administration
- 2-year Information Technology Program
- 2-year Associate in Computer Technology
- 2-year Hospitality and Restaurant Services
- 2-year Tourism and Events Management
- 2-year Associate in Retail Technology

**These programs are offered to students in select STI campuses.
**These maritime programs are offered only to students of NAMEI Polytechnic College, Inc.*



STI WNU Programs

Basic Education

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

Senior High School

Academic Track

- Accountancy, Business and Management
- Humanities and Social Sciences
- Science, Technology, Engineering, and Mathematics

Technical-Vocational Livelihood Track

- Maritime Specialization Strand
- ICT Strand
- Home Economics Strand

Tertiary

- BS in Hospitality Management
- BS in Tourism Management
- BS in Criminology
- BS in Information Technology
- BS in Computer Science
- BS in Accountancy
- BS in Business Administration major in Marketing Management

- BS in Business Administration major in Financial Management
- BS in Management Accounting
- BS in Retail Technology and Consumer Science
- Bachelor of Early Childhood Education
- Bachelor of Physical Education
- Bachelor of Secondary Education major in English and Filipino
- Bachelor of Elementary Education
- Teacher Certificate Program
- BS in Psychology
- BS in Mathematics
- BA in Communication
- BA in English Language
- BS in Electrical Engineering
- BS in Civil Engineering
- BS in Mechanical Engineering

School of Graduate Studies (SGS)

- Doctor of Philosophy in Educational Management
- Doctor in Public Administration
- Doctor in Business Administration
- Master of Arts in Education
- Master in Business Administration
- Master in Public Administration

iACADEMY Programs

Senior High School

Academic Track

- Accountancy, Business and Management
- Humanities and Social Sciences
- Science, Technology, Engineering, and Mathematics (Robotics)

Technical-Vocational-Livelihood Track

- ICT Strand with specializations in:
 - Computer Programming (Software Development)
 - Animation
 - Mobile App Development
 - Graphic Illustration
- Home Economics Strand with specialization in:
 - Fashion Design

Arts and Design Track

- Media and Visual Arts (Multimedia Arts)
- Music (Audio Production)

Senior High School (Homeschool Program)

Academic Track

- Accountancy, Business and Management

Technical-Vocational Track

- ICT Strand with specialization in:
 - Animation

Arts and Design Track

- Multimedia Arts

Tertiary

School of Computing

- BS in Computer Science (Software Engineering)*
- BS in Computer Science (Cloud Computing)
- BS in Computer Science (Data Science)
- BS in Entertainment and Multimedia Computing (Game Development)*
- BS in Information Technology (Web Development)

School of Business and Liberal Arts

- BS in Business Administration major in Marketing Management
- BS in Business Administration major in eManagement
- BS in Real Estate Management*
- BA in Psychology
- BS in Accountancy

School of Design

- BS in Animation**
- BA in Multimedia Arts and Design*
- BA in Fashion Design and Technology
- BA in Film and Visual Effects
- BA in Music Production and Sound Design

** Also offered at the Cebu campus*

*** Offered as BA in Animation at the Cebu campus*

Accreditations

STI ESG’s Learning Delivery System (LDS) was awarded by the ISO certifying body TÜV Rheinland Philippines, Inc. with the ISO 9001:2008 certification on February 5, 2015 and the ISO 9001:2015 certification on February 5, 2018. STI ESG maintained its certification and was lauded by the ISO certifying body TÜV Rheinland Philippines, Inc. during its recertification audit on December 5, 2023 for inclusivity in the workplace and various awards and recognition received such as World Education Summit Excellence in Industry Academia, Huawei Best Academy, Silver Anvil Awards for the Student’s Career Opportunity and Personality Evaluator (SCOPE) and the STI Official Facebook Page, and the STI SCOPE as a finalist in the PANATA Awards 2022.

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

As part of the Institution’s commitment to continuous improvement, STI WNU attained ISO 9001:2015 (Quality Management System) certification from DNV GL Philippines on March 2 to 3, 2023, and moreover proved its ongoing dedication to excellence by obtaining ISO 21001:2018 (Educational Organizations Management System) certification on May 16, 2023, just nearly 2 weeks after receiving its first certification.

During the 50th Founding Year Anniversary of the Philippine Association of Colleges and Universities Commission on Accreditation (PACUCOA) and 34th Annual General Assembly, held at Radisson Blu Hotel, Cebu City on December 1, 2023, the University was awarded as the Institution with the highest number of accredited programs in Region VI (with 11 accredited programs) and two special awards as the First Doctor of Philosophy in Educational Management program to have been granted Level III Reaccredited Status in Region VI and the Institution

which was certified under ISO 21001:2018 - Educational Organization Management System (EOMS).

In February 2024, the Philippine Association of Colleges and Universities Commission on Accreditation (PACUCOA) granted the Bachelor of Sciences in Criminology as Level III, and the nine (9) programs as Candidate Status namely: BS Accountancy, BS Management Accounting, BS Tourism Management, BS Computer Science, BS Mathematics, BS Mechanical Engineering, BS Electrical Engineering, Doctor in Public Administration, and Master in Business Administration.

Program accreditation and international certifications contribute towards the attainment of CHED Autonomous status. Autonomous schools have the freedom to open new programs without securing prior approval from CHED; priority in the grant of subsidies and other financial incentives from CHED; and exemption from regular CHED monitoring and evaluation and issuance of Special Order for their graduates, among other benefits.

On September 16, 2024, CHED granted Autonomous status to the University by virtue of CHED Memo No. 7 Series of 2024.

STI WNU secured the second spot among the universities in Bacolod City, as revealed in the latest release by Edu Rank on February 29, 2024. In the national rankings, STI WNU has climbed from the 204th position to the 193rd spot. Edu Rank assesses universities based on research outputs, non-academic prominence, and alumni influence.

In addition, the Computer Science program of iACADEMY was granted Level I Formal Accredited Status for the period July 2021 to July 2024 by the PACUCOA on July 3, 2022. iACADEMY’S Bachelor of Science in Business Administration program underwent the preliminary visit for candidacy level accreditation on July 4 to 5, 2023 with the PACUCOA.

Student Affairs and Services

The Group believes that students should be given the opportunity to harness their educational aspirations and unlock their full potential through holistic development experiences within the school. Students will further enhance their learning experience by engaging with peers in informal settings, cultivating a collaborative and supportive environment which nurtures personal development and also cultivates a profound sense of community. Hence, the Group provides students with an educational journey that goes beyond the confines of traditional classrooms involving a holistic approach that includes social interaction, career guidance, and participation in various advocacies.

To help foster a positive and conducive environment for students and prepare the students for success in real life challenges, the Group conducts student assessments to design activities that align with the students’ individual passions. It also employs diverse student-centered programs and whole-of-school approach tailored to different age groups, grade levels, and skill levels. Additionally, the Group invests in professional development to equip its guidance counseling and student affairs personnel with the essential skills and knowledge required to effectively support students and implement network-wide programs.

Among the Group’s initiatives under Student Affairs and Services were as follows:

STI ESG

Career Planning Program (CPP)

The Career Planning Program (CPP) is a six-stage program comprised of activities intended to help senior high school students explore and evaluate various career options. Through the CPP, students are carefully guided in making well-informed educational and career decisions. In SY 2023-2024, 6,662 students participated in the program.

RACE Against Suicide Training - Training of Trainers and Roll-out

In partnership with the UNILAB Foundation through its the mental health and well-being pillar Heads Up PH, STI ESG successfully conducted the RACE Against Suicide Training of Trainers from December 19 to 20, 2023 at the STI Academic Center Ortigas-Cainta.

The RACE Against Suicide Training initiative is designed to equip educators with the necessary skills and knowledge to identify and address warning signs of suicide among

students. This evidence-based mental health intervention program is tailored specifically for teachers and other school personnel who play a crucial role in the holistic development of students.

The training is set in two phases: first, the concluded “Training of Trainers” headed by Dr. Sophia Mendoza, RGC, RPh wherein she shared her expertise with the registered guidance counselors and licensed psychometricians of



various STI College campuses; secondly, its ripple effect in equipping teaching staff and non-teaching with mental health first aid skills to identify and support the students, the most noteworthy aspect of this program.

This project aims to empower school staff and those in the academe with tools that will contribute to the holistic well-being of the student body, placing a strong emphasis on mental health. As of June 26, 2024, the institution has successfully rolled out the RACE Against Suicide Gatekeepers’ Toolkit training to 12 campuses, training a total of 627 faculty and staff members.

The partnership between STI ESG and Unilab Foundation reflects a united approach to tackling mental health challenges in schools. With training continuing through SY 2024-2025, STI aims to complete the training roll-out to 51 STI local schools.

Mindscapes Program

Student Development Welfare (SDW) partnered with PhilCare and availed of its Mindscapes program in SY 2023-2024. In this program, students are given a chance to take a mental health assessment to measure their stress, anxiety and depression levels. Those who will score high risk in the overall results will be given a choice to see a mental health professional from PhilCare for a maximum of 3 consultations. Students will also be monitored by their assigned Guidance Associate.

SDW likewise conducted a training program for guidance personnel from July 12 to 13, 2023. The training aimed to equip the 54 participants with the necessary competencies in providing social emotional support to students in the areas of gender sensitivity and suicide awareness and prevention. The trainees were also oriented on how to use the Mindscapes platform to assist identified students with mental health concerns in gaining access to licensed mental health professionals.

Guidance and Counseling Office (GCO) Services Daily Log

GCO aims to streamline the process of documentation and monitoring the services it renders to students. The template records all the necessary information that would assist the guidance personnel in rendering services. Initially launched as an online guidance service through the Campus Helpdesk, it has transitioned to in-person consultations for SY 2023-2024. During this school year, the guidance offices nationwide logged a total of 11,475 sessions with its stakeholders.

National Youth Convention (NYC)

The 25th National Youth Convention (NYC) made its much-anticipated return in 2024. With the theme “VIBESHIFT: FIND YOUR MEANING,” the convention delved into the depths of self-discovery, embracing uniqueness, amplifying passion, and uncovering meaningful impact. The NYC kicked off on February 21, 2024 in San Fernando, Pampanga and had key stops in Naga, South Luzon, Bacolod, Cagayan de Oro, Davao, Metro Manila, and Baguio from February to June 2024. There were 33,402 students who participated in the NYC all throughout the eight legs.





SHS Expo

STI ESG’s iLearn and Share (iLS) is an exhibition of performance tasks in which senior high school students are assessed based on their products and/or performance. The performance tasks are proof of how well they understood and learned the task. Students can then apply their learnings to real-life situations and these are showcased through the SHS Expo.

Open to the local community and industry practitioners, SHS students set up booths to demonstrate their final projects. Some of the notable projects are from STI College Carmona and STI College Calamba. A group of students from STI College Carmona presented a voice recognition and control device that allows users to operate in-door lighting and fixtures. Meanwhile, STI College Calamba students were recognized by the Department of Tourism for creating a technology that functions similarly to Google Maps but gives additional information on local tourist attractions.

College Fair and Symposium

For SY 2023-2024, the College Fair and Symposium was conducted as an in-campus activity where students from different programs showcased their projects and research outputs to their mentors, esteemed faculty members, fellow students, and guests from various industry sectors and companies.

Talent Search

One of the much-awaited student competitions that marked its return during SY 2022-2023 is the Talent Search that aims to uncover the innate talent of STIers nationwide – from singers and musicians to dancers and up-and-coming models. All STI campuses nationwide send a total of over 100 contestants to compete in nine regional sites before advancing to the National Finals in events such as the STI Singing Idol competition, Battle of the Bands, Hataw Sayaw Dance competition, and the search for Mr. and Ms. STI. Since 2016, the talent search

has been streamed live on the STI Official Facebook Fan Page, making it more accessible to STI students nationwide. For SY 2023-2024, the national level was held at the Enchanted Kingdom in Sta. Rosa, Laguna on January 25, 2024. From 3,433 students who competed in the local school level, 116 students remained and competed for the coveted national championship titles.

Tagisan ng Talino (TNT)

The TNT is an annual academic competition that tests the competencies of students on impromptu speech, essay writing, mobile app development, cooking, cake and table design, flairtending, tour guiding, and general knowledge. Over the years, specific competitions comprising the TNT

have been enhanced to ensure that the competitions’ objectives are met. In SY 2023-2024, there were 6,188 students who participated in nine competitions in the local school level and 120 students who competed for the national championship titles.

Tagisan ng Sining (TNS)

The TNS is an annual competition that aims to challenge the students’ artistry, creativity, and originality in the field of photography and music video making. In SY 2023-2024, a total of 1,396 students eagerly joined the local school level competition while 236 students eventually competed at the national screening level.





iACADEMY Foundation Celebration: 22 Years of Game Changing Education

As iACADEMY celebrated its 22nd Foundation Anniversary, the theme is about how it has been changing the academic landscape for 22 years. With the collaboration among the student organizations, academics team and various departments, different activities were organized

to promote school spirit, showcase different talents and strengthen the spirit of family in school. Some of the major activities that aimed to foster connection between students and the institution were the Kick-Off Opening Concert, Nexus Genius, Logihy Talk Fun Student Org Booths, iGAMES Exhibition Games and the Real Life Squid Game, wherein students had to perform various challenges with one student winning Php 22,000.00.

Workshops such as the Rockstar Workshop conducted by experts provided students an avenue to enhance their skills and interact with like-minded individuals.

The Futurescope Fun Booth and the iGAMES Exhibition fostered a sense of community among students outside of a strictly academic setting, which can improve interpersonal skills, build friendships, and promote collaboration.

Academic Research

As the foundation of knowledge, academic research opens discourse on certain issues or topics currently prevalent in society such as cultural norms, health, education, and technology. This consequently leads to the development of new ideas, methods, or technology.

STI ESG focuses on research-based strategies to improve classroom teaching and learning. Through the Faculty Development Group, faculty members go through various trainings that will equip them with the necessary skills to do research, improve their teaching process, and provide the much-needed support and guidance for mental health concerns among teachers.

STI WNU is likewise dedicated to advancing and facilitating high standards of research practice and dissemination within and beyond the walls of the University. It is committed to creating a responsive research environment charged with generating new knowledge that will upgrade the teaching-learning standards through relevant research agenda. In line with this, the University has international linkages with Asian University Digital Resource Network (AUDRN) and German Development Cooperation (GIZ).

iACADEMY, through the Office of Research and Development (ORD), envisions itself to be one of the research centers within the region – a center that specializes in innovative research and creative studies in the field of computing, business, liberal

arts, design, the arts, and as an educational institution. Considering these, iACADEMY ORD curated various mechanisms to harness and develop the mindset and culture of academic research and excellence among the students, employees, and other stakeholders of the institution.

The following are research papers and creative output from some of the faculty members and students within the Group, a number of which was presented either in local or international conferences and seminars during the reporting period:

International Conferences and Local Presentations

STI College General Santos’ Ronald Ferman was one of the featured chefs in the First UN Tourism Regional Forum on Gastronomy Tourism for Asia and the Pacific. The event was held in Cebu from June 26 to 28, 2024 and attended by UN Tourism Member States, UN Tourism Affiliate Members, and international and regional organizations. Ferman represented the Department of Tourism – Soccsksargen. The participants exchanged knowledge and best practices in gastronomy tourism.

Ann Gilyn Premarion, also from STI College General Santos, participated in the 4th NOTED International Conference 2023 held from September 8 to 9, 2023 at the Institute of Biology Auditorium, National Science Complex, University of the Philippines Diliman, Quezon. Premarion presented her research titled “Evaluation of Research and Creative Work (RCW) Program Implementation and Teachers’ Research Capability of State Universities in Region XII” and was recognized as the Best Oral Research Presenter.

Mark Edward F. Fabrero, General Education Program Head of STI College Ortigas-Cainta presented his study "English Language Skills Assessment for Grade 12 Learners" at a thesis colloquium on July 12, 2023 as part of his requirements for the degree, Master of Arts in Teaching major in English, at the University of Rizal System-Morong. The study was conducted among Grade 12 learners enrolled at STI College Ortigas-Cainta in SY 2022-2023. It was intended to assess the English language skills of students under four macro skills of language: listening, reading, writing, and speaking.

STI College Tagum’s Allimar Nuevo presented his papers during the 2nd Regional Student Research Congress and 2nd Regional Research Conference on Recent Issues and Trends in Business, Accounting, Management, and Economics held via Zoom on July 21, 2023. His papers are titled “Motivation and Post-pandemic Travel Intention on Spiritual Destinations in Tagum City” and “Working Environment and Employees Performance among fast-food chains in Tagum City.”

Jona Claudio and Ann Gilyn Premarion from STI College General Santos jointly presented their research entitled, “Faculty Performance in Flexible Learning Delivery of Tourism and Hospitality Courses: Basis for Faculty Development Plan” at the 6th Philippine Research Conference on Tourism and Hospitality. The event took place at the Asian Institute of Tourism in University of the Philippines Diliman from October 23 to 24, 2023.

Additionally, Claudio published a paper titled, “The Relationship Between Sleep and Mood” on the Akademika: Educational Learning Anthology Volume 11, Publication Date: November 11, 2023.

STI College Cotabato’s Harold Fernandez presented his manuscript titled "Green Marketing Orientations Toward Sustainability of Manufacturing Firms in Region XII: A Sequential Explanatory Design" during the 1st Multidisciplinary Paper Presentation at Notre Dame University on April 27, 2024, and was awarded as the Most Outstanding Presenter.

Winna Bucao, Ryan De Loyola, and Nahdem Columida, faculty of the College of Information and Communications Technology of STI WNU, attended and presented their research during the 7th Asia International Multidisciplinary Conference from July 21 to 23, 2023, at Johor, Malaysia.

Mary Gift Dionson, Danica Duazo and Dr. Randolph Asistido, all from STI WNU, participated in the Asian Universities Digital Research Network (AUDRN) Hybrid International Research Conference on Local Knowledge 2024 from February 1 to 2, 2024.



Eunice T. Custodio, Director of the Human Resources Management Office of STI WNU, attended the Philippine Quality Award Training from August 14 to 18, 2023. Custodio also joined the ASEAN University Network (AUN-QA) International Conference 2023 from September 5 to 8, 2023.

Dr. Liza Joy B. Barican, Jarold Kinsman Alagos, and Wilfredo Dela Cruz Jr., faculty of the College of Criminal Justice Education of STI WNU, joined the 2nd Asia Pacific Conference on Educational Research, Social Science & Humanities (APCERSSH-2023) from September 24 to 25, 2023.



Ritchie Rose Ginete of the College of Criminal Justice Education of STI WNU participated in the 1st Silay Institute Research and Development Office) International Multidisciplinary Research Conference from May 23 to 25, 2024.

iACADEMY also actively participates in numerous international and local conferences. Following are some of its key presentations:

Jocelyn Baniago, Jay R San Pedro, and Cecilia Sy presented their paper titled “Assessment of Private Schools Operation during the Community Quarantine: Basis for a Learning Recovery Plan” during the 2023 International Conference on Educational Measurement and Evaluation organized by the Philippine Educational Measurement and Evaluation Association, Inc. from August 24 to 26, 2023 at Diamond Hotel, Roxas Blvd, Manila, NCR, Philippines / MS Teams.

Jay R San Pedro, Jocelyn Baniago, and Cecilia Sy presented their paper titled “Understanding the Learner’s Course Completion in the New Norm: A Graduation Cohort Analysis” during the 2nd Philippine Conference on Data Analytics co-organized by Development Academy of the Philippines, Project SPARTA, and Far Eastern University - Manila on September 28, 2023. Furthermore, this paper was also presented during the 2023 International Conference on Educational Measurement and Evaluation organized by the Philippine Educational Measurement and

Evaluation Association, Inc. from August 24 to 26, 2023 at the Diamond Hotel, Roxas Blvd, Manila, NCR, Philippines and through MS Teams. More importantly, this paper was published in the International Journal of Multidisciplinary: Applied Business and Education Volume 4 Number 11 in November 2023.

Dr. Francisco Napalit, Jay R San Pedro, Carl Louie So, Cecilia Sy, and Bennett Tanyag presented their paper titled “Examining Student Experiences: Challenges and Perception in Computer Programming” during the 2023 iSEARCH Employee Hybrid Research Congress organized by iACADEMY Office of Research and Development on November 24, 2023. In the same month, this paper was published in the International Journal of Research Studies in Education Volume 12 Number 8.

Abram Andrew Lumbang presented his paper titled “The Efficacy of Anime Pedagogy on Improving Student Engagement in Philosophical Concepts for College Students” during the 2023 iSEARCH Employee Hybrid Research Congress on November 24, 2023 organized by the iACADEMY Office of Research and Development.

Mitch Andaya, Jay R San Pedro, Carl Louie So, and Bennett Tanyag published the study “Employability of Computing Students in the Age of Disruption A Graduate Tracer Study” in January 2024 in the European Journal of Education and Pedagogy Volume 5 Issue 1.

Allain Vincent Gaspar, Christian Gaspar, Jean Michel Gabrielle Gomez, Mel Ivan Magsino, and Christian Raymond Zalameda published their paper titled “Reducing Plastic Wastes And CO2 By Balancing The Ph Levels In The Ocean Using Ocdron” in the institutional research journal, iCONNECT Multidisciplinary Research Journal Volume 1 Number 1 in January 2024.

Joshua Erdy A. Tan, Jay R. San Pedro, and Dionnies Bendicio presented their paper titled “Best Practices of Impact Assessment of Corporate Social Responsibility

(CSR) on Advocacy of Indigenous Communities in the Philippines: A Systematic Literature Review Towards UN SDG 17” during the 1st Science and Technology Impact Assessment Conference co-organized by the Department of Science and Technology, through DOST-PCIEERD, DOST-PCAARRD, University of the Philippines Los Baños – School of Environmental Science and Management, and Elsevier from August 24 to 26, 2023 via Zoom. This was also published in the institutional research journal, iCONNECT Multidisciplinary Research Journal Volume 1 Number 1 in January 2024.

Ruth Mary Cas, Marita Laborte, Jay R San Pedro, and Cecilia Sy published their paper titled “Converging Perspectives On Predetermined Asynchronous Sessions In A Learning Environment” in the institutional research journal, iCONNECT Multidisciplinary Research Journal Volume 1 Number 2 in May 2024. This converging inquiry aims to analyze the perceptions of students and instructors toward the predetermined asynchronous sessions from a Philippine Private Higher Education Institution. Predetermined asynchronous sessions were implemented to provide a certain autonomy and address a certain level of difficulties experienced by the students in the previous academic years. A validated research instrument was floated among the students and educators of the institution for an ample period of time. It revealed that the perception toward the predetermined asynchronous classes varies among students and educators at the institution.

Marian Leonido, Anna Frizelle Melchor, Jay R San Pedro, and Cynthia Vasquez published their paper titled “Assessment Of Library Resources, Services, And Facilities In The Digital Age: Basis For A Development Plan” in the institutional research journal, iCONNECT Multidisciplinary Research Journal Volume 1 Number 2 in May 2024.

Jonalyn Irish Bernardino, Anna Fernandez, Wendelyn Molera, Ma. Michelle Mensenares, and Ma. Czarina Simbulan published their paper titled “Understanding

Students’ Attrition Behavior In A Philippine Private Higher Education Institution: Basis For An Intervention Plan” in the institutional research journal, iCONNECT Multidisciplinary Research Journal Volume 1 Number 2 in May 2024.

Apolinario Cuyson III, Weena Jennifer Espardinez, Newton Nano, Bernard Temporosa, Raidel Dimal, John Carlo Jumawan, and Lerma Pantrollina published their paper titled “Tracing Employability Characteristics of Animation Graduates from 2018-2022” in the institutional research journal, iCONNECT Multidisciplinary Research Journal Volume 1 Number 2 in May 2024.

Mitch Andaya, Apolinario Cuyson III, Marita Laborte, Jay R San Pedro, and Cecilia Sy published their paper titled ”Philippine Private Higher Education Institution

Research Work

Jona Claudio Claudio from STI College General Santos published a paper titled, “The Relationship Between Sleep and Mood” on the Akademika: Educational Learning Anthology Volume 11, Publication Date: November 11, 2023.

STI College Dumaguete’s part-time faculty member, Jeckson B. Repollo, LPT, MAEd-Fil, authored several papers that passed peer review and were published in the Ignatian International Journal for Multidisciplinary Research: (1) "Lawak ng Paggamit ng mga Guro ng MELC sa Paglinang ng Tatlong Domeyn ng Pagkatuto" that was published in Volume 2 Number 4 April, 2024 issue; (2) "Perceived Impact of Diploma Programs on Students' Skill Development" that was published in Volume 2 Number 5 May, 2024 issue; and (3) "Factors Affecting Teaching-Learning Effectiveness of Teachers and Students of Metro Dumaguete College" that was published in Volume 2 Number 5 May, 2024 issue.

Guided Online Autonomous Learning a Response to the Educational Transition in the New Norm” in the institutional research journal, iCONNECT Multidisciplinary Research Journal Volume 1 Number 2 in May 2024.

Isang Pagsipat sa Kasalukuyan at Kinabukasan ng Artificial Intelligence sa School of Computing ng iACADEMY by Michael Anthony Albano, Angel Jovelle Caballero, Joshua, Klein Garcia, Chrystal Jane Lirios, Ryan Peighton Maniquiz, and Don Gerardo Molina presented this study during the 7th International Conference on Asian and Philippine Studies (ICAPS) organized by Dalubhasaan ng mga Umuusbong na Mag-aaral sa Araling Filipino (DANUMN) dated from May 30 to June 1, 2024, at 456 Hotel le Grande in Baguio City, Philippines.

STI College Global City's Carlo Cortez published an article on the International Journal of Educational Research. His article titled “Cooperative-flipped Classroom under Online Modality: Enhancing Students’ Mathematics Achievement and Critical Thinking Attitude” discussed the implementation of flipped classroom in an online modality, structured by cooperative learning strategies. This intervention was conducted during the pandemic where students were on pure online modality.

Cortez also co-authored another article titled “Switching to Virtual Classes: Exploring Teacher Readiness under the New Normal.” The article was published on the journal Technology, Pedagogy, and Education.

Faculty members of STI WNU also actively contribute to various academic research. Key publications include the following:

“Issues and Challenges Encountered by Police Officers in Automated Fingerprints Identification System Operation (AFIS).” This research work was produced by faculty members Jarold Kinsman B. Alagos, Dr. Liza Joy B. Barican and Dr. Nicholas S. Caballero of the College of Criminal Justice Education (SY 2023-2024).

“Bullet Accuracy of Canik TP9SF Elite Pistol and Taurus G3 Pistol: A Comparative Analysis.” This study was conducted by Dr. Nicholas S. Caballero, Dr. Liza Joy B. Barican, and Wilfredo O. De La Cruz Jr. of the College of Criminal Justice Education (SY 2023-2024). De La Cruz was awarded “Best Paper Presentation” during the 2nd Asia Pacific Conference on Educational Research, Social Science and Humanities (APCERSSH-2023) which was held virtually from September 24 to 25, 2023.

During the same event, the work of Dr. Liza Joy B. Barican of the College of Criminal Justice Education, (SY 2023-2024) entitled “Perceived Stress and Resilience of Criminology Teachers and Students during Pandemic” was awarded as Best Paper.

“Digitalization of Document Management and Monitoring in the Department of the Interior and Local Government Negros Occidental.” This study was produced by El Jireh P. Bibangco, and Rhyan C. De Loyola of the College of Information and Communication Technology (SY 2023-2024).

“Silver Technology in the Post-Pandemic Era: A Senior Citizen Information Management System.” This was produced by Edreian Escototo, and Dr. Mae B. Lodana of the College of Information and Communication Technology (SY 2023-2024).

“Comparative Analysis of Supervised Learning Algorithm in Predicting Students at Risk of Failure in Introductory Programming Courses” by Mary Gift Dionson of the College of Information and Communication Technology (SY 2023-2024). This was presented at the Asian University Digital Resource Network International Research Conference on Local Knowledge 2024 University of Batangas, Lipa City, from February 1 to 2, 2024.



Likewise presented at the same event were “Specialized Crime Scene Investigation Simulator: A Gamified Learning Tool for Criminal Justice Education” by Ellen Mae S. Guanzon of the ITSSMO (SY 2023-2024) and “Predictors of College Students' Academic Performance in Introductory Programming Courses” by Danica Duazo of the College of Information and Communication Technology (SY 2023-2024).

“Revolutionizing Temperament Assessment: An investigation into Inception-V3 Architect Applied to Dermatoglyphics.” This work by Mary Gift D. Dionson of the College of Information and Communication Technology (SY 2023-2024) was presented at the 23rd INFOTECH-JAHORINA 2024 International Symposium (March 20 to 22, 2024) and published by the Institute of Electrical and Electronics Engineers (IEEE) (April 22, 2024).

“Exploring Authentic Leadership Practices: An In-Depth Analysis of Chiefs of Police in Negros Occidental, Philippines” by Richie Rose B. Ginete of the College of Criminal Justice Education (SY 2023-2024). This work was presented at the 1st International Multidisciplinary Research Conference, Silay Institute on May 2024. Ginete was awarded as Best Presenter at this conference.



Presented at the 11th HCU (Huachiew Chalermprakiet University) International Academic Conference on July 24 to 28, 2024 were the following works:

“Marketability of Computer Shop and Printing Services” by Winnie Joy C. Mananap and Christy Marie B. Rioja of the College of Business, Management and Accountancy

(SY 2023-2024); “Influencing Factors Affecting CBMA Students’ Career Choice” by Anamor B. Jerez, Maricon Edna A. Arca, and Dr. Mima M. Villanueva of the College of Business, Management and Accountancy (SY 2023-2024); “Solid Waste Management Practices of Public Market Vendors: Basis for an Action Plan” by Dr. Mima M. Villanueva of the College of Business, Management and Accountancy and Dr. Yasmin P. Dormido of the College of Arts and Science (SY 2023-2024); and, “Now Whats On Your Mind: A Pragmatic Analysis of Facebook Posts” by Dr. Annie Christy Jones and Dr. Yasmin P. Dormido of the College of Arts and Science (SY 2023-2024).

“Influence of Senior High School Strand on the Academic Performance in College.” This work by Kimberly L. Perez of the College of Business, Management and Accountancy (SY 2023-2024) was published in the Geo Academic Journal 2024.

“Cash Handlers Knowledge and Practices in Identifying Counterfeit Currency.” This work by Jimmy G. Artus Jr. of the College of Criminal Justice Education (SY 2023-2024) was presented at the 4th International Research Conference in the Academe and Industry.

ECONOMIC VALUE

The Group aims to sustain the organization’s long-term success for its stockholders, other stakeholders, and the nation.

Economic Performance

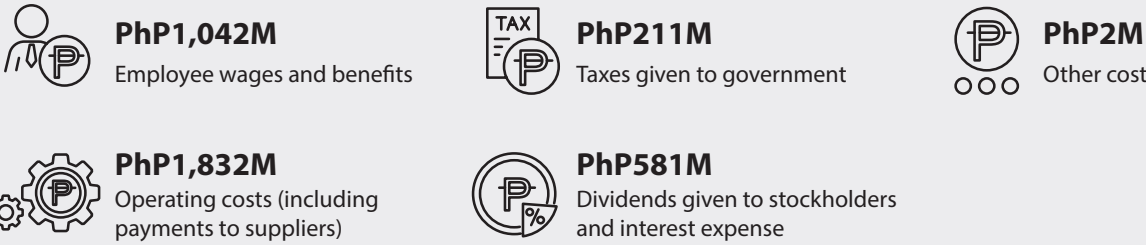
The Group’s economic impact goes beyond its financial performance as its network of schools has produced great talents and contributed to the supply of human capital, locally as well as to global industry. The Group’s impact on employment, both direct and indirect, helps contribute to the country’s economic growth and development.

As the economy reopened, the Group’s economic performance continued to improve in SY 2023-2024. This was brought about by the notable increase in the number of enrollees and improvement in the enrollment mix of the Group. The economic performance disclosures cover STI Holdings and its subsidiaries. Of the economic value distributed for SY 2023-2024, a significant portion was composed of operating costs and employee wages and benefits.

2024 Economic Value Generated and Distributed

PhP4,988M Economic value generated

PhP3,668M Economic value distributed



PhP1,320M Economic value retained

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

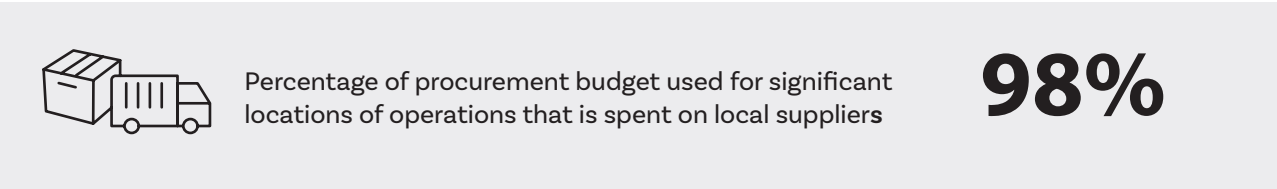
Procurement Practice

The Group strives to establish standards and guidelines to guarantee that its supply chain transactions deliver optimal value for the procurement of goods and services, while also promoting transparency, fairness, and equality among all suppliers.

The entities within the Group follow an accreditation program for its contractors and suppliers to ensure

that their vendors are capable of delivering goods and/or services with technical, commercial, and financial capability, adequate equipment and facilities, good service performance, or any measure that will safeguard quality and reliability. Some suppliers are sourced within the locality, province, or region where the school is located.

2024 Performance



ENVIRONMENTAL INITIATIVES

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

Energy and Emissions

The Group primarily relies on electricity for its energy requirements. The reduction of carbon footprint will contribute to the preservation of beauty and balance of nature and the environment.

Along with global warming, risks include sudden fuel price increases, prolonged power blackouts, and demand charge increases imposed by utility companies. On the other hand, there are opportunities in considering renewable sources of energy.



The schools within the network maintain generator systems to mitigate operational disruptions caused by power outages, thus ensuring continuity of operations. Further, as part of its commitment to sustainability and cost reduction, STI ESG installed solar panels at the STI ESG Head Office and STI Academic Center Ortigas-Cainta. This initiative is part of the broader plan to explore and adopt renewable energy sources in select schools.

Since the installation in October 2023, STI ESG has achieved significant energy savings of 190,355 kWh.

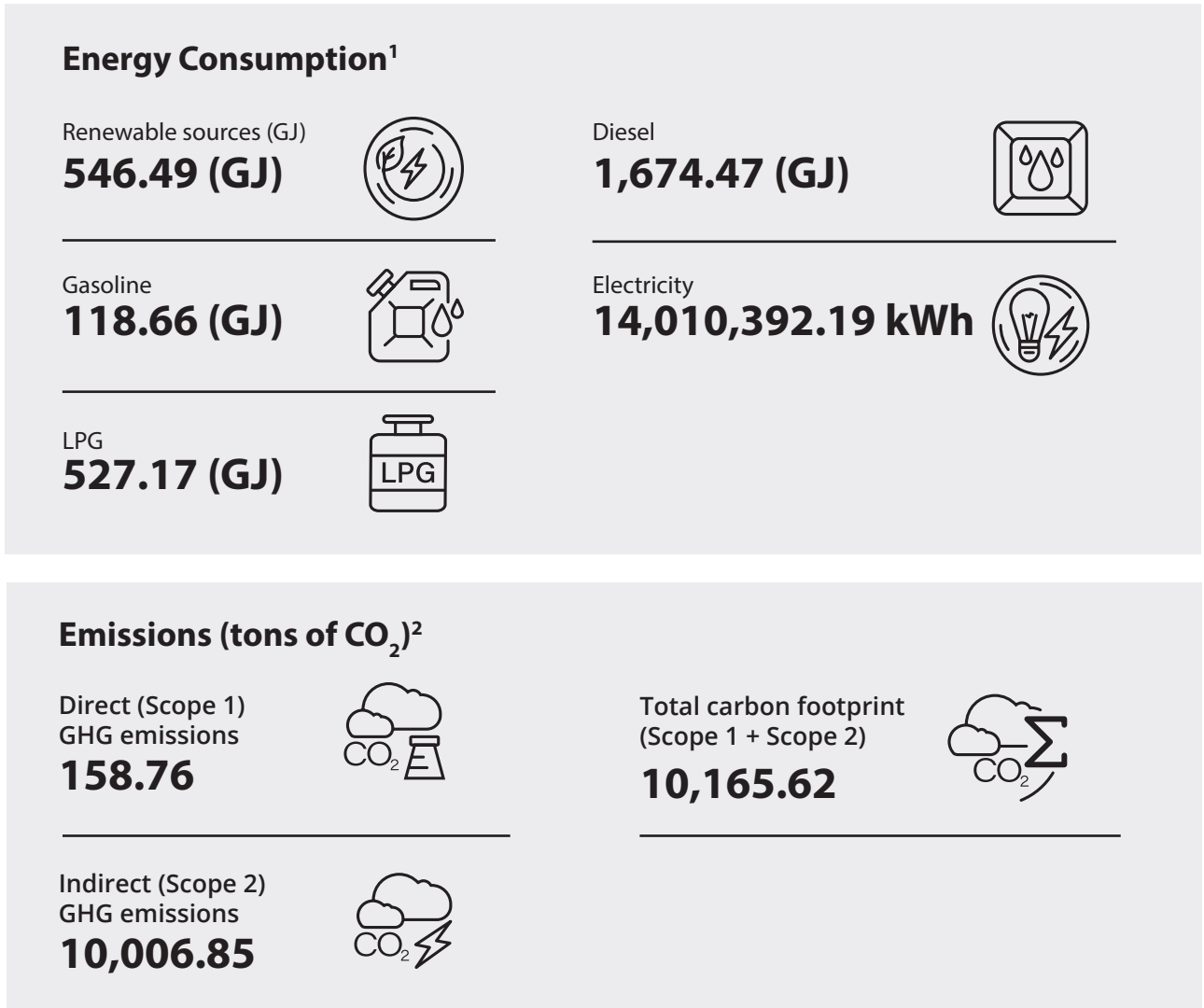
At STI WNU, the management approach to energy and emissions involves a comprehensive strategy that includes implementing energy-efficient upgrades, promoting renewable energy, and engaging the school community in sustainability efforts. The Sustainability Coordinator oversees these initiatives, ensuring that energy use and emissions are monitored and reported regularly. The school's commitment to reducing its carbon footprint is demonstrated through specific goals, actions, and stakeholder engagement, contributing to a more sustainable educational environment.

Energy management at STI WNU is tantamount to systematic, proactive, optimal and eco-friendly utilization of power and water resources alongside meeting the University's operational objectives. This is embodied in the policies that are also aligned with the institutionalization of energy conservation practices. These energy management policies aim to reduce fuel consumption by introduction of energy-efficient and conservation measures. These policies will likewise raise awareness on energy-related issues and encourage all STI WNU stakeholders to help reduce energy consumption and avoid activities that may result in excessive energy wastage. The policies will also ensure that all modifications in the facilities of the university observe the highest energy-efficient design standards, especially when constructing new buildings.

iACADEMY seeks opportunities in reducing its carbon footprint through its commitment to lowering annual electricity usage and implementing green initiatives, such as establishing plants on the garden and roof deck, and also minimizing standard operating hours to achieve further energy savings.

The following tables show the Group’s energy consumption and carbon footprint during the reporting period:

2024 Performance



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

² Source of Emission Factors: US EPA Greenhouse Gas Inventory Guidance – Direct Emissions from Stationary Combustion Sources, IPCC 2006 Guidelines for National Greenhouse Inventories, and Department of Energy (DOE) National Grid Emission Factors
Source of Global Warming Potential: IPCC Sixth Assessment Report (AR6)
Source of Conversion Factors: US Energy Information Administration Energy conversion calculators, Elgas LPG conversions, Aqua-calc compound and materials volume calculator

SOCIAL COMMITMENT

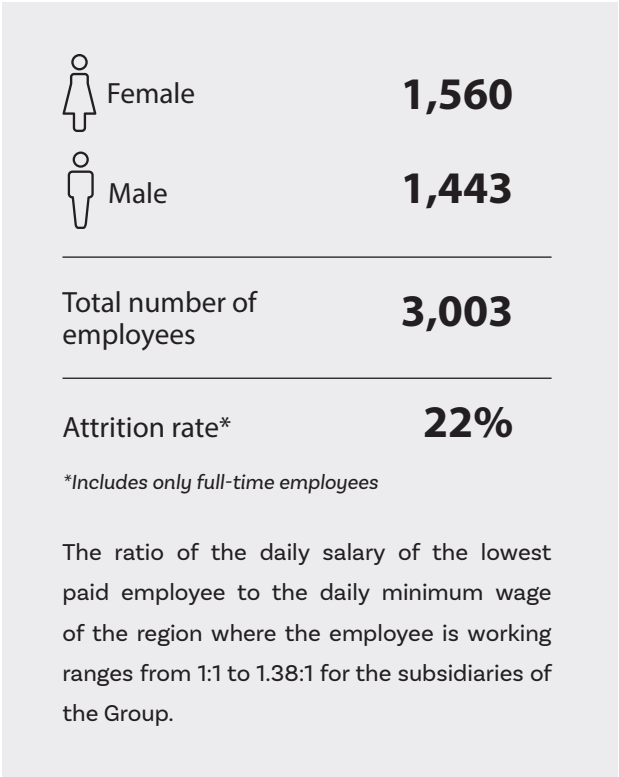
The Group believes that the success and strength of a company lie in its employees’ expertise, harmonious relationship with partners in the communities, and the desire to work for the creation of a sustainable future for all.

Employment

Attracting and retaining highly capable employees with a diverse array of relevant skills, experience, and capabilities is paramount to ensure sustained high performance within the organization. To support this, the Group offers competitive employee wages and compensation packages, including performance-based bonuses, as well as executive remuneration aligned with key performance indicators. By offering competitive and fair compensation, the Group motivates its employees and creates a rewarding work environment that not only attracts top talent but encourages their long-term commitment. This approach nurtures a dynamic and skilled workforce, fostering innovation, productivity, and the achievement of strategic goals while ensuring the organization’s enduring success. The Group likewise cultivates a culture characterized by a strong focus on service, trustworthiness, and innovation, and aims to generate adaptable solutions that cater to the continuously evolving requirements of its stakeholders and the environment.

While faced with the complexities of overseeing a widespread workforce situated across various key cities throughout the country, the Group maintains its unwavering commitment to harness the talent and dedication of every employee. This commitment is grounded in a culture rooted in performance and empowerment. The Group strongly upholds principles of equality, diversity, and the promotion of health and well-being within its policies and operational approaches.

The Group secures an employment contract that indicates a clear expectation of the organization from each of its employees. The organization also abides by all the requirements of the Department of Labor and Employment (DOLE), government, and non-government agencies in relation to employment. An employment agreement also secures employees’ profession, tenure, benefits, and career development.



Diversity and Inclusion

The Group recognizes the importance of promoting diversity and inclusion in the workplace to attract the most qualified and diverse applicants who will offer insightful and creative ideas and initiatives to the organization. The Group firmly promotes equality, diversity, and health and well-being in its policies and practices. Recognition of the individuality of the members of the organization is a step towards honing one’s potential. It offers a comfortable work environment that is conducive to learning and growth. While ensuring equal opportunities for a diverse workforce can be challenging, there is an opportunity to fully utilize contributions from the variety of perspectives such an organization brings.

In addition, STI ESG does not discriminate based on gender identity or gender expression in any aspect of the

employment relationship including hiring, promotions, training, working conditions, compensation, and benefits. As such, STI ESG implemented guidelines allowing transgender or transitioning employees to dress in the uniform that corresponds with their gender identity in January 2023.

The Group recognizes that an inclusive workplace promotes a strong sense of belonging among employees which, in turn, boosts engagement and results in heightened productivity and notable improvement in work performance. This allows the employees to foster a greater understanding of their significance within the organization and fuels their drive for self-improvement.

2024 Performance

 Percentage of female workers in the workforce	52%
 Percentage of male workers in the workforce	48%
Number of employees from indigenous communities and/or vulnerable sector	90

Learning and Development

The Group regards its employees as one of the organization’s most valuable assets, firmly believing that investing in talent is essential for ensuring long-term business growth and success. Furthermore, the Group is committed to offering its employees developmental programs that enable them to excel in their current roles and prepare for career advancement opportunities. It believes that the professional growth of its faculty and staff increases productivity, efficiency, and delivery of quality services. While there is a potential risk of employee turnover after training, the organization remains dedicated to facilitating ongoing professional growth.

As part of STI ESG and STI WNU’s Learning Delivery System, its faculty members undergo periodic competency-based certifications and training to ensure that they are proficient in the subject matter necessary for delivering daily lessons. The training programs may vary from year to year depending on the results of the faculty members’ needs assessments.

Additionally, all faculty members and staff of STI ESG and STI WNU undergo regular performance evaluation ratings from superiors and peers.

The Academics Group kicked off SY 2023-2024 with its Ready-To-Teach (R2T) Orientation held on August 22, 2023. This two-day event aimed to prepare faculty members and support staff for the challenges of the school term ahead. There were 1,645 academic personnel across the STI network who participated in the orientation.

In August 2023, a series of trainings were conducted among various faculty members. With speakers from Netsynch Computer Solutions, 23 Hospitality Management faculty members participated in a training program that enabled them to gain necessary knowledge and skills on using the eZee Optimus Point-of-Sale (POS) and eZee

Absolute Property Management System (PMS). These software are integrated in the courses Applied Business Tools and Technologies in Hospitality and Advanced Office Productivity Tools in Hospitality. On the other hand, 13 IT faculty members participated in a training with speakers from FastTrack IT Academy where they learned about SAP that was integrated in the IT courses. Amadeus likewise held a faculty training program that enabled 12 Tourism faculty members to gain the necessary knowledge and skills on the use of the Amadeus Basic Reservation software, which is integrated in the course Applied Business Tools and Technologies in Tourism. Lastly, 14 Computer Engineering faculty members were oriented and trained on how to effectively facilitate the course Robot Assembly and Programming with the use of the required robot kit, e-Gizmo’s PBOT Jr. Standard.

A training program was also held for the Program Heads to orient/re-orient them on their critical roles and function in key areas of academic operations (such as academic program management, faculty supervision and development, and student development and support) and how their performance affects the overall outcomes of the school management. The training was held in batches from November to December 2023 where a total of 211 Program Heads attended.

Conducted online from January to February 2024 and through STI ESG’s partnership with SAP under the SAP University Alliances Program and Victoria University, 56 IT and 57 Business & Management faculty members participated in a training program that enabled them to understand the integration of SAP in the Business, Accounting, and IT courses.

From January 29 to 31, 2024, 13 Multimedia Arts faculty members went through a training program that enabled them to effectively deliver the courses Drawing 1 and 2.

Also conducted online from April to June 2024, a training program attended by 259 faculty members aimed to enhance their proficiency in teaching research and enable them to be more confident in teaching and guiding the students with their research projects.

For SY 2023-2024, STI WNU conducted 33 in-house seminars for its faculty and staff. These seminars gave the University's faculty and staff opportunities to enhance their knowledge, stay updated with academic trends in their respective fields, and refine their teaching strategies. By fostering a culture of continuous learning, the University continuously improves instructional quality and aligns its standards with the current industry standards.

Moreover, these seminars serve as a platform for addressing University-specific challenges, promoting innovation, and ensuring that its instructional programs and methodologies remain relevant as they are vital in driving academic excellence and integrity of the institution.

Additionally, iACADEMY seeks to provide its employees with training programs that help them carry out their jobs well and set them up for career progression. To guarantee the academic rigor of the school's learning system, iACADEMY employs EOS (Entrepreneurial Operating System) level of management. iACADEMY tracks staff and faculty members' internal and external changes or progress using typical Specific, Measurable, Attainable, Realistic and Timely (SMART) KPIs every Level 10 meeting.

Amidst the evolving demands within the education sector, iACADEMY recognized the need to transform traditional in-classroom learning delivery to alternative modes and applied online learning platforms, tools, and technologies along with years of experience in blended learning. In this regard, during SY 2023-2024, the faculty trainings were conducted online using eLMS and video conferencing

solutions such as MS Teams and Google Meet. Intensive training using EOS tool was extended to all employees to ensure everyone is aligned with iACADEMY's Vision, Mission and Core Values. During the monthly Fun Friday activity, an employee engagement initiative arranged by the Human Resources department, participants are able to share each employee's emotional motivation, welcome new joiners, recognize recipients of core values awards, announce accomplishments across all divisions, and sharpen their skills.

2024 Performance



The Learning and Development initiatives demonstrate a comprehensive approach to enhancing employee skills and integrating advanced technologies within the organization. iACADEMY plays a pivotal role in facilitating these trainings, which not only promote individual professional growth but also foster teamwork and drive

overall organizational efficiency. Key stakeholders, including employees, management, customers, and external partners, stand to benefit from improved performance, innovation, and enhanced service quality. The organization is committed to a policy of continuous learning, with structured goals aimed at increasing employee engagement and productivity, as evidenced by

specific targets for teamwork efficiency and technology adoption. Furthermore, allocated resources, established grievance mechanisms, and various ongoing programs underscore the organization's dedication to cultivating a thriving learning environment.

Safety and Well-being

The Group is committed to providing a safe and healthy work environment for all employees. This commitment is rooted in the belief that a secure and well-maintained workplace is essential in fostering a productive and positive learning atmosphere, and improved overall performance.

By prioritizing safety and well-being, the Group has cultivated a culture of care and responsibility. This commitment to a safe and healthy work environment has directly contributed to the Group's overall success and the satisfaction of its employees.

To achieve this goal, the Group implemented comprehensive safety measures, including regular hazard assessments, emergency preparedness plans, and rigorous facility maintenance. Emergency response teams onsite, including a certified first-aider, are also established to be activated in case of a hazardous event. The Group has also made available medical insurance as part of its employee benefits, which covers consultation and hospitalization. During the reporting period, the Group recorded zero incidents of work-related injuries and ill health.

Safe man-hours	19,522,664
No. of work-related injuries	0
No. of work-related fatalities	0
No. of work-related ill-health	0
No. of safety drills	91

Community Relations and Strategic Partnerhips

STI ESG considers community relations and strategic partnerships as a vital part of the operations of STI Foundation in partnership with the STI community. The STI Foundation aims to contribute to the improvement of the country’s educational system through programs and projects with local government and private institutions that promote excellence in education.

The core mission of the STI Foundation centers on providing educational opportunities to various groups, including public school teachers, students, persons with disabilities (PWDs), and underprivileged youth, with the ultimate goal of contributing to nation-building by fostering a society where equal opportunities empower self-reliant individuals.

The STI Foundation is dedicated to achieving nationwide outreach through partnerships with STI campuses nationwide, aiming to create a broader impact and address the needs of diverse local communities. In addition to collaborating with industry and local government partners, the STI Foundation actively involves volunteers from its

employee and student base to ensure the success of its programs. This commitment to giving back is evident through the STI Foundation's active engagement in campaigns and initiatives supporting out-of-school youth, government agencies, and local communities, among others.

Management intends to further expand its partnerships with the private sector and industry collaborators to offer more scholarships to financially disadvantaged youth. As an educational institution, the STI Foundation supports young individuals in completing their degrees, equipping them for gainful employment and fulfilling careers. Moreover, the STI Foundation facilitates student placement services, bridging the gap between the industry and graduates seeking job opportunities. Beyond the financial value of obtaining a degree, scholars sponsored by the STI Foundation gain the opportunity for improved career prospects.

Among the programs implemented by the Group with its partners are as follows:

support Brigada Eskwela. Through their collective efforts, the schools have managed to amass an astonishing total of almost PhP1 million, a significant portion of which was contributed in cash and various in-kind donations. Apart from financial and in-kind contributions, STI ESG campuses have also leveraged their expertise and knowledge by organizing workshops and training sessions for teachers and public-school personnel.

COMMUNITY SERVICES

Brigada Eskwela

In support of DepEd’s Brigada Eskwela program, STI ESG joined the national kick-off program held on August 7, 2023 at Tarlac National High School, San Roque in Tarlac City. The event was attended by former DepEd Secretary VP Sara Duterte, top officials from DepEd-Tarlac Division, partners, and private institutions, among others. Together with STI Foundation, STI ESG mobilized its 63 campuses nationwide and has gone above and beyond in its efforts to

Wellness and Spa Series

The Wellness and Spa Series under STI WNU offers the Brgy. Tomongtong Women’s Associatio in E.B. Magalona, an opportunity to generate income while promoting health, relaxation, and community engagement along the Tomongtong Mangrove Eco-trail.

Coastal Clean Up Drive and Social Awareness Seminar

The Coastal Clean-Up Drive and Social Awareness Seminar aims to engage the community in preserving marine environments while educating participants on the importance of coastal conservation and sustainable practices.

Community Day

Community Day is a heartfelt celebration designed to foster fellowship and connection among selected priority recipients through engaging activities and meaningful gift-giving.

Bread and Pastries Production

The Bread and Pastries Production initiative by the Brgy. Tomongtong Women’s Association aims to empower local women by providing them with skills training and income opportunities through the creation of delicious baked goods along the Mangrove eco-trail.

Project Digibar: (Digitalization for Barangay)

Project Digibar aims to enhance the efficiency and accessibility of local governance in the City of Bacolod by implementing digital solutions that streamline services and empower barangays to engage with their communities more effectively.

Defense Tactics Training: STI WNU-College of Criminal Justice Education (CCJE) in Collaboration with DILG Bacolod

The Defense Tactics Training program, conducted by STI WNU-CCJE in collaboration with the Department of the Interior and Local Government (DILG) Bacolod, aims to

equip participants with essential skills and knowledge in self-defense and tactical strategies to enhance community safety and resilience.

Safety Measures at Home and School and Self-Care Seminar

The Safety Measures at Home and School and Self-Care Seminar for the residents of Partner Community in Brgy. Dos Hermana, Talisay City, aims to educate participants on essential safety protocols and self-care practices to foster a safer, healthier environment for families and children.

Water Filter Installation

The Water Filter Installation project in Brgy. Dos Hermanas aims to provide residents with access to clean and safe drinking water by installing efficient water filtration systems in the community.

Basic Sign Language Training Program

The Basic Sign Language Training Program for STI WNU Implementer aims to facilitate easy communication and understanding between implementers and community recipients by equipping participants with essential sign language skills.

CED CARES: A Literacy Enrichment Initiative Program

CED CARES: A Literacy Enrichment Initiative Program aims to enhance literacy skills among children at the Vista Alegre-Granada Relocation Elementary School in Purok Progreso II, fostering a love for reading and learning through engaging educational activities.

Empowering Parents on the Child Literacy Program

The Empowering Child Literacy Program for Parents or Guardians of Children in Tutorial Classes is designed to equip them with the tips and knowledge needed to support and enhance their children's literacy development at home.

BJMP Book Donation, Library Organization Management and Mental Health Awareness Seminar

The BJMP Book Donation, Library Organization Management, and Mental Health Awareness Seminar aim to enhance the educational resources and mental well-being of Bureau of Jail Management and Penology (BJMP) personnel and Persons Deprived of Liberty (PDLs) in Negros Occidental and Bacolod City through the provision of books and comprehensive training sessions.

Leadership Training for PWD by Guidance

The Leadership Training for PWD Officers of Different Barangays in Bacolod City is designed to empower individuals with disabilities by equipping them with essential leadership skills and fostering community engagement through collaborative initiatives.

A Campaign of Compassion and Community Engagement

STI WNU United: A Campaign of Compassion and Community Engagement seeks to mobilize donations of cash and goods to provide immediate support and relief for victims facing calamities and urgent basic needs within the community. Initiatives such as Thanksgiving Offering, Dressdown for A Cause and 1st Monday Habit and Library for book donations, and materials taken from the renovation through the Purchasing and Assets Management Office of STI WNU .

A Unified Effort to Support Our Partner Communities

STI WNU Cares: A Unified Effort aims to provide coordinated emergency relief operations and support for partner communities affected by floods, typhoons, fires, and other related crises, ensuring timely assistance and resources including items such as soap, alcohol, towels, water, school supplies and unused clothing, among others, during times of need.

Harvesting Hope: A Community Gardening Initiative for Food Security and Family Empowerment

Harvesting Hope: A Community Vegetable Gardening Initiative aims to enhance food security and empower families by fostering innovative gardening practices that promote sustainable food production and community resilience.

Vermi-Composting for Sustainable Living in the PWD Community

Vermi-Composting for Sustainable Living in the PWD Community is an initiative designed to educate individuals with disabilities on sustainable waste management practices through vermicomposting, fostering environmental stewardship and self-sufficiency.

Communication Skills Training for the Differently Abled Persons (DAPs)

Communication Skills Training for Differently Abled Persons (DAPs) empowers PWD members who are ready to work by enhancing their communication abilities and boosting their self-esteem, facilitating greater inclusion and opportunities in the workforce.

Puppet Theater Project Initiative

Puppet Theater as a Medium of Advocacy on Environment for School Children in the Community uses engaging performances to educate and inspire young audiences about environmental issues and the importance of sustainability through creative storytelling.

Roots of Resilience: Establishing a Mangrove Nursery for Coastal Restoration

Roots of Resilience: Establishing a Mangrove Nursery for Coastal Restoration aims to restore coastal ecosystems by cultivating mangrove saplings, enhancing biodiversity, and strengthening community engagement in environmental conservation efforts.

School for Experiential and Entrepreneurial Development (SEED)

A Service Learning (points and grade-based) Project (SLP) to support the Social Orientation and Community Involvement (SOCI) partner organization. This project focuses on improving the marketing collaterals of SEED to be used for their branding and fundraising.

Special Achievers - Service Learning Project

A program titled 'Beyond Boundaries' is a basic Adobe Photoshop and Canva workshop conducted by the college students for the benefit of Special Achievers' PWD students.

Cartwheel Foundation

MMA and Animation students were tasked with creating educational materials such as worksheets, coloring books, and alphabetic and numerical flashcards translated into English, Tagalog, and their local dialect, Sinama Bajau.

World Wide Fund (WWF) for Nature Philippines

Students from the Animation, Music, and Film Production programs were tasked with modernizing and revamping the environmental education materials of WWF. These materials will be used during the school and community visits to educate students about the environment and wildlife sustainability.

Angeles City Senior High School - “Securely Unraveling the AI Enigma: A Mind-Bending Workshop of Chatbots, Encryption, and Interactive Slides”

As one of the top schools in the country that offers technology-centered and industry-driven programs, iACADEMY aims to support our educational partners as part of our community development initiative through the Project B.R.I.D.G.E (Building Relationships with Industry Donors and Givers for Education) and the Adopt a School

Program by the Department of Education. iACADEMY’s Dean from the School of Computing, Dr. Francisco Napalit, conducted a workshop titled “Securely Unraveling the AI Enigma: A Mind-Bending Workshop of Chatbots, Encryption, and Interactive Slides.”



Philippine Red Cross - Blood Donation Drive

In a bid to make a tangible difference in the community, iACADEMY collaborated with the Philippine National Red Cross, Rizal Chapter, Makati Branch, for a Blood Donation Drive on October 20, 2023. This initiative falls under the auspices of the Social Orientation and Community Involvement unit (SOCI) and NSTP, reflecting iACADEMY’s commitment to holistic education and community welfare. The event was met with an enthusiastic response from the iACADEMY community. A total of 77 pre-registration sign-ups were recorded, with 63 individuals registering as donors. As the day unfolded, 37 individuals stepped forward as heroes, successfully donating their precious life-giving blood. Among these heroes were students and dedicated iACADEMY faculty and staff. Each volunteer’s donation of one (1) bag, or 450ml, of blood is a vital contribution to the cause. These seemingly small acts collectively resulted in more than 16 liters of blood across various blood types being added to the PNRC’s blood reserve.



Cartwheel Foundation - Mobile Library

In celebration of National Book Week, iACADEMY’s Library team and the Social Orientation and Community Involvement unit organized a mobile library for the Sama Bajau beneficiaries of the Cartwheel Foundation. This activity aims to promote literacy and reading among children aged 6-12 years old. It also provides a platform for our students to interact with our partners through games and storytelling sessions.



World Vision Philippines - 'Share Ko Lang' Outreach Activity

A Fundraising and Outreach Activity for the benefit of the Baseco Learning Center of World Vision PH. With the support of iACADEMY employees, teachers, alumni, and students, the activity have raised funds for school supplies and Christmas gifts for 30 students from Baseco.

More Than Profit: Understanding Social Entrepreneur

As part of the SBLA Week 2024 activities, iACADEMY had a talk about the concept of “Social Entrepreneurship” and its impact on the community. The school invited Mr. Shanonraj Khadka, Director of Work in Progress and Co-founder of GK Farm Innovations Inc., and Ms. Monica Aclan, Deputy Executive Director of Project PEARLS, to speak to 50 SBLA students.

How Fashion Empowers Women and Communities

A collaboration between SOCI and SODA for Re-Fashion Week 2024. iACADEMY invited their partners from Project PEARLS to talk about the G.R.O.W (Giving Resources and Opportunities for Women) program and how it supports their women workforce. The G.R.O.W 'Nanays' also gave a Macramé workshop for 20 Fashion Design students.



Plastic Bank Launch

SHS-SC and CSO together with SOCI partnered with Plastic Bank to spread awareness on the proper use of plastic and how it can be recycled responsibly in October 2023. They encouraged students to bring plastic bottles that may be donated in exchange in the future for monetary compensation which the organizations may use to purchase additional supplies and trash bins for the school.

Interacting with organizations like Plastic Bank and the World Wildlife Fund (WWF) can inspire students to adopt more sustainable lifestyles, reduce their carbon footprint, and become more conscious consumers. It can also motivate students to become more proactive in their communities, advocating and spreading awareness of environmental issues among their peers and families.

Basic MS Office Workshop in Partnership with Barangay Bangkal, Makati LGU

This is a workshop conducted by Mr. Jayson Viernes of the School of Computing about basic MS Office tools. A total of 37 students from Bangkal Elementary School and Barangay Bangkal participated in the two (2) batches held on May 4, 2024, and June 29, 2024.

STUDENT FINANCIAL AID AND OTHER PROGRAMS

Agustin Anita Tanco Foundation Scholarship Program

Agustin Anita Tanco Foundation Scholarship Program partnered with STI to offer financial assistance to deserving and qualified students. The aim is to provide relevant, accessible and efficient technical education and skill development to support the development of Filipino middle-level manpower.



Metrobank STRONG Scholarship Program

Metrobank, with its goal of extending opportunities to qualified and talented but financially challenged students, implemented the METROBANK STRONG Scholarship Program.

DBP RISE

STI ESG executed a memorandum of agreement with the Development Bank of the Philippines (DBP) on March 17, 2021 for the implementation of the DBP Resources for Inclusive and Sustainable Education Program (DBP RISE).

The program grants financial assistance to deserving students from the ranks of underprivileged Filipino families who aspire to pursue studies in DBP-accredited public and private tertiary schools. DBP RISE covers: (1) the total cost of tuition fees for all year levels of the entire course or program based on the partner school’s tuition fee structure which is determined at the beginning of the first term of the course or program, and (2) student support fund which covers other school fees, miscellaneous fees, and living allowance that will be determined and set by DBP. STI ESG and DBP executed similar MOAs in November 2021 and in May 2023 covering the implementation of DBP RISE for deserving students enrolled beginning SY 2021-2022, SY 2022-2023, and SY 2023-2024.

UPLIFT Cares

UPLIFT 6th Moving Up and Completion Ceremony is an awarding ceremony recognizing the grantees’ achievements and completion journey.

Twelve Teachers Thousand Live Project

The Twelve TeachersThousand Lives Project is a scholarship initiative aimed at enhancing educational quality in underserved areas of Negros Occidental by providing free tuition and support from local government units, while encouraging scholars to engage in community service and develop the skills and values necessary to become impactful educators and community members.

MEMBERSHIP IN ASSOCIATIONS

Establishing institutional linkages and memberships in associations is instrumental for educational institutions in driving learning and innovation. These partnerships empower academic institutions to participate in meaningful collaborations aimed at enhancing opportunities for their stakeholders.

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

- Association of Administrators in Hotel/Hospitality & Restaurant Management Educational Institutions (AAHRMEI);
- Institute of Computer Engineers of the Philippines (ICpEP);
- Internet and Mobile Marketing Association of the Philippines (IMMAP);
- Philippine Association of National Advertisers (PANA);
- Public Relations Society of the Philippines (PRSP); and
- NCR School Registrar’s Association (NASCRA).

STI WNU has various local and international industry and organizational partners to help enrich its students’ and faculty members’ academic learnings and real-life skills. These include but are not limited to Asian University Digital Resource Network, TESOL Asia SITE Ltd. Australia, Galuh University, Panasiatic Solutions, Focus Direct, Inc., Today English Ltd. Partnership (TELP), Huachiew Chalermprakiet University, OK English Academy, Globe Telecom, Bacolod City Police Office, and the Bureau of Fire Protection.

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

- Association of Administrators in Hotel/Hospitality & Restaurant Management Educational Institutions (AAHRMEI);
- Council of Hotel and Restaurant Educators of the Philippines (COHREP);

- Tourism Educators and Movers Philippines (TEAM PHILS WV);
- Hotel and Restaurant Association of Negros Occidental (HRANO);
- Bacolod City Tourism Office and Department of Tourism Region VI;
- Philippine Society of IT Educators (PSITE);
- Integrated Society of Information Technology Enthusiast (ISITE);
- Philippine Society of Information Technology Educators Foundation, Inc. (PSITEFI);
- Bacolod-Negros Occidental Federation of ICT (BNeFIT);
- Philippine Institute of Civil Engineers (PICE);
- Junior Philippine Society of Mechanical Engineers (JPSME);
- Institute of Integrated Electrical Engineers of the Philippines (IIEEP);
- Global Educators Professional Enhancement International, Inc. (GEPEII);
- Asian Qualitative Research Association (AQRA);
- Asian Society of Teachers for Research (ASTR);
- Asian Association of Interdisciplinary Research (AAIR);
- National Organization of Science and Educators of the Philippines, Inc. (NOSEPI);
- Philippine Association for Teachers and Educators, Inc. (PAFTEI); and
- Philippine Association of Graduate Studies (PAGE).

iACADEMY is committed to producing industry-ready Game Changers. In line with this commitment, iACADEMY is always on the lookout for opportunities to forge meaningful partnerships. This includes curriculum integration with leading local and international organizations.

- iACADEMY has been chosen by Amazon Web Services (AWS), a subsidiary of Amazon that provides on-demand cloud computing platforms, as the first and only school in the Philippines to offer Cloud Computing Certification Courses. This partnership allows iACADEMY to embed subjects in its curriculum that allow its graduates not only to have a BS in Computer Science (BS CS) degree but also get certified in the various Cloud Computing Courses of Amazon.
- iACADEMY is also a school partner for Python Institute and Linux Professional Institute (LPI). Here, trained and certified professors are able to prepare BS CS students for the international programming standards required for professional certification exams.
- iACADEMY is the first Philippine school chosen by Alibaba Business School’s Global Digital Talent Program (GDT, formerly GET) to implement digital and e-commerce driven business college courses. Under this program, the GDT team has trained the professors of iACADEMY with its e-commerce courseware that will be incorporated in iACADEMY’s business course subjects.
- iACADEMY is the first educational partner of PricewaterhouseCoopers (PwC) Philippines for the BS in Accountancy program in developing the curriculum and teaching some of the subjects using real world cases and experiences.

- iACADEMY is the first Toon Boom Center of Excellence in Asia. Under this partnership, BS in Animation students are taught to use the animation production and storyboarding software by certified Toon Boom trainers. Students also have the chance to get certified in using this award-winning software which is the global standard for animation and storyboarding.
- Global leaders in audio and sound technology, Dolby Atmos and Avid, partnered with iACADEMY to teach a world-class BA in Music Production and Sound Design program. In this program, students will be using industry-standard tools and training courtesy Dolby Atmos and Avid.
- iACADEMY has also partnered with industry leaders to equip its students in Film and Visual Effects, and Multimedia Arts and Design with the most relevant skills, tools and technology for the industry upon graduating. This includes tools to create content with Blackmagic cameras and DaVinci Resolve, and opportunity to learn from Blackmagic and DaVinci Resolve professionals.
- iACADEMY is the first academic partner of CLO Virtual Fashion in the Philippines in which students are being taught this technology as part of BA in Fashion Design and Technology’s Computer-Aided Design class.

CUSTOMER DATA AND PRIVACY

The Group is committed to the responsible and lawful treatment of all personal data that it collects. The Group believes in keeping personal data shared by its stakeholders safe and secure, and ensuring that such are collected and processed by lawful means. The subsidiaries continue to adhere to the Data Privacy Act of 2012 (DPA) and its implementing rules and regulations.

Risks identified include unauthorized or malicious disclosure of personal data, data theft and excessive data collection. However, there are opportunities in adopting policies and best practices within the education industry.

Concerns regarding data privacy may be communicated to the respective data privacy officers of the schools. There has been one incident of data breach during the fiscal year. In response to this incident, the Group implemented comprehensive measures to enhance its cybersecurity defenses and prevent future occurrences, such as regular security audits and employee awareness. Through ongoing monitoring and vigilance, the Group is committed to safeguarding sensitive information and ensuring the confidentiality and integrity of its data.

2024 Performance

No. of substantiated complaints on customer privacy	0
No. of complaints addressed	0
No. of customers, users, and account holders whose information is used for secondary purposes	0
No. of data breaches, including leaks, thefts and losses of data	1

