COVER SHEET

A	S	O	9	5	0	0	2	2	8	3

SEC Registration Number

DMCI HOLDINGS, INC.

(Company's Full Name)

3RD FLR. DACON BLDG. 2281
CHINO ROCES AVE. MAKATI CITY

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

HERBERT M. CONSUNJI	8888-3000
Contact Person	Company Telephone Number

3rd Tuesday of May

1 2	3 1	**SEC 17-C**	0 5	1 8
Month	Day	FORM TYPE	Month	Day
Fiscal Year			Annual Meeting	

N.A.

Secondary License Type, If Applicable

C F D	
Dept Requiring this Doc	Amended Articles Number / Section

	Total Amount of Borrowings	
Total No. of Stockholders	Domestic	Foreign

To be accomplished by SEC Personnel concerned

File Number

LCU

Document ID

Cashier

STAMPS

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SECURITIES AND EXCHANGE COMMISSION

SEC FORM 17-C

CURRENT REPORT UNDER SECTION 17
OF THE SECURITIES REGULATION CODE
AND SRC RULE 17.2(c) THEREUNDER

1. August 8, 2022
   Date of Report (Date of earliest event reported)

2. SEC Identification Number ASO95-002283   3. BIR Tax Identification No. 004-703-376

4. DMCI Holdings, Inc.
   Exact name of issuer as specified in its charter

5. Philippines
   Province, country or other jurisdiction of incorporation

6. (SEC Use Only)
   Industry Classification Code:

7. 3/F Dacon Building, 2281 Don Chino Roces Avenue, Makati City   1231
   Address of principal office   Postal Code

8. (632) 8888-3000
   Issuer's telephone number, including area code

9. Not applicable
   Former name or former address, if changed since last report

10. Securities registered pursuant to Sections 8 and 12 of the SRC or Sections 4 and 8 of the RSA

Title of Each Class	No. of Shares Outstanding	Amount
Common Shares	13,277,470,000	Php13,277,470,000.00
Preferred Shares	960	960.00
TOTAL	13,277,470,960	Php13,277,470,960.00

11. Indicate the item numbers reported herein: Item 9

Item 9. Other Matters

This is to inform the investing public that at the meeting of the Board of Directors held today, August 8, 2022, the Board approved the following

1. Consolidated Financial Statements for the period ended June 30, 2022.

MANAGEMENT'S DISCUSSION AND ANALYSIS OF RESULTS OF CONSOLIDATED OPERATIONS AND CONSOLIDATED FINANCIAL CONDITION AS OF AND FOR THE PERIOD ENDED JUNE 30, 2022 AND 2021

June 30, 2022 (Unaudited) vs June 30, 2021 (Unaudited)

I. RESULTS OF OPERATIONS

The table below summarizes the performance of DMCI Holdings, Inc. (PSE: DMC), its subsidiaries and associate for the period ended June 30, 2022 and 2021.

- D.M. Consunji, Inc. (DMCI), a wholly owned subsidiary, is one of the leading engineering-based integrated construction firms in the country. It operates in two construction segments: building and infrastructure. It also has separate business units for joint ventures and project support (i.e., concrete production, steel fabrication and equipment rental).

- DMCI Project Developers, Inc. (DMCI Homes), a wholly owned subsidiary, is one of the leading mid-segment developers in the Philippines, offering best-in-class amenities and value-for-money properties in Metro Manila and other key urban areas.

- Semirara Mining and Power Corporation (SMPC), a majority-owned subsidiary (56.65%), is the the largest coal producer in the Philippines. It is the only power generation company in the country that produces its own fuel (coal). Its two wholly owned operating subsidiaries—Sem-Calaca Power Corporation (SCPC) and Southwest Luzon Power Generation Corporation (SLPGC)—provide baseload power to the Luzon and Visayas grids.

- DMCI Power Corporation (DMCI Power), a wholly owned subsidiary, is one of the largest off-grid energy suppliers in the Philippines. It currently operates and maintains thermal, bunker and diesel power plants in parts of Masbate, Oriental Mindoro and Palawan.

- DMCI Mining Corporation (DMCI Mining), a wholly owned subsidiary, extracts nickel ore through surface mining and ships these directly to China and other markets. Aside from one operating mine under Zambales Diversified Metals Corporation, it has various nickel assets in Palawan and Zambales that are undergoing the permitting process.

- Maynilad Holdings Corporation, a 27%-owned associate, owns 93% of Maynilad Water Services, Inc. (Maynilad). The largest private water concessionaire in terms of customer base in the Philippines, Maynilad holds a 25-year franchise to establish, operate and maintain a waterworks system and sewerage and sanitation services in the West Zone service area of Metro Manila and the Province of Cavite.

CONSOLIDATED NET INCOME AFTER NON-CONTROLLING INTERESTS

in Php millions except EPS	**April to June (Q2)**			**January to June (H1)**		
	2022	**2021**	**Change**	**2022**	**2021**	**Change**
I. SMPC (57%)	6,110	2,342	161%	14,630	3,666	299%
II. DMCI Homes	1,308	804	63%	2,722	2,325	17%
III. D.M. Consunji Inc.	516	91	467%	883	484	82%
IV. DMCI Mining	510	403	27%	1,009	818	23%
V. Maynilad	393	431	-9%	712	718	-1%
VI. DMCI Power	205	152	35%	337	270	25%
VII. Parent and others	(49)	4	-1,325%	(38)	17	-324%
Core Net Income	**8,993**	**4,227**	**113%**	**20,255**	**8,298**	**144%**
Nonrecurring Items	37	1,006	-96%	36	1,185	-97%
Reported Net Income	**9,030**	**5,233**	**73%**	**20,291**	**9,483**	**114%**
EPS (reported)	**0.68**	**0.39**	**73%**	**1.53**	**0.71**	**114%**

Q2 2022 vs Q2 2021 Consolidated Highlights

- The DMCI Group reported a net income Php 9.03 billion, up 73% from Php 5.23 billion and the highest-ever for the quarter. This translated to Php 0.68 in earnings per share

  Its remarkable performance was mainly attributable to higher selling prices for its coal, electricity and nickel ore output, coupled with higher revenue recognition from construction projects nearing completion. All of its subsidiaries delivered significant profit growths during the period.

- Excluding nonrecurring items, core net income surged by 113% from Php 4.23 billion to Php 8.99 billion, another record high for the Group. Nonrecurring items (NRI) from last year largely pertain to tax remeasurement net gains following CREATE Law enactment (Php 807 million) and gain on sale of land of DMCI Homes (Php 191 million).

- SMPC and DMCI Homes accounted for 82% of core net income.

- **H1 2022 vs H1 2021 Consolidated Highlights**

- Reported net income more than doubled (114%) from Php 9.48 billion to Php 20.29 billion, well above (+10%) the Group's full-year bottom line in 2021 and the highest for any given semester. This translated to Php 1.53 in earnings per share and 21.4% in return on equity.
  The strong financial results was largely driven by robust selling prices across the coal, power and nickel mining businesses, alongside higher revenue recognition from the construction and real estate subsidiaries.

- Excluding nonrecurring gain in 2021 due primarily to deferred tax remeasurement because of CREATE Act (Php 892 million) and gain on land sale (Php 203 million), core net income accelerated by 144% from Php 8.30 billion to Php 20.26 billion.

- SMPC and DMCI Homes contributed 86% to core net income.

- The Group's balance sheet remained healthy as liquidity and leverage significantly improved since end-2021. Book value per share rose by 16% from 6.61 to 7.66 owing to strong operating results.

- Consolidated cash stood at a record-high level of Php 38.6 billion as operating cashflow expanded from elevated commodity and electricity prices, even after paying out a total of Php 6.37 billion (Php 0.48 per share) in regular and special cash dividends last April 29.

Q2 2022 vs Q2 2021 Subsidiaries and Associate Performance

I. Semirara Mining and Power Corporation (SMPC)

Core income contribution from SMPC rocketed by 161% from Php 2.34 billion to Php 6.11 billion, mainly due to all-time-high coal selling prices combined with higher spot market sales at elevated prices. To further explain:

<u>Coal Segment</u>

- **Record high selling prices.** Semirara coal average selling price (ASP) improved by 126% from P2,393 per metric ton to a record high of P5,399/MT as index prices continued to spike during the period. Quarterly average Newcastle price (NEWC) expanded three times (246%) from USD 109.0 to USD 376.8, while Indonesian Coal Index 4 (ICI4) improved by 64% from USD 54.2 to USD 89.0. Newcastle coal prices peaked at USD 436.1 during the week of May 20.
- **Favorable foreign exchange rate.** Average USD/Php exchange rate rose by 8% from USD1:P48.3 to USD1:P52.3.
- **Muted cash cost growth.** Cash costs grew slower than topline as lower shipments moderated the impact of higher fuel cost. Fuel costs accounted for 50% of COS (vs 32% in Q2 2021).

- **Wider profit margins.** Standalone net profit margins soared from 31% to 50% on the back of higher revenues and stronger US Dollar.

The segment also reported the following operational highlights:

- **Reduced production.** Production declined by 21% from 4.3 million metric tons (MMT) to 3.4 MMT on higher rainfall and strip ratio, which accelerated from 9.8 to 11.7 mainly due to simultaneous activities in East Block 4 and South Block 5 (new area) in Molave mine. Projected 2022 full-year average strip ratio remains at 10.79.
- **Lower shipments.** Total coal sales dropped by 25% from 4.9 million metric tons (MMT) to 3.7 MMT as exports dropped by 44% from 3.2 MMT to 1.8 MMT. Shipments to China, Semirara coal's biggest foreign market, plunged by 71% from 2.8 MMT to 0.8 MMT owing to its COVID-19 lockdowns and pivot to Russian coal.
- **Higher coal inventory.** High-grade coal inventory expanded by 50% from 1.0 MMT to 1.5 MMT on lower Q2 shipments and strong Q1 production.

<u>Power</u>

The power segment delivered a 91-percent upturn in net income after intercompany eliminations, from Php 940 million to Php 1.79 billion. Its strong performance was due to higher selling prices and large uncontracted capacity amidst rising fuel costs. To elaborate:

- **Higher plant availability.** Overall plant availability improved by 8% from 60% to 65%, mainly driven by SLPGC.
- **Stable gross generation.** Total gross generation showed an uptick (1%) from 971 GWh to 984 GWh on higher SLPGC generation tempered by lower SCPC output.
- **Large uncontracted capacity.** At the end of Q1 2022, 65% of the segment's running dependable capacity (540MW) was uncontracted, which translated to a total spot exposure of nearly 350MW in Q2.
- **Strong pivot to spot.** While total power sales contracted by 9% from 987 GWh to 900 GWh, bulk (56%) of it went to the spot market. As a result, spot electricity sales volume ascended by 188% from 176 GWh to 507 GWh. Conversely, BCQ sales dropped by 52% from 811 GWh to 393 GWh.
- **Elevated selling prices.** Overall ASP expanded by 29% from P4.11/KWh to P5.30/KWh, driven by higher spot sales volume whose ASP grew by 1% from P6.87/KWh to P6.91/KWh.
- **Softening supply-demand margins.** Average actual demand grew by 4% from 10,763 MW to 11,176MW, while average supply climbed by 16% from 11,436MW to 13,244MW as new baseload capacity entered the grid. Average spot prices went up by 13% from P5.84/KWh to P6.58/KWh on the back of rising fuel costs.
- **Price cap implementation**. The currently imposed secondary price cap is at P6.245/KWh, following recurrent price spikes within 72 hours. The price cap moderated the possible upside of the segment's spot exposure.
- **Lower replacement power purchases.** Total spot purchases declined by 60% from P617 million to P245 million.

On a standalone basis, SMPC recorded a net income of P10.78 billion, more than double (171%) from P3.98 billion.

II. DMCI Project Developers Inc. (DMCI Homes)

Core net income contribution from DMCI Homes swelled by 63% from Php 804 million to Php 1.31 billion. Its strong rebound was mostly attributable to the following:

- **Stronger topline.** Revenue recognition rose by 6% from Php 6.13 billion to Php 6.50 billion due to higher construction accomplishments, new accounts that qualified for revenue recognition and higher selling prices.
- **Better EBITDA margins.** EBITDA margins improved from 13% to 20% owing to higher selling prices of projects that qualified for revenue recognition and lower costs accrual, which were tempered by higher operating expenses (OPEX). OPEX rose due to higher association dues payment for unsold ready-for-occupancy (RFO) units and increase in repairs and maintenance costs for construction equipment.
- **Rise in other income**. Other income increased by 88% from Php 224 million to Php 421 million on higher closing fees, forfeitures from unit cancellations and rental income.
- **Improved core earnings margin**. Core net income improved by 56% from Php 847 million to Php 1.32 billion amid higher EBITDA margins and higher other income, offset by a 60-percent rise in income tax provisions.

The company also reported the following operational highlights:

- **Improving sales take-up.** Total units sold grew by 17% from 1,296 to 1,512, following a 14-percent uptrend in residential unit sales (732 versus 834) and a 20-percent hike in parking slot sales (564 versus 678).
- **Higher selling price.** Average selling price (ASP) of units sold rose by 6% from Php 109,000 to Php 116,000 per square meter. In terms of per unit sold, ASP declined by 7% from Php 6.70 million to Php 6.23 million as newly-launched The Erin Heights offered smaller-cut units for Php 5.0 million.
- **Sales value uptick.** Total sales value went up by 7% from Php 5.34 billion to Php 5.70 billion on the back of more sold units and higher ASP per square meter.
- **Large RFO inventory.** Total Inventory rose by 10% from Php 43.3 billion to Php 47.6 billion as more RFO units from Infina Towers, Prisma Residences and Verdon Parc were completed during the period.
- **Substantial land bank.** Land bank expanded by 17% from 185.7 hectares to 217.4 hectares following land banking activities in Luzon, which grew by 49% from 64.6 square meters to 96.4 square meters.

Standalone reported net income dropped by 11% from Php 1.49 billion to Php 1.32 billion as the company also realized a nonrecurring income of Php 640 million from remeasurement of its deferred tax liabilities in 2021.

III. DMCI Mining Corporation (DMCI Mining)

DMCI Mining generated Php 403 million in core net income, up 27% from Php 510 million owing to the following:

- **Soaring selling prices.** Average selling price (ASP) advanced by 50% from USD 42/WMT to USD 63/WMT as market prices remained elevated and ZDMC shipped higher-grade nickel ore.
- **Favorable forex rates.** Average USD/Php rate from sales climbed by 10% from USD1:P48 to USD1:P53.
- **Better core profit margins.** Despite 20%-percent dip in topline from Php 1.53 billion to Php 1.22 billion, standalone core net income margin appreciated from 33% to 45% owing to lower depreciation (62%) from Php 341 million to Php 130 million due to lower shipments.

The company also reported the following operational and financial highlights:

- **Lower Shipments.** Total shipments fell by 51% from 746,000 WMT to 367,000 WMT as BNC neared the end of its stockpile and ZDMC shipments turned sluggish. BNC shipments plunged by 78% from 483,000 WMT to 107,000 WMT while ZDMC shipments hovered at 263,000 WMT, 1% lower from 260,000 WMT.
- **Weak Production.** Production plummeted by 60% from 623,000 WMT to 248,000 WMT as sole operating mine ZDMC faced poor weather conditions and moved to a new area.
- **Limited Inventory.** Total ending inventory dropped by 83% from 393,000 WMT to 65,000 WMT on weaker production. BNC inventory slumped by 92% from 249,000 WMT to 21,000 WMT, while ZDMC inventory declined by 69% from 144,000 WMT to 44,000 WMT.
- **Higher cash and debt levels.** Strong operating cashflow and sizable debt availment (Php 300 million) resulted in a 141-percent upsurge in cash balances from Php 800 million in end-2021 to Php. 1.93 billion. Debt levels expanded by 75% from Php 0.4 billion to Php 0.7 billion. The Php 300 million will be used to fund mining equipment acquisitions and exploration activities.

Standalone net income contracted by 28 percent from P749 million to P542 million, mainly due to a 2021 nonrecurring gain of Php 247 million from remeasurement of its deferred tax liabilities under CREATE law.

IV. D.M. Consunji, Inc. (DMCI)

Core net income contributions from DMCI improved fivefold (467%) from Php 91 million to Php 516 million owing to the completion of some projects and conservative revenue take-up the previous year. To explain its quarterly performance:

- **Drop in revenue recognition.** Construction revenues declined by 12% from Php 6.03 billion to Php 5.32 billion owing to lower accomplishments from a joint venture project and absence of new projects.
- **Steeper cost of sales decline.** Cost of sales (COS) plunged by 24% from Php 5.62 billion to Php 4.26 billion mainly due to lower accomplishments and higher costs recognition last year.
- **Higher EBITDA margin.** EBITDA margin widened from 4.9% to 17.5% following the COS decline.
- **Order book slowdown.** Order book dropped by 6% from Php 46.7 billion to Php 43.7 billion on the absence of new contracts.

At the standalone level, DMCI reported net income grew by 141% from Php 270 million to Php 650 million, including a 2021 nonrecurring income of Php 191 million from a land sale.

V. Maynilad Water Services, Inc. (Maynilad)

Core net income contribution from associate Maynilad skid by 9% from Php 431 million to Php 393 million due to the combined effect of the following:

- **Lower water production.** Production declined by 1% from 239.8 million cubic meters (MCM) to 236.7 MCM owing to the recurring algae bloom in Laguna Lake which curbed water production in the Putatan water treatment plants in June 2022.
- **Flattish billed volume.** Billed volume was largely flat (+1) from 134.9 MCM to 135.4 MCM on lower residential consumption. Semi-business and commercial increased by 0.22 MCM and 0.33 MCM respectively, contributing to the +1 MCM.
- **Uptick in average effective tariff.** Average effective tariff showed a slight recovery (1%) from Php 42.0 to Php 42.4 as non-residential demand started to return.
- **Improving customer mix.** Domestic contribution declined from 84.4% to 83.0%, while commercial customers contribution improved from 15.6% to 17.0% as more schools and establishments return to onsite work.
- **Anemic topline growth.** Revenues from water and wastewater services posted an uptick (+1%) from Php 5.83 billion to Php 5.91 billion primarily due to other fees collected (government tax) and slight improvement in billed volume.
- **Higher cash costs and noncash operating expenses.** Total cash expenses increased by 7% from Php 1.79 billion to Php 1.91 billion on the imposition of franchise tax and higher fuel and utilities expenses, which were tempered by lower personnel costs. Noncash opex also grew by 6%, in line with COS, from Php 1.17 billion to Php 1.24 billion, on additional amortization of concession assets.

VI. DMCI Power Corporation (DMCI Power)

DMCI Power’s core net income contribution reached Php 205 million, 29% higher from Php 159 million due to the following:

- **Improved energy sales**. Total energy sales improved by 17% from 97.2 GWh to 113.5 GWh, as all plants posted positive growths. Palawan remained as its top sales contributor at 40%, followed by Masbate (35%) and Oriental Mindoro (25%). Of the three areas, Oriental Mindoro was the most improved, as its dispatch grew by 45% from 20.1 GWh to 29 GWh owing to outages of renewable and conventional plants in the area.
- **Record-high selling prices.** Average selling price (ASP) surged by 46% from Php 11.9/KWh to Php 17.4/KWh due to elevated fuel prices. Diesel climbed by 47% from Php 40.69 per liter to Php 60.10 per liter while bunker jumped by 49% from Php 34.15 per liter to Php 51.22 per liter.
- **Higher cost of sales growth.** COS growth (86%) outpaced topline (71%) from Php 876 million to Php 1.63 billion owing to maintenance costs from Masbate plant’s planned outage, on top of higher pass-through fuel costs.

Outlook

While consolidated full-year results is on track to be significantly higher versus last year, the Group maintains its prudent second-semester outlook on persisting market volatility because of the Russia-Ukraine war, poor weather conditions and unpredictable policy shifts in the commodity markets.

Pronounced demand weakness for real estate and private construction is also likely to continue into 2023 owing to inflationary pressures, higher interest rates, tightening credit standards and weak consumption.

Accelerated public infrastructure spending and influx of foreign investors for public-private partnership projects could provide some relief but the Group remains cautiously optimistic about such prospects.

2. Strategy and Sustainability Committee (attached)
    a. ESG Governance Structure
    b. Adoption of the following policies:
        i. Diversity, Equality and Inclusion Policy
        ii. Human Rights Policy
        iii. Product and Service Safety Policy
        iv. Eco-design Policy
    c. Appointment of the following Officers
        i. Joseph Adelbert V. Legasto - Chief Strategy and Sustainability Officer
        ii. Cherubim O. Mojica - Chief Diversity Officer

3. Corporate Governance Committee (attached)
    a. Revised Anti-Corruption and Bribery Policy
    b. Health and Safety Policy for Contractors

SIGNATURES

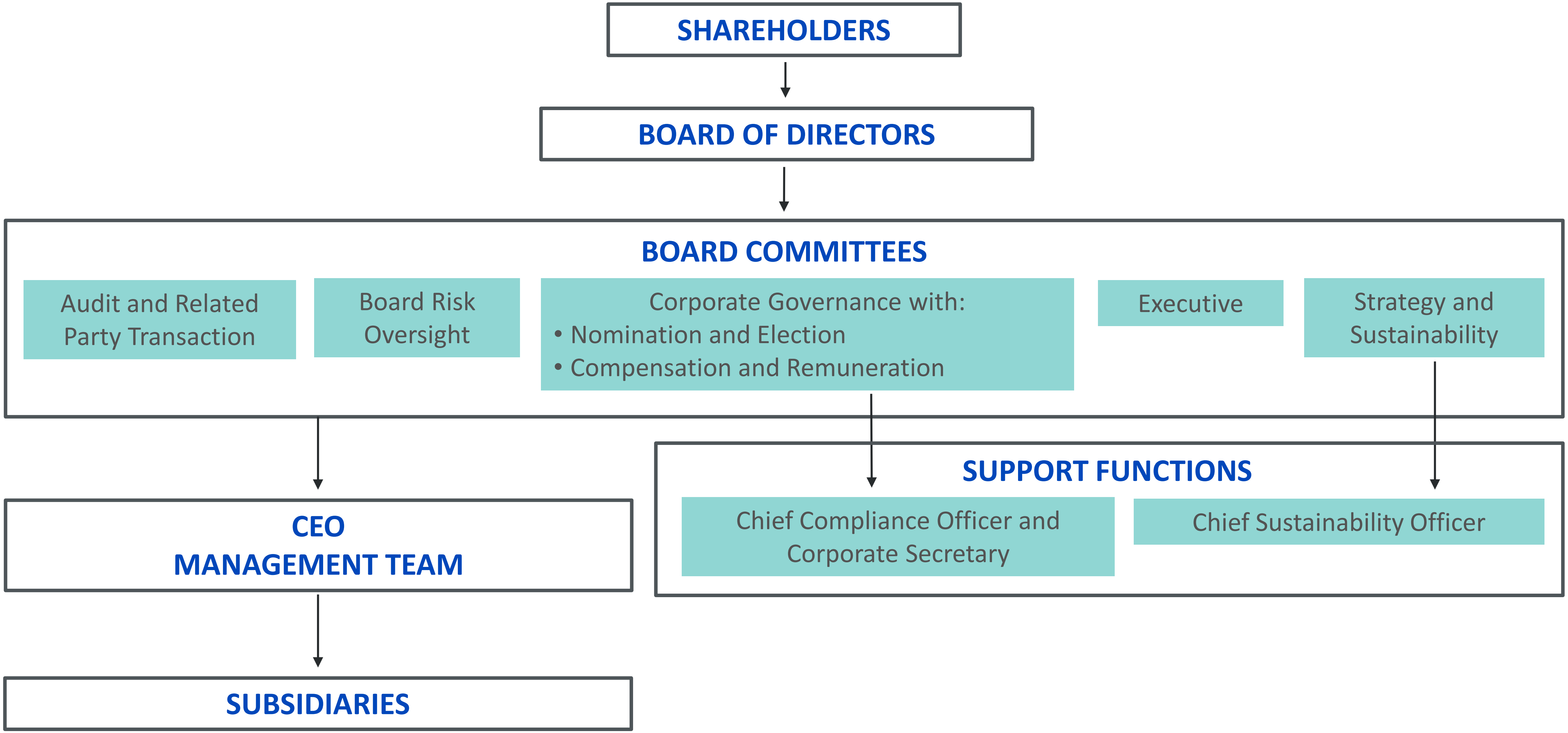
Pursuant to the requirements of the Securities Regulation Code, the issuer has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

DMCI Holdings, Inc.
Issuer

Herbert M. Consunji
Executive Vice President & Chief Finance Officer

August 8, 2022

ESG GOVERNANCE FRAMEWORK



DIVERSITY, EQUALITY AND INCLUSION POLICY

We believe that our people are the cornerstone of our value creation strategy. Our growth and sustainability are grounded on their collective strength and ability to respond to the changing business environment.

Consistent with our vision and values, our Diversity, Equality and Inclusion Policy outlines the principles and commitments of our Company to guide our directors, officers and employees, including our subsidiaries where we have management and operational control.

Our Principles

We recognize that our employees bring different qualities and perspectives to the workplace, and these distinctions enhance our talent base, creativity and overall performance.

We respect our employees regardless of age, disability, national or ethnic origin, language, religious affiliation or belief, political affiliation or belief, health status, physical features or sexual orientation and gender identity and expression.

We strive to create a workplace where our employees feel safe, accepted and valued to improve retention, drive productivity and promote innovation.

Our Commitments

We are committed to establishing and maintaining a work environment that embraces diversity, promotes equality and fosters inclusion.

We recruit, hire, train, promote, retain and reward employees based on merit and without regard to age, disability, national or ethnic origin, language, religious affiliation or belief, political affiliation or belief, health status, physical features or sexual orientation and gender identity and expression.

We treat co-workers with dignity and respect, and do not tolerate any kind of harassment based on gender, background or belief. Instances of alleged harassment should be reported immediately to the relevant Human Resources Head and/or the Company's Chief Diversity Officer.

We work to remove artificial, unfair and inappropriate barriers to workplace participation through equal access to scholarships, training, mentoring, among others.

HUMAN RIGHTS POLICY

We recognize and value the dignity of every individual. In the conduct of our business and activities, we commit to respect human rights in a manner that is consistent with applicable laws and international human rights standards and protocols.

- We demonstrate our human rights commitment by:
  - providing our employees with a safe and healthy workplace;
  - ensuring that our companies are free from all forms of child and forced labor;
  - promoting diversity, equality and inclusion across our organization;
  - engaging with our host communities in a fair and just manner; and
  - contributing to inclusive growth through our products and services.

PRODUCT AND SERVICE SAFETY POLICY

We believe that our sustainability is founded on the quality and safety of our products, services and facilities. As such, our businesses:

- comply with all relevant laws and regulations related to the safety, security and quality of their products and services;
- take steps to prevent adverse impacts on the lives, health and physical assets of their employees, customers, suppliers and contractors; and
- implement the necessary systems and protocols to ensure that those involved in the daily operations are fundamentally safe.

If a safety incident should occur involving our products, services or facilities, our companies promptly conduct a thorough analysis of the cause/s and take the necessary measures to prevent it from recurring.

We also strive to prevent such incidents by adopting quality controls and safety measures across our organization.

ECO-DESIGN POLICY

We believe in designing products and services that address customer needs while promoting inclusive growth and environmental stewardship.

Through value engineering, continuous innovation and rational use of natural resources, we are able to assure our customers of technical integrity, product durability, energy efficiency and material efficiency in our end products and services.

Chief Strategy and Sustainability Officer (CSSO)

Effective August 8, 2022, Mr. Joseph Adelbert V. Legasto shall serve as the Chief Strategy and Sustainability Officer (CSSO) of the Company.

The CSSO is responsible for reviewing sustainability strategies and developing, managing, monitoring and reporting the environmental, sustainability and social impacts of the Company, its subsidiaries and affiliate.

The CSO will assist the Board and Committee in:

- reviewing sustainable investments;
- developing and implementing sustainability goals, strategies, policies and initiatives; and
- identifying and managing material economic, environmental, social and governance issues.

Chief Diversity Officer

Effective August 8, 2022, Ms. Cherubim O. Mojica shall serve as the Chief Diversity Officer (CDO) of the Company.

The CDO is responsible for creating, leading and monitoring the DMCI group's diversity, equity and inclusion (DE&I) strategies, initiatives and efforts to ensure that employees have a welcoming place to work and learn, regardless of their gender, age, sexual orientation, socioeconomic status, ethnicity and abilities.

The CDO will work with the Human Resource (HR) departments of the different subsidiaries to:

- identify programs or initiatives to promote DE&I within the organization;
- develop and collect relevant metrics to measure DE&I effectiveness; and
- oversee employee complaints related to discrimination and harassment.

ANTI-CORRUPTION AND BRIBERY

The Company believes that bribery and corruption are unethical, unacceptable and inconsistent with our founding principles. We are committed to maintaining the highest possible ethical standards and complying with all applicable laws.

In our operations, we seek to avoid even the appearance of impropriety with respect to the transactions and dealings of our directors, officers and employees with the customers, suppliers, business partners and the government.

This policy provides the following guidelines for strict observance by our directors, officers and employees:

- Act lawfully, ethically and in the public interest
- Prohibit bribery and corruption in our corporate dealings
- Deter illegal or unethical behavior by clients, suppliers or government officials
- Report any such violations based on the existing Whistleblowing Policy of the Company

HEALTH AND SAFETY POLICY FOR CONTRACTORS

Contractors are responsible for establishing, implementing and monitoring occupational health and safety programs, rules and procedures when conducting work for, or on behalf of, the Company and its subsidiaries.

To manage risks, minimize injuries and prevent fatalities, contractors must:

- abide by all relevant laws and regulations on occupational safety and health;
- fulfill the environment, health and safety requirements outlined in their contract with the applicable DMCI entity;
- comply with the environment, health and safety policies, standards and guidelines of the contracting DMCI entity;
- ensure that health and safety hazards and risks are properly identified, assessed, controlled and evaluated before any work begins; and
- conduct applicable project safety and occupational health training to all Contractor employees, workers and subcontractors.