

TRAINING AND DEVELOPMENT FOR DMCI EMPLOYEES

The Company is committed to improving the performance of the Group, including the employees of its subsidiaries. The Company recognizes the benefits of trainings and development programs for the employees to grow and develop their skills and talents.

For General Welfare and Development, the Company has the following activities:

1. The Company has an in-house training center through DM Consunji Technical Training Center (DMCTTC). It provides quality training exclusive to the DMC Group of Companies such as Leadership, Supervisory Development, Problem Solving and Decision Making and Foremanship Training among others. Professional Development Trainings conducted by DM Consunji Technical Training Center to the DMCI Group of Companies are as follows:
 - a. Professional Development Seminars
 - b. Basic Safety Orientation Program
 - c. Basic Occupation Safety and Health
 - d. Quality of Work Life Seminars
 - e. Performance Management, Leadership and Succession training
 - f. Foremanship Program
 - g. Team Building Programs
 - h. Administrative Programs
 - i. Behavioral, skills and technical courses
 - j. Engineers Development Programs

2. The Company supports the professional development of its employees by allowing them to participate in organizations and professional clubs such as:
 - a. Management Association of the Philippines
 - b. Public Relations Society of the Philippines
 - c. Golf Clubs
 - d. Philippine Chamber of Commerce and Industry
 - e. Philippine Overseas Construction Board
 - f. International Association of Business Communicators
 - g. Institute of Corporate Directors



- h. United Architects of the Philippines
 - i. Financial Executives Institute of the Philippines (FINEX)
3. Activities of each subsidiaries such as:
- a. Fellowships among management and key officers of subsidiaries
 - b. Corporate planning sessions
 - c. Team building activities

Below are trainings/seminars attended by key officers and employees:

Date	Seminars Attended
December 6, 2017	Seminar on Corporate Governance SGV & Co.
August 10, 2017	Distinguished Corporate Governance Speaker Series Institute of Corporate Directors
February 27, 2017	Corporate Governance Seminar SGV & Co. (Company- exclusive training)