

SUSTAINABILITY REPORT



DMCI HOLDINGS, INC.
2020

About this Report

Reinforcing Foundations is the Company's second annual Sustainability Report. At DMCI Holdings Inc., we see our employees and workers as the foundation of our businesses.

This report documents our efforts to support our people throughout a period of crisis, as well as our sustainability journey for the period January 1 to December 31, 2020. We continue to cover our sustainability performance in relation to our economic, environmental, and social impacts as a Group.

We encourage you to read this Sustainability Report alongside our Annual Report for 2020, which covers our financial performance as a Company. Such disclosures are available on our website at www.dmciholdings.com.

Who We Are (102-1, 102-2, 102-16)

DMCI Holdings, Inc. is a diversified engineering and management conglomerate established in the Philippines on March 8, 1995, and registered under the Philippine Stock Exchange (PSE) on December 18, 1995.

The Company has investments in general construction, real estate development, power generation, mining, and water distribution. We are currently the only publicly listed company that has construction as a core investment. DMCI Holdings is also one of the 30 largest Philippine companies listed under the PSE Composite Index (PSEi), setting the standard for stock market performance within the country.

MISSION

To invest in engineering and construction-related businesses that bring real benefits to the people and to the country.

VISION

We are the leading integrated engineering and management conglomerate in the Philippines. Through our investments we are able to do the following:

Deliver exceptional shareholder value

Motivate and provide employees with opportunities and just rewards

Cultivate growth in remote areas and key sectors

Integrate sustainable development with superior business results

Corporate Values

- Integrity
- Fairness
- Customer focus
- Teamwork
- Accountability
- Innovation
- Sustainability

(102-16)

Message from the Chairman, President, and CEO (102-14)

Dear stakeholders,

This year, the nation faced a myriad of natural hazards. Individuals and businesses alike struggled against the conditions of a changing environment as well as what the Asian Development Bank calls the “worst pandemic in the century.”

From an economic standpoint, the Philippines’ 9.5% drop in its gross domestic product (GDP) is the lowest on record since the 1947 financial crisis. This can be directly attributed to limited economic activity due to COVID-19 restrictions and disaster recovery.

The construction sector was greatly affected and experienced a continued decline throughout the first three quarters of the year. This was most pronounced during the 65.5% annual decline in approved projects when the government first implemented the Enhanced Community Quarantine (ECQ) during the second quarter.

As people stayed at home in accordance with government directives, consumption began to decrease across the non-essential industry by 51% during the third quarter. This eventually led to the contraction of business activities and increased unemployment.

Amid the pandemic, natural disasters such as typhoons slowed down the service of the utilities sector during the fourth quarter. Power interruptions and delays in water supply further hindered economic productivity.

Overcoming Challenges

DMCI Holdings and its subsidiaries have also faced drawbacks from these events on an operational level.

In the latter half of 2019, a series of earthquakes in Davao del Sur, culminating in a magnitude 6.9 earthquake, brought the structural integrity of our buildings into focus. By 2020, **DMCI Homes** finished making seismic upgrades on four buildings in the Verdian Parc condominium community in Davao City to reinforce their resilience against stronger earthquakes.

The magnitude 6.6 Masbate earthquake on August 18, 2020, on the other hand, forced the shutdown of **DMCI Power Corporation’s** (DMCI Power) Cataingan Satellite Plant. The plant, which supplied electricity to areas under the Masbate Electric Cooperative, was inoperable for approximately eight hours.

Typhoons Goni and Vamco made landfall from October to November 2020, less than a month apart. The collective damage to infrastructure across the country was estimated at ₱38 billion.

The La Mesa Treatment Plants of **Maynilad Water Services, Inc.** (Maynilad) accumulated sludge due to Typhoon Vamco, resulting in limited water production for Metro Manila while desludging was undertaken. ₱34.4 million was spent to address the build-up.

Then, of course, we have the COVID-19 pandemic. During the first half of the year, the government prioritized mitigating the transmission of the virus. Strict containment measures, such as the ECQ, were implemented.

Our mining segment, **Semirara Mining and Power Corporation (SMPC)** and **DMCI Mining Corporation (DMCI Mining)**, were affected by the slowed economy and disruptions to their supply chains from the lockdown.

D.M. Consunji, Inc. (DMCI), our construction business, was brought to a momentary standstill by the ECQ. All construction activities were put to a stop in March to address the growing number of COVID-19 cases nationwide. We were eventually allowed to resume operations as restrictions eased in June.

Striving Towards Sustainability

The disruption of the economy and business is unlike the financial crises that we have weathered in the past. These events are reminders of the universal relevance and issue of climate change and environmental stewardship, which significantly impact the stability of our businesses and the people we serve.

In the 2020 Global Climate Risk Index, the Philippines ranked second among the countries most affected by climate change. This is a significant leap from 2017 when the Philippines still ranked outside of the top 10 most affected countries in the index.

The World Health Organization (WHO) has looked into human interference in natural ecosystems and environmental changes as potential contributors to surfacing infectious diseases. On the other hand, there is a direct correlation between global warming and disasters such as tropical cyclones and intense seismic activity.

As the parent company of businesses engaged in the operation of heavy equipment and coal-fired facilities, we hold greater responsibility for mitigating and monitoring our potential negative impacts.

If we are to holistically contribute to sustainable development, we must collectively account for our economic, environmental, and social impacts to inform our sustainability strategy.

We currently commit to the Sustainable Development Goals of the United Nations (UN SDGs), which have served as the groundwork for our corporate social responsibility (CSR) initiatives since the publication of our CSR report in 2018.

DMCI Holdings has identified focus areas for SDGs that our businesses can contribute the most towards and are most aligned with their operations.

As our wholly-owned subsidiary, **DMCI** is a consistent proponent of Industry, Innovation, and Infrastructure; as well as Decent Work and Economic Growth.

Despite the temporary halt in our construction work during the mid-year, **DMCI** managed to secure ₱45.7 billion worth of joint venture projects in 2020. These projects, which employ at least 23% of their manpower from nearby municipalities, include infrastructure plans for new railway lines and improved water treatment facilities.

DMCI Mining and **SMPC** addressed the inevitable land disruption from their operations by leading reforestation in their areas and protecting Life on Land. 2020 saw the continued monitoring of over a million native trees spanning municipalities in Palawan and Antique where our mining operations are located.

Admittedly, we are far from being the leader of sustainability in the country. As a parent company, there is still work to be done with regard to formulating a collective sustainability strategy.

In the coming year, DMCI Holdings is eyeing an engagement with its subsidiaries to take a look at where the Group currently stands in its sustainability journey and how we can better work together to advance a united agenda.

The Strength of our Foundations

For now, I commend the individuals who have brought us this far. The synergy between management and the greater workforce has carried us through what was referred to by the United Nations as a “triple crisis”—two super typhoons and COVID-19.

As a Group with site workers and employees spanning essential industries, we turned to our subsidiaries’ respective task forces to provide immediate protective measures on the ground.

Quarantine facilities for workers were provided across our operation sites with the addition of interest-free vehicle loans by two of our subsidiaries. Collectively, **DMCI Homes** and **SMPC** were able to provide vehicles for over 400 employees.

Despite the challenges of new on-site arrangements and remote work, our people have shown resilience and adaptability in attending to their responsibilities.

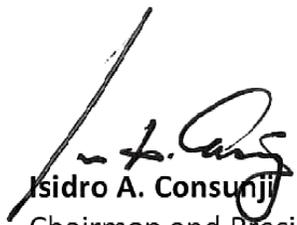
At the parent level, our ability to cushion the effects of the pandemic for our people primarily relied on our overall financial stability. DMCI Holdings prioritized this over short-term cost-cutting by taking measures such as postponing our capital investments and putting off non-essential hires for the year.

By the end of 2020, we managed to retain an average of 95% of our employees across our businesses.

With everything that has happened, I remain grateful that, despite widespread difficulties and a rough financial year, we have been able to look after our people and keep our organization intact. We are supported by a sturdy foundation of human capital and systems that have been continuously honed for 66 years since the founding of DMCI.

In a post-pandemic world, we brace ourselves for the future by jointly prioritizing sustainability and adaptability. DMCI Holdings aims for closer collaboration with our subsidiaries to carry out Group-wide actions in sustainable development.

Thank you, dear stakeholders, for supporting us throughout the years. Rest assured, the Company will remain steadfast in service as we build our sustainability initiatives on the learnings of 2020.



Isidro A. Consumji
Chairman and President

Sustainability at DMCI

With the publication of our first Sustainability Report in 2019, we officially began documenting our sustainability efforts as a Holdings company. Our journey carried on with the belief that achieving sustainability goals is best done through collective efforts. From this understanding, we moved towards being transparent about how our operations create impacts beyond the financial aspect.

Reporting our economic, environmental, and social impacts has helped us hone in on aspects of our operations that may have been overlooked and adopt business practices that are holistic and sustainable. As a business investing in multiple utilities and essential services, we acknowledge the communities that rely on our operations.

Our Contributions to the UN SDGs

DMCI aligns its initiatives with the United Nations Sustainable Development Goals (UN SDGs), with each subsidiary leveraging their service to contribute to their respective communities. We focus on areas where we can create the most positive impact and generate the most value for our stakeholders.

Our Focus Areas (203-1, 203-2)

<p>SDG 1: No Poverty</p>	<p>We witness lowered poverty incidence in the areas we base our operations in. Our businesses provide employment and spur a more active local economy.</p>	<p>8.7% Decrease in poverty incidence in Antique since 2015*</p>
<p>SDG 6: Clean Water and Sanitation</p>	<p>We invest in water treatment facilities and distribution networks in both urban and rural areas, giving our people access to sustainable sources of clean water.</p>	<p>917.52 Million cubic meters of clean water in 2020</p>
<p>SDG 8: Decent Work and Economic Growth</p>	<p>We employ local residents while upholding just compensation and benefits for our people. Our royalties to the government are met on-time and become a combined contribution to national growth.</p>	<p>Php 1.8 billion Royalties paid to government in 2020</p>

SDG 9: Industry, Innovation, and Infrastructure	We update our technology and engineering solutions to create cost-efficient structures that provide housing and crucial infrastructure for both our customers and communities.	6 Public works projects in 2020
SDG 10: Reduced Inequalities	We prioritize education and livelihood, subsidizing schooling for the youth and creating livelihood programs for unemployed women and rural workers. We uphold gender equality in the workplace and prohibit discrimination.	Php 2.77 million Spent on scholarships in 2020
SDG 11: Sustainable Cities and Communities	We build residential and commercial structures for Filipinos in urban areas while reinforcing our local ecosystems for more disaster-resilient rural communities.	2,744 Residential units turned over
SDG 14: Life Below Water	We save our seas through plastic waste reduction, collaborative projects informed by environmental experts, and the propagation of marine life.	289.72 Hectares of protected marine habitats
SDG 15: Life on Land	We mind our emissions while working towards technology and systems that address our environmental impacts. We go beyond the rehabilitation of our operation sites and facilitate the protection of endangered species.	3 Endangered tree species planted

**Note: Latest data available for Q1 of the year 2018 from the Philippine Statistics Authority, poverty incidence among families.*

Our Businesses (102-2)

Construction

D.M. Consunji, Inc. (DMCI) is one of the Philippines' top engineering-based integrated construction companies. The firm contributes to four construction segments: building, energy, infrastructure, and utilities and plants. Recognized as the "Builder of Landmarks", DMCI has built public infrastructure, utilities, residences, and commercial establishments across Southeast Asia and the Middle East for the past six decades.

2020 Highlights

Php 58.83 billion Order Book	16,664 Total Workforce	Php 659.64 million Capital Expenditures	Php 15.96 billion Goods and Services Spending	Php 3.34 billion Value of Equipment
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“Livelihood for the Local Community” (203-2)

Apart from the infrastructure developments that DMCI is able to bring to provincial communities, the Company contributes to regional employment by hiring local workers.

With provincial transport restrictions in place due to the pandemic, industry workers with projects outside of their province are unable to attend work on-site or are required to quarantine after travel. Among DMCI’s entire workforce composed of direct labor and heavy equipment operators, 46% are based within the province of the project site.

In 2020, DMCI employed a total of 997 local community workers across CALABARZON, Central Luzon, and Metro Manila. Eight hundred thirty-seven were construction skilled workers, while 160 were special trade skilled workers. This composition meets the minimum manpower sourced from the local community as required by the LGUs.

DMCI coordinates directly with the local government Public Employment Services Office (PESO) in sourcing its workers. Employment opportunities are most commonly announced through job fairs or are endorsed by the local government.

Local workers were assigned to five projects within their regions, namely: the Cavite-Laguna Expressway, North-South Commuter Railways CP01, NLEX-SLEX Connector Road Section 1, and LRT Line 2, and Sections 1 and 2 of the Metro Manila Skyway Stage 3.

These infrastructure projects are collectively valued at approximately ₱37.9 billion.

Real Estate

DMCI Homes is the real estate arm of DMCI Holdings. The company specializes in building resort-inspired residential properties for middle to upper-income earners across the country. Since its launch in 1999, the Philippines' first Quadruple A developer has about 80 properties under its name with over 44,617 residential units turned over nationwide.

2020 Highlights

2,744 Units Turned Over	10,125 Total Workforce	Php 14.42 billion Capital Expenditures	Php 20.10 billion Goods and Services Spending	1,817,299.59 Total Landbank (in sqm)
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“Preparing our People Online and On-site”

DMCI Homes, like many businesses, ramped up its digital systems in 2020 to maintain workforce productivity and ensure operational efficiency. Adopting a digital workplace has also become a key measure for employee safety and effective customer service during the pandemic.

The shift to a cloud-based office productivity platform was established last year and is currently being applied to various aspects of employee work and tasking. Some of these digital transformation activities implemented by DMCI Homes include investing in cloud-based Enterprise Resource Planning (ERP) software for better and efficient operations and a Building Information Modeling (BIM) platform for streamlining design and engineering processes.

The company also improved its Customer Relationship Management (CRM) system to easily address client and customer concerns and interact with them directly through digital channels and applications.

DMCI Homes rolled out its Online Academy in 2020. The new learning management system serves as an avenue for the continuous learning of employees through technical and soft skills training. DMCI Homes' management has realized that adopting a responsive online learning program for employee growth and development is crucial to securing a sustainable competitive strategy beyond the pandemic.

The company also ensured the health and safety of its on-site construction workers through digital means. It instituted an online screening tool that workers used to record their health prior to entering the worksite. Free Wi-Fi was installed in more than half of the company's barracks to help them communicate easier with their families. Interest-free bike loans, free Vitamin C supplements, and personal protective equipment were also provided beyond the implementation of the standard COVID-19 health protocol.

DMCI Homes will continue to provide employee support and apply digital transformations to other facets of its operations to ensure workforce productivity, innovation, and employee efficiency.

Integrated Energy

Semirara Mining and Power Corporation (SMPC) is the country’s first and only vertically-integrated coal and power company. SMPC mines its coal from Semirara Island, Antique while producing electricity for Luzon and Visayas through its Sem-Calaca Power Corporation (SCPC) and Southwest Luzon Power Generation Corporation (SLPGC) plants in Calaca, Batangas.

2020 Highlights

97% Talent Retention	4.680 GWH Electricity Produced	3,667 Total Workforce	Php 5.5 billion Capital Expenditures	Php 12.7 billion Goods and Services Spending
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“Partnering to Protect Our Employees”

SMPC has aimed to build a steady relationship with the people of Semirara Island over the years. During the pandemic, the Company partnered with local institutions in creating safer working conditions for employees and the local community.

In February 2020, two SMPC hospital staff underwent a COVID-19 training session with the Provincial Health Office of Antique. The session briefed them on the proper handling of personal protective equipment (PPEs), as well as the implementation of a cold chain for handling test samples. After the training, SMPC’s hospital staff relayed this knowledge to the barangay health workers of Barangays Semirara, Alegria, and Tinogboc.

Shared knowledge was a crucial factor in keeping the virus at bay on the island. SMPC worked alongside registered nurse and barangay captain Catherine Lim in managing the entry and exit of vehicles and people at Semirara.

SMPC also provided quarantine facilities for its employees, one of which was through its partner school, the Divine Word School of Semirara Island, Inc. (DWSSII). The DWSSII served as a temporary quarantine facility for SMPC employees, where suspected cases and those undergoing a mandatory 14-day quarantine would receive free meals during their stay.

Off-Grid Electricity

DMCI Power Corporation (DMCI Power) is one of the largest off-grid electricity providers in the country. Since its establishment in 2006, it has generated power for the provinces of Palawan, Masbate, Oriental Mindoro, and Sultan Kudarat. DMCI Power operates a series of diesel plants, bunker-fired power plants, and diesel generating sets.

2020 Highlights

136.42 Megawatts Total Installed Rated Capacity	76.34 Megawatts Contracted Capacity	Php 348.86 million Consolidated Power Sales	410 Total Workforce	Php 4,447.36 million Capital Expenditures
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“Extended Assistance Among Our People”

As the country faced typhoons, earthquakes, and a pandemic in 2020, Filipinos were often left in financially precarious positions. DMCI Power’s Human Resources department and Management team took the initiative to organize a collection of monetary donations for employees affected by the year’s crises.

From the year’s collection, organizers were able to pool an amount from which employees received approximately ₱5,000 each.

To alleviate the immediate financial needs of employees during the pandemic, DMCI Power enacted an early release of salaries, 13th-month pay, and leave credits. These additional efforts made by DMCI Power to extend financial assistance for its employees embody the value of *malasakit* and a strong sense of partnership among employees within the organization.

Beyond these measures, DMCI Power ensured total compliance with COVID-19 protocols at its offices and across the company’s plant sites. Transportation was provided upon reservation for employees who had transactions outside of the office.

The company’s plants continued to fully operate with the exception of maintenance days and temporary shutdowns due to earthquakes.

Through collective action towards employee support and business continuity amid a difficult period, DMCI Power upheld its role as a service provider for its missionary areas.

Nickel Mining

DMCI Mining Corporation (DMCI Mining) is involved in the mineral exploration, development, and operation of its mining properties in Palawan and Zambales through its subsidiaries - Berong Nickel Corporation (BNC) and Zambales Diversified Metals Corporation (ZDMC). The company primarily exports its ore to China, Japan, and Korea and is committed to grow the business and make it sustainable through its various programs in Community Development, Environmental Protection, and Safety.

2020 Highlights

1,583,766 Nickel Ore Produced	1,647,555 Number of Shipments	169 Total Workforce	5 million Man-hours without lost time accident since 2018	Php 784,091,967 Value of Equipment
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“Securing the Safety of Our Site Workers”

DMCI Mining’s production of nickel ore and overall operations are heavily dependent on on-site work. To ensure the continuation of work, creating a safe working environment is a non-negotiable.

With zero reported fatal accidents and a Certificate of Recognition for 5 million man-hours without lost time accident since 2018 for BNC, DMCI Mining is confident in its ability to uphold workplace safety.

Most of the company’s Safety and Health Program practices were continued in 2020 within the boundaries of physical distancing and minimized contact. In both the BNC and ZDMC sites, a Safety Engineer and the company nurse conducted regular health and sanitary inspections while other Safety and Health meetings were done through virtual platforms.

During the Enhanced Community Quarantine implemented during the pandemic, DMCI Mining’s safety measures continued to comply with strict adherence to government and regulatory body directives. These directives included general approaches to preventing infection at the workplace.

The company heeded to suggestions on the provision of COVID-19-related information, setting up a Health Bulletin for employees and workers to inform themselves of the different stages regarding the virus: transmission, infection outcomes, and treatment options.

Site preparations were also made through the sanitizing of workspaces, minimized entry, and extended supplies for facilities such as the mess hall. DMCI Mining invested ₱3.4 million to secure a safe workplace for its employees.

Water Distribution

Maynilad Water Services Inc. (Maynilad) operates indirectly under DMCI Holdings through a 27.19% stake in Maynilad Water Holding Company, Inc. The company is a water distributor and treatment services provider that caters to the West Zone of the Greater Manila Area. Currently, it serves over nine million customers across the region.

2020 Highlights

9.8 million Population Served	98.02% Customers Served with 24-hour Availability	2,473 Total Workforce	7,729 km Pipes Laid (in kilometers)	Php 1,735.93 million Capital Expenditures
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“Sustaining Service and Safety” (413-1)

Maynilad operated on two priorities for the year—to keep its employees safe and continue to provide essential services. With the heightened effects felt from typhoons and COVID-19 in 2020, the company took measures to prioritize the health of its workers during these crises and subsequently maintain manpower for catering to customers.

Typhoon Ulysses was the fourth tropical cyclone to hit the Philippines during the months of October to November 2020. The Category 4 typhoon passed through Central Luzon, leaving several of Maynilad’s employees trapped within their homes in flood-prone areas.

The company organized rescue operations for Marikina, Rizal, and Caloocan on the first day of Typhoon Ulysses’ touchdown in Metro Manila. Rubber boats were deployed to areas where employees were trapped, resulting in the rescue of 27 individuals, including the families of employees and a Maynilad service provider.

Throughout the year, Maynilad also addressed the health risks that COVID-19 brought to its people, spending over ₱22 million on personal protective equipment and prevention supplies for its offices.

₱9.5 million was raised by the Maynilad Management Team’s collection of employee donations to provide financial support to the company’s service providers.

On the other hand, operational efficiency and business continuity banks on the well-being of Maynilad’s employees. With the majority of office workers operating in a work-from-home scheme, the company was able to minimize COVID-related risks and hindrances to service delivery.

In response to the Metropolitan Waterworks and Sewerage System (MWSS)’s directive to have water distributors offer a grace period for bill payment, Maynilad extended beyond the recommended date of October to having settling of payments by December 2020. Bill adjustments were also made during quarantine months to avoid the risk of bill shock for customers.

Stakeholder Engagement and Materiality

Our Approach to Stakeholder Engagement (102-42, 102-43)

Our reporting practice is done in accordance with the GRI Standards and is also consistent with the guidelines set by the Securities and Exchange Commission (SEC). We recognize that we have responsibilities to our stakeholders, therefore, knowing their needs and understanding their concerns is important to us.

For this report, we built on our engagement process of the previous year by reaching out to our stakeholders, both internal and external. Given the challenges and limitations caused by the pandemic, we had to forego face-to-face engagements and instead utilized a survey questionnaire prepared and administered by our communications partner. In this way, we were able to revisit the material topics we reported on last year and updated them with the insights into our stakeholders' concerns for this reporting year.

Our key stakeholders and their concerns in 2020 (102-40, 102-44)

Stakeholder	Engagement Channels	Concerns in 2020
Government Agencies and Local Government Units	Correspondence (online, letters), Physical meetings Public consultations Focus Group Discussions Memorandums	REAL ESTATE: Compliance with regulations and requirements WATER: Compliance to DENR standards, implementation of sewerage projects and sanitation programs, water availability and supply, review of concession agreement, COVID response, Manila Bay rehabilitation CONSTRUCTION: compliance to government COVID 19 protocols in the workplace OFF-GRID POWER: reliable and cheap electricity MINING: Permits, contracts, mandatory reports, compliance to RA 7492 and related rules and regulations SMPC: government benefits and availments, mining royalties, infrastructure development, carbon mitigation, COVID 19 pandemic, livelihood programs/assistance during the pandemic and Taal Volcano eruption
Employees	Online channels (email, social media, Teams) Employee news,	REAL ESTATE: Job security, Company stability, Employee engagement, Learning and Development, Health and Safety WATER: Business continuity, COVID related resources, issues,

	<p>webinar/forums/meetings</p> <p>Online platforms</p> <p>Advisories</p>	<p>and other health related concerns, safety and security</p> <p>CONSTRUCTION: compensation and benefits during the pandemic, safe and healthy working environment</p> <p>OFF-GRID POWER: Masbate earthquake</p> <p>SMPC: compensation and benefits, COVID 19 pandemic safety, industrial peace, workplace safety, nutrition, occupational health, training</p> <p>MINING: safety (especially with COVID 19)</p>
Customers	<p>Email, phone, Social media, meetings</p> <p>Public consultations, community briefing, Customer Satisfaction Survey, Hotline number, Census, Text blasts</p>	<p>REAL ESTATE: Project delays, loans, payment extensions, additional payment channel</p> <p>WATER: Desludging services and new sewer service connections, responsiveness to customers requests (desludging and sewer line), quality of wastewater services, water availability and supply (including water service interruptions), inaccurate meter reading, collection efficiency, bill shock</p> <p>CONSTRUCTION: sharing of COVID 19 related expenses, project delays due to the pandemic</p> <p>SMPC: plant and facility inspections and visits</p> <p>MINING: Ore quality</p>
Third party Service Providers	<p>Email/online meetings</p>	<p>WATER: Lockdowns/quarantine due to COVID 19</p> <p>CONSTRUCTION: Financial stability during the COVID 19 pandemic</p> <p>SMPC: safety, COVID 19</p> <p>MINING: hauling rate, employment</p>
Media	<p>Phone calls, email, SMS, Social media, radio, television</p>	<p>REAL ESTATE: Project launches and completion</p> <p>MINING: information education campaigns</p>
Community	<p>Property Management Office, phone, email, social media</p>	<p>REAL ESTATE: Health and safety, maintenance, residents engagement, online payment channels</p> <p>WATER: Right of Way issues</p> <p>CONSTRUCTION: Community assistance during the pandemic,</p>

	Public consultations, meetings, town hall meetings, coordination with LGU employment office	<p>local employment</p> <p>OFF-GRID POWER: Masbate earthquake</p> <p>SMPC: mine rehabilitation, mangrove destruction, solid waste management, educational tours, livelihood opportunities, resilience during calamities</p> <p>MINING: royalties, community programs, environmental protection</p>
Electric Cooperatives		OFF-GRID POWER: reliable and cheap electricity

*Electric cooperatives were identified only by Direct Power

Material Topics and GRI Disclosures (102-47)

SUSTAINABILITY AREA	MATERIAL TOPICS	GRI DISCLOSURES
ECONOMIC	<p>Financial stability</p> <p>Healthy and reasonable economic returns</p> <p>Creation of local employment opportunities</p> <p>Promotion of local procurement</p>	<p>GRI 201 Economic Performance</p> <ul style="list-style-type: none"> • GRI 201-1 Direct economic value generated and distributed • GRI 201-3 Defined benefit plan obligations and other retirement plans • GRI 203 Infrastructure investments and services supported <p>GRI 203 Indirect Economic Performance</p> <ul style="list-style-type: none"> • GRI 203-1 Infrastructure investments and services supported • GRI 203-2 Significant indirect economic impacts
ENVIRONMENT	<p>Compliance with environmental laws and regulations</p> <p>Proper management of hazardous waste</p> <p>Responsible water use</p>	<p>GRI 302 Energy</p> <ul style="list-style-type: none"> • GRI 302-1 Energy consumption within the organization • GRI 302-1 Energy consumption within the organization

	<p>Effluent management</p> <p>Responsible energy use</p> <p>Energy and fuel efficiency</p> <p>Solid waste management and recycling</p>	<p>GRI 303 Effluents and Waste</p> <ul style="list-style-type: none"> ● GRI 303-1 Interactions with water as a shared resource ● GRI 303-2 Management of water discharge related impacts ● GRI 303-3 Water withdrawal ● GRI 303-4 Water discharge <p>GRI 305 Emissions</p> <ul style="list-style-type: none"> ● GRI 305-1 Direct GHG Emissions ● GRI 305-2 Energy Indirect GHG Emissions <p>GRI 306 Effluents and Waste</p> <p>GRI 306-2 Waste by type and disposal method</p> <p>GRI 306-4 Transport of hazardous waste</p>
<p>SOCIAL</p>	<p>Provision of a safe and healthy workplace</p> <p>Occupational health and safety</p> <p>Management and mitigation of social and environmental impact on our stakeholders and communities</p> <p>Health and safety impact assessment and management of our products and services</p> <p>Workforce recruitment, hiring, and retention</p> <p>Compliance with socioeconomic regulations</p> <p>Employee training and development</p> <p>Provision of comprehensive benefits to employees</p> <p>Development of community infrastructure</p> <p>Social assistance programs</p>	<p>GRI 401 Employment</p> <ul style="list-style-type: none"> ● GRI 401-1 New employee hires and employee turnover ● GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees ● GRI 401-3 Parental Leave <p>GRI 402 Labor Management Relations</p> <ul style="list-style-type: none"> ● GRI 402-1 Minimum notice periods regarding operational changes <p>GRI 403 Occupational Health and Safety</p> <ul style="list-style-type: none"> ● GRI 403-1 Occupational health and safety management system ● GRI 403-2 Hazard identification, risk assessment and incident investigation ● GRI 403-3 Occupational health services ● GRI 404-4 Worker participation in occupational health and safety ● GRI 403-5 Worker training on occupational health and safety ● GRI 403-6 Promotion of worker health

		<p>GRI 404 Training and Education</p> <ul style="list-style-type: none"> ● GRI 404-1 Average hours of training per year per employee ● GRI 404-2 Programs for upgrading employee skills and transition assistance programs <p>GRI 419 Socioeconomic compliance</p> <ul style="list-style-type: none"> ● GRI 419-1 Non-compliance with laws and regulations in the social and economic area <p>GRI 413 Local Communities</p> <ul style="list-style-type: none"> ● GRI 413-1 Operations with local community engagement, impact assessments, and development programs <p>GRI 416 Customer Health and Safety</p> <ul style="list-style-type: none"> ● GRI 416-1 Assessment of the health and safety impacts of product and service categories
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Economic

Economic Value Distributed (201-1)

DMCI HOLDINGS AND SUBSIDIARIES	2020 (in Php millions)
Direct economic value generated	69,160
Revenue	67,700
Dividend income from associates	36
Finance income	503
Other income	921
Direct economic value distributed:	65,403
Operating costs	40,200
Employee wages and benefits	8,950
Dividends given to stockholders and interest payments to loan providers	11,330
Taxes given to government	4,520
Investments to community (e.g. donations, CSR)	403

Economic Performance

As a publicly-listed company, DMCI Holdings acknowledges its responsibility to ensure not only financial stability but also to foster economic growth. We manage our various businesses cognizant of the expectations of our shareholders and seek to generate reasonable financial returns for them. We practice sound financial management and regularly evaluate our performance. We uphold high standards of corporate governance and apply the principles of accountability, transparency, and responsibility throughout our business operations. (103-1, 103-2, 103-3)

We also actively seek to create value through the operations of our subsidiaries. Our businesses engage and boost supply chains, create employment and livelihood opportunities,

contribute to the government through timely and proper payment of taxes, and implement social development programs that meet the needs of our host communities and broader society. (103-1, 103-2)

“Building Better Structures Together” (203-1)

Through our construction segment’s activities, DMCI supports the infrastructure needs of the country, in line with the priorities of the national government and in collaboration with other organizations. DMCI’s joint venture projects introduce new construction technologies to the country while directly contributing to national economic development. In the year 2020, engagements with local and international firms are projected to yield approximately ₱45.7 billion worth of infrastructure.

The Cebu Cordova Link Expressway (CCLEX) is a joint venture with multinational companies Acciona S.A. and First Philippine Balfour Beatty Inc.. With an 8.5-kilometer length, it is the longest bridgeway structure in the country.

Other projects such as the LRT Line 2 - East (Masinag) Extension and North-South Commuter extend railway lines to provide efficient transportation in areas spanning Metro Manila and Rizal; and Metro Manila and Bulacan, respectively. The North-South Commuter is DMCI’s first project with Taisei Philippines Construction, Inc., a construction company based in Japan.

Apart from having a hand in building mass transport systems across the metro, DMCI also leads the construction of treatment plants and other facilities.

Currently scheduled for completion in 2021-2023 are the La Mesa Wastewater Treatment Plant 2 alongside VA Tech Wabag, Inc. and the 150 MLD Laguna Lake Water Treatment Plant with Acciona S.A.. These facilities, once completed, will either bring improvements to their current treatment capacity or introduce a new treatment facility altogether.

These are only some of the joint venture projects currently underway for the year as DMCI continues to secure the development of efficient and resilient infrastructure.

Indirect Economic Performance

Our subsidiaries are engaged in various essential industries--construction, power, water, real estate--and therefore are active participants and partners in national development. DMCI coordinates and oversees its subsidiaries as they implement projects and initiatives that contribute to local economic growth and respond to community needs. (103-1)

Through infrastructure development and condominium properties, DMCI and DMCI Homes promote and support the creation of livable and sustainable communities. In Metro Manila and Cavite, Maynilad provides basic services for water and wastewater that enable people to live in decent and healthful conditions. SMPC continues exploration, extraction, and development of domestic coal resources, making affordable power possible.

DMCI Holdings also meets the needs of areas of our country beyond urban centers. With the activities of DMCI Power and DMCI Mining, we are able to generate meaningful employment in rural areas and promote development through infrastructure and community investments.

(103-2, 103-3)

“Affordable Power for Masbate Communities” (203-1, 413-1)

The operation of DMCI Power’s 15-megawatt Masbate Thermal Power Plant in Barangay Tugbo in Masbate, officially began on September 10, 2020. The coal-fired bunker is set to replace DMCI Power’s diesel generator in Bicol, which was the former energy supplier in the area.

With this addition, consumers benefit from a lower peso per kilowatt-hour (KwH) rate of ₱7.90 per KwH compared to the ₱15.51 per KwH rate from the diesel plant.

The thermal plant primarily operates on indigenous low-grade coal supplemented by coconut husk as its biomass fuel for meeting up to 20% of its calorific demand. It can, however, utilize all types of coal, operating with higher efficiency if higher-grade coal is used. This flexibility extends to its fuel usage, as the plant is capable of adapting to different kinds of fuel, including inferior fuel.

Other features of the plant include its large-capacity boiler and axial exhaust-type turbine and condenser. Seawater is used for both its circulating water system and treatment plant, the latter of which provides water for utilities and stores a demineralized water supply.

By running the new 15MW Masbate Thermal Power Plant, DMCI Power is able to address the growing demand for affordable electricity in off-grid areas. As a baseload power plant, it generates electricity for the area and will be backed up by DMCI Masbate Power Corporation’s existing units during peak load.

Procurement Practices

Our subsidiaries boost economic inclusion and develop the local economy by engaging with local suppliers and business partners where possible. Local suppliers and service providers provide the added benefit of easier access and coordination in order to ensure timely delivery of needed goods and services.

Defined Benefit Plan Obligations and Other Retirement Plans (201-3)

In recognition of our employees' contributions to our businesses, we not only provide competitive compensation, but also offer them benefit and retirement plans. Our subsidiaries have established their own systems for providing these non-contributory, defined benefit plans, which vary according to the employees' years of service in the companies.

Environmental

Energy

Our businesses aim for and promote the efficient use of energy through engineering-based upgrades and technologies. Information campaigns on energy and fuel conservation are carried out across DMCI to involve our workers and employees in our conservation practices. (103-1, 103-2)

In our construction operations, full-time safety officers are responsible for monitoring and managing the consumption of fuel and electricity. We monitor and analyze our energy consumption through our monthly billings while inspecting electrical sources for possible repairs or modifications. (103-2, 103-3)

Our coal and construction operations operate heavy machinery and vehicles, which are the main drivers for fuel use. Equipment maintenance and upgrades to our coal transport processes help us improve efficiency and manage our resource use. We target opportunities to minimize fuel consumption when possible without compromising the efficiency of our operations. (103-2)

Our subsidiaries invest in and adopt efficient technologies, such as LED lighting and renewable energy options. They also utilize variable frequency drives for the operation of large pumps and motors. (103-2)

Subsidiary	Total Fuel Consumption			Total Electricity Consumption (in GJ)
	Diesel (liters)	Gasoline (liters)	LPG (tons)	
DMCI	6,267,524.16	13,740.00	N/A	9,528,287.61
DMCI Homes	N/A	N/A	N/A	2,906,712
SMPC	219,128,455	18,398	3.45	1,417,309
DMCI Power	43,566,620.64	15,624,003.96	N/A	5,296,339.92
DMCI Mining	2,974,632	13,872	N/A	614,016
Maynilad	2,472,378.00	81,346.00	N/A	151,998,355.00

Emissions

The large-scale operations and power generation facilities we run result in the production of greenhouse gases (GHG). In curbing these emissions, our subsidiaries have enacted various programs on carbon capture and sequestration. SMPC approaches emissions management through a set of internationally-recognized guidelines, such as that of the Intergovernmental Panel of Climate Change, and on-site technology for limiting particulates and emissions at its power plants. (103-1, 103-2, 103-30)

Both Maynilad and SMPC have also integrated emissions tracking as an additional effort in their environment disclosures.

To expand the efforts that have already been carried out by our subsidiaries, we aim for implementing emissions reporting across our other businesses under DMCI Holdings. (103-2)

GHG Emissions (305-1, 305-2)

GHG Emissions (in tCO ₂ e)		
Subsidiary	Direct (Scope 1)	Scope 2 (Indirect)
SMPC	6,304,983	15,225
Maynilad	6,825.44	111,821.39

Water

We manage our water consumption to minimize withdrawal for our operations while supplying our communities with sufficient amounts of clean water. Our facilities across our different business segments, such as water provision and integrated energy, utilize treatment methods suitable for both domestic use and for returning to water bodies where water was withdrawn from. In the case of the latter, excess water withdrawn for plant use is first treated prior to discharge. (103-1, 103-2, 303-1)

Monitoring and consumption analysis is undertaken by respective monitoring teams at our offices while our people are also provided with resources to guide them on proper water conservation practices. (103-2)

Maynilad, as a water distributor, values and sustains the water bodies that are the source of its water supply. Maynilad complies with the allocations laid out in its concession agreement with Metropolitan Waterworks and Sewerage System (MWSS) and monitors water withdrawal to stay within the prescribed limits. (303-1, 103-1, 103-2, 103-3)

Maynilad’s water is withdrawn from the Angat and Ipo Dams. To reduce dependency on these sources, the company obtains water from Laguna Lake as an alternative. We also utilize groundwater from deepwells in accordance with the agreements and limits of the Department of Environment and Natural Resources-Environmental Management Bureau (DENR-EMB).

DMCI Holdings and its subsidiaries comply with all relevant laws and regulations on water, including standards on wastewater discharge. (303-2)

Water Withdrawal (303-3)

MAYNILAD	
Water Source Withdrawn From	Megaliters
Surface water	949,019.96
Groundwater	241.33
Water withdrawal from each of the sources listed above, by the following categories:	Megaliters
Freshwater (<1000 mg/L Total Dissolved Solids)	949,261.28

Water Discharge (303-4)

Subsidiary	Water Source	Water discharge (in cubic meters)
DMCI	Manila Water	0 (water is treated and recycled)
DMCI Homes	Maynilad	734
SMPC	Bunlao spring, Sanglay spring, Puntod deep wells, Unong deep wells, Fresh water well No. 6 and Ilugao bay. Dacanlao river, groundwater, and Balayan bay Manila Water	937,637,000
DMCI Power	Deepwell	22,995 (based on 63 cu.m/day)
DMCI Mining	Runoff from the mine site and haul road, Llabungan River, Marangreg Creek, BNC Settling Ponds	152,415
Maynilad	Angat Dam, Laguna Lake	74,512,049.40

Waste

Our businesses implement solid and hazardous waste management programs, in accordance with national regulations, to ensure the proper handling and disposal of generated waste. For hazardous waste, we work with the Department of Environment and Natural Resources-accredited (DENR) treaters and haulers. Environment health and safety (EHS) managers and pollution control officers are assigned to oversee and monitor the implementation of these programs.

Waste by Type and Disposal Method (306-2)

Non-Hazardous Waste (tons)	
Subsidiary	Total Solid Waste Generated
DMCI	0
DMCI Homes	No data
SMPC	484
DMCI Power	0
DMCI Mining	28.06
Maynilad	No data

Hazardous Waste (tons)		
Subsidiary	On-site stored	Disposed/Treated by Third Party Contractor
DMCI	870.15492	796.8
DMCI Homes	No data	No data
SMPC	132	179
DMCI Power	8547.72	1190.52
DMCI Mining	108.69	N/A
Maynilad	1452.44	275.91

Transport of Hazardous Wastes (306-4)

Subsidiary	Hazardous waste transported (in tons)	Hazardous waste treated (in tons)	Hazardous waste generated (in tons)
DMCI	66.4	66.4	66.4
DMCI Homes	N/A	N/A	N/A
SMPC	179	179	1,744
DMCI Power	76.2	0	425.816.18
DMCI Mining	0	0	6010.36
Maynilad	22.99	22.99	27.45

“Cleaning Urban Spaces as a Community” (413-1)

Kaakbay is DMCI Homes' Corporate Social Responsibility program which aims to uphold the well-being of Filipinos and foster good relations with the communities where it operates by bringing them social activities in health, education, environment, and community welfare. DMCI Homes strongly supports environmental initiatives through its *Kaakbay sa Kalikasan* advocacy where it continuously partners with government institutions, non-government organizations and associations to support various environmental initiatives.

The DENR's Enhanced Adopt-an-Estero campaign engages parties from both the private and public sector in the cleaning of urban waterways by receiving on-site volunteers or equipment needed for the cleanup.

For the cleanup of the Pasong Tamo creek in Quezon City, DMCI Homes worked alongside the barangays of Culiati, Pasong Tamo, and Bahay Toro together with the Boy Scouts of the Philippines, the Rotary Club of Diliman Silangan, and the Rotary International District 3780.

Last February 2020, DMCI Homes was able to assist in installing a floating trash trap in the creek near its project, the Stellar Place condominium community. The trash traps are made from used and recycled PET plastic bottles and are capable of ensnaring solid wastes that find their way into the creek.

Volunteers from the barangays monitor and collect the accumulated garbage that is ensnared in the water trash trap before turning these over to the DENR for collection. The barangays also check the condition of the trash trap from time to time to ensure that it is still functioning properly.

The Rotary Club Diliman Silangan acknowledged the efforts made alongside DMCI Homes in upholding this environmental stewardship. Through this partnership, wastes that continue to fall in waterways are contained.

Environmental Compliance

DMCI Holdings' businesses comply with national laws and regulations related to the environment along with an ISO-certified Environmental Management System by DMCI.

This covers undergoing the Environmental Impact Assessment (EIA) process and obtaining necessary permits and certifications from the DENR as required for construction activities and industrial facilities. We proceed with activities only upon receipt of an environmental compliance certificate (ECC) and approval by the local government unit in whose jurisdiction the project is located. ECCs are subject to regular review and audit and as such, we monitor our activities to ensure that they abide by the commitments contained in the certificate.

Areas that are disturbed by our activities are rehabilitated and reforested according to DENR and DOE regulations.

For operations in Palawan, such as those of our power and mining businesses, we must comply with the province's Strategic Environmental Plan for Palawan Act, which provides the regulations for development activities.

“Leading Record-time Restoration”

After the depletion of the Panian Mine in Semirara Island in 2016, the Department of Energy (DOE) called for the fast-tracking of the South Panian Mine's rehabilitation—prompting SMPC to enact the Philippines' most efficient mine rehabilitation to date.

What would have normally taken nearly a decade to complete was accomplished in less than two years. With a budget of ₱2.9 billion, the accelerated rehabilitation project timeline included 16 months for backfilling the open pit with overburden materials. It then proceeded to the three-month reforestation phase with the planting of over one million trees, of which approximately 400,000 are surviving to date.

The accelerated rehabilitation of the South Panian Mine pit is a collaborative effort between SMPC and the DOE. Through these partnerships, SMPC's commitment to informed environmental practices turned into decisive action.

A year after the completion of the rehabilitation phase, SMPC continued its reforestation efforts, closely monitoring planted trees and assessing their resiliency. The Company built supportive infrastructures such as water pumps and drainage canals to prevent the submerging of planted trees during heavy rains.

The efforts put into carrying out this record-breaking restoration project will continue as well with the rehabilitation of the North Panian Mine scheduled for starting in 2022.

Social

Employment

The company's productivity and the success of its operations are dependent on the capabilities of its workforce. DMCI Holdings and its subsidiaries consider inclusivity, locality, and the alignment of an individual's skills with the job at hand during the hiring process. (103-1)

For projects in our construction and extractive industry, we prioritize applicants from the local community where our operations are based. Our job postings are advertised through various mediums, often with the help and coordination of local government units and third parties in sourcing workers.(103-2)

Once employed, our people are provided with a suitable compensation and benefits package. Our Human Resources (HR) Department handles employee relations and aims for creating a working environment that continues to uphold the values of continuous growth and ethical practice. The HR Performance Management System is a mechanism for employee performance and evaluation, while also serving as a guide for gap analysis and the subsequent formulation of needs-based programs for employees. (103-2, 103-3)

New Employee Hires and Employee Turnover (401-1)

New Employee Hires: Direct Labor						
Male						
Age Group	DMCI	DMCI Homes	SMPC	DMCI Power	DMCI Mining	Maynilad
18-30	2606	2717	300	0	1	N/A
31-50	1996	3078	217	0	1	N/A
Over 50	141	257	10	0	0	N/A
Total	4743	6052	527	0	2	N/A
Female						
Age Group	DMCI	DMCI Homes	SMPC	DMCI Power	DMCI Mining	Maynilad
18-30	1	4	21	0	2	N/A
31-50	0	0	2	0	0	N/A
Over 50	0	0	0	0	0	N/A
Total	1	4	23	0	2	N/A

New Employee Hires: Professional						
Male						
Age Group	DMCI	DMCI Homes	SMPC	DMCI Power	DMCI Mining	Maynilad
18-30	220	67	7	73	0	77
31-50	117	18	4	131	2	18
Over 50	378	1	3	24	0	0
Total	715	86	14	228	2	95
Female						
Age Group	DMCI	DMCI Homes	SMPC	DMCI Power	DMCI Mining	Maynilad
18-30	80	41	5	18	2	27
31-50	34	3	3	31	1	6
Over 50	0	0	0	8	0	0
Total	114	44	8	57	3	33

Employee Turnover: Direct Labor						
Male						
Age Group	DMCI	DMCI Homes	SMPC	DMCI Power	DMCI Mining	Maynilad
18-30	882	1137	157	0	0	N/A
31-50	501	920	152	0	0	N/A
Over 50	34	70	34	0	0	N/A
Total	1417	2127	343	0	0	N/A
Female						
Age Group	DMCI	DMCI Homes	SMPC	DMCI Power	DMCI Mining	Maynilad
18-30	0	2	11	0	1	N/A
31-50	0	0	3	0	0	N/A
Over 50	0	0	1	0	0	N/A
Total	0	2	15	0	1	N/A

Employee Turnover: Professional						
Male						
Age Group	DMCI	DMCI Homes	SMPC	DMCI Power	DMCI Mining	Maynilad
18-30	32	88	30	10	1	47
31-50	14	15	6	6	1	25
Over 50	3	0	15	2	0	2
Total	49	103	51	18	2	74
Female						
Age Group	DMCI	DMCI Homes	SMPC	DMCI Power	DMCI Mining	Maynilad
18-30	10	67	7	5	1	27
31-50	1	15	1	4	1	6
Over 50	0	0	1	0	0	0
Total	11	82	9	9	2	33

Benefits Provided (401-2)

Regular							
Direct Labor							
Employee Benefits	DMCIHI	DMCI	DMCI Homes	SMPC	DMCI Power	DMCI Mining	Maynilad
Accident life insurance	N/A	Yes	No	Yes	No	Yes	No
Health care insurance	N/A	No	No	Yes	No	Yes	No
Disability and invalidity coverage	N/A	No	No	Yes	No	All employees covered by SSS	No
Retirement provision	N/A	No	No	Yes	No	Yes	No
Stock ownership	N/A	No	No	No	No	No	No

SSS	N/A	No	No	Yes	No	Yes	No
Pag-Ibig	N/A	No	No	Yes	No	Yes	No
Phil Health	N/a	No	No	Yes	No	Yes	No
Professional							
Employee Benefits	DMCIHI	DMCI	DMCI Homes	SMPC	DMCI Power	DMCI Mining	Maynilad
Accident life insurance	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Health care insurance	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Disability and invalidity coverage	No	Yes	Yes	Yes		All employees covered by SSS	Yes
Retirement provision	Yes	Yes	No	Yes		Yes	Yes
Stock ownership	No	Yes	No	No	No	No	Yes
SSS	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Pag-Ibig	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Phil Health	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Project-Based							
Direct Labor							
Employee Benefits	DMCIHI	DMCI	DMCI Homes	SMPC	DMCI Power	DMCI Mining	Maynilad
Accident life insurance	N/A	Yes	Yes	N/A	N/A	No	No
Health care insurance	N/A	Yes	Yes	N/A	N/A	No	No
Disability and invalidity coverage	N/A	Yes	Yes	N/A	N/A	No	No
Retirement provision	N/A	Yes	No	N/A	N/A	No	No

Stock ownership	N/A	No	No	N/A	N/A	No	No
SSS	N/A	Yes	Yes	N/A	N/A	No	No
Pag-Ibig	N/A	Yes	Yes	N/A	N/A	No	No
Phil Health	N/A	Yes	Yes	N/A	N/A	No	No
Professional							
Employee Benefits	DMCIHI	DMCI	DMCI Homes	SMPC	DMCI Power	DMCI Mining	Maynilad
Accident life insurance	N/A	Yes	Yes	N/A	N/A	No	Yes
Health care insurance	N/A	Yes	Yes	N/A	N/A	No	Yes
Disability and invalidity coverage	N/A	Yes	Yes	N/A	N/A	No	Yes
Retirement provision	N/A	Yes	No	N/A	N/A	No	No
Stock ownership	N/A	No	No	N/A	N/A	No	No
SSS	N/A	Yes	Yes	N/A	N/A	No	Yes
Pag-Ibig	N/A	Yes	Yes	N/A	N/A	No	Yes
Phil Health	N/A	Yes	Yes	N/A	N/A	No	Yes

Parental Leave (401-3)

MALE							
	DMCI HI	DMCI	DMCI Homes	SMPC	DMCI Power	DMCI Mining	Maynilad
Entitled to parental leave	0	8336	792	3430	138	101	1907
Employees who took parental leave	0	214	20	18	3	2	79

Employees who returned to work after parental leave ended	0	214	20	18	3	2	77
Employees who returned to work after parental leave ended who were still employed twelve months after their return to work	0	214	20	18	3	1	75
Retention Rate (in %)	0	100%	100%	100%	100%	98%	97%
FEMALE							
	DMCI HI	DMCI	DMCI Homes	SMPC	DMCI Power	DMCI Mining	Maynilad
Entitled to maternity leave	0	324	759	237	26	20	645
Employees who took maternity leave	0	29	44	14	6	0	47
Employees who returned to work after maternity leave ended	0	23	44	13	6	0	47
Employees who returned to work after maternity leave ended who were still employed twelve months after their return to work	0	23	42	11	6	0	45
Retention Rate (in %)	0	100%	95%	85%	100%	100%	96%

“Supporting our Social Enterprises” (413-1, 203-2)

Amid the pandemic, Maynilad helped its cooperatives *Kapwa* and Green Badge in adjusting their products to answer to the rising demand for hygiene and sanitation essentials. Through training under Maynilad’s social enterprise program, the communities were able to focus production on the making of face masks and cleaning supplies.

The company has been partnered with the communities through its social enterprise initiatives for over 10 years. *Kapwa*, a group of women from Tondo, Manila, had originally specialized in making personal care products. Green Badge, on the other hand, is an urban poor community in Quezon City that took to rebadging and repurposing old Maynilad uniforms.

This year, *Kapwa* was taught how to produce rubbing alcohol and disinfectants, while the Green Badge STM-Riverview tailors focused on making reusable cloth masks. By pivoting their production, the communities were able to overcome a drop in demand for their former goods.

Apart from providing training, Maynilad also serves as a major customer to its cooperatives. *Kapwa* and Green Badge are made to join a bidding and accreditation process before they are able to supply the company with what is usually purchased for corporate giveaways and events.

By the end of the year, the social enterprises were able to generate a total gross profit of ₱3,544,180. From this, each member of the community was able to earn a total of approximately ₱800 to ₱2,500.

Labor Management Relations

Our labor management is backed by the company’s Code of Business Conduct and Ethics and DOLE directives to ensure that we maintain a professional and productive relationship with our people. (103-1)

Our HR departments, equipped with a standard framework for labor relations, head the modes of engagement with employees to give them ample opportunity to voice concerns. These interests often include labor and employment contracts, feedback on programs, and grievances. A 30-day notice period is also allocated in the case of operational changes. SMPC provides a one-week minimum notice period for employees prior to the implementation of changes due to exigency. (103-2, 103-3, 402-1)

After taking note of the significant and relevant concerns, they are discussed internally during the company’s monthly corporate administration department meetings. (103-3)

Occupational Health and Safety

We seek the latest safety systems to ensure the protection of our employees and subcontractors. Several hazards come with our business, the most common of which include the operation of heavy equipment and exposure to chemical and geological hazards. To avert potential accidents, we apply a multifaceted approach to implementing health and safety in the workplace. (103-1, 403-2)

All of our employees are covered by an Occupational Health and Safety Management System (OHSAS 18001:2007) that has been internally and externally audited. In addition, regular employees benefit from health maintenance organization (HMO) coverage, free medical consultations, and annual physical examinations. Qualified employees also have life and accident insurance, social security coverage, and health insurance. (403-1, 403-3)

Our businesses provide their people with mandatory safety training and daily toolbox meetings to ensure that information on safe practice builds a mindset of care and safety for site workers. We also give our workers the proper equipment and resources to minimize and monitor the health risks they encounter, such as personal protective equipment, access to on-site medical response, and regular health monitoring through annual check-ups. Our labor representatives and designated safety officers oversee the management of safety on-site, monitor OHS compliance, and decide upon actions to be taken in response to any accidents that may occur. (103-2, 103-3, 403-2, 403-4, 403-5, 403-6)

Our workplaces are compliant with COVID-19 restrictions to ensure minimized contact and avoid transmission of the virus. Employees and workers are also provided with face masks and access to hygienic products when required to attend work physically.

DMCI Holdings' subsidiaries also invest in their own respective programs for health and wellness, such as health fairs and sports and recreational events for their employees. 403-6)

Training and Education

To foster continuous learning and technical development among our people, we administer both technical and soft skills training for our employees and management. We engage consultants and third parties in similar industries to inform the current practices of our own businesses and broaden our organizational knowledge. (103-1, 103-2)

DMCI Holdings and its subsidiaries regularly review the effectiveness of implemented training programs to plan more beneficial programs for employees. Online training systems are a predominant medium this year, implemented as a means to minimize physical contact but continue educational opportunities. Beyond skills-based and technical programs that are regularly carried out for the professional development of our people, we also trained our

employees to help them adapt to the changed business environment brought by COVID-19. (103-3)

Average Training Hours per Employee per Gender (404-1)

	Male	Female
DMCIHI	7.00	22.50
DMCI	3.43	2.33
DMCI Homes	8.37	25.36
SMPC	39.00	32.00
DMCI Power	4.74	7.12
DMCI Mining	40.00	40.00
Maynilad	26.32	32.84
Average	18.41	23.16

Programs for Upgrading Employee Skills and Transition Assistance Programs (404-2)

DMCI	DMCI Homes	SMPC	DMCI Power	DMCI Mining	Maynilad
Technical /Behavioral Training	Executive Learning Session	COVID-19 Mental Health Forum	Harrison Assessment (HA) Software Upgrade	People Management	Technical Development Program (5 Things to Focus Amidst Crisis, Lean Six Sigma 101, etc.)
Mandatory Trainings (TESDA Assessments and Certifications)	External Training	Getting Back to Basics: The Fundamentals of Cyber Hygiene	IMS/VMV Orientations	Leadership Program	Integrated Management System (8HR Mandatory OSH Orientation, Safety Orientation on Re-Entry, etc.)
	MMDP	Internal Audit Top Priorities in Disaster Recovery and Business Continuity Program	DMCI Power Safety Orientation	Core Competencies	Foundational (Data Privacy Awareness, Achieving Work-life Balance During the COVID-19 Pandemic, etc.)

	PPD Trainings	Top Risks in Conducting Remote Audit in Uncertain Times	Managing Environmental Compliance Risk Sessions	Technical Skills	Cadet Program (Facilitation Skills for Cadet Trainings)
	Technical Trainings	Post-ECQ Briefing	Ports Operation Procedure Orientation	Team Development	Conferences (Crossing Bridges in Non-Communicable Diseases - Issues in Everyday Clinical Practice, PAWD & PiChE, etc.)
	Soft Skills Trainings	Risk Management in the Age of COVID-19	Improvement and Corrective Action Report (ICAR) Writing Session	81st National PIChE Convention	IT Related Users Training (Project Stream, Test Automation Project - Knowledge Transfer, etc.)
	PDP Trainings	Top Focus for EHS Planning for COVID and Beyond	Root Cause Analysis and Corrective Action Report Writing	Mental Health Awareness Seminar	Leadership Program (Virtual Coaching and Mentoring, Managing for Results, etc.)
	Safety Related Trainings	COVID-19 Accounting Consideration Webinar Series	Clockify Webinar	BOSH Training	
	MT Trainings	COVID-19: What you need to know	ICAR Discussion of DMCI Power Calapan Job Descriptions	Environmental Laws and Paralegal for Forest Protection	
	GE Related Trainings	How to stay mentally healthy during Quarantine	Virtual Workshop on Effective CSR Programs	MCSA Windows Server 2016	
	OSH Trainings	Mental well-being and coping with COVID-19	Planning and Executing Programs with Social Impact in the New Normal	Introduction to Journalism 101	
	Construction Site Supervision	Working effectively from Home	12th Employee Welfare and Fringe Benefits Forum		

	First Aid	Pandemic COVID-19: What are we Learning?	STAAD PRO + RCDC Connect Edition Fundamentals for Beginners Webinar		
			Mental Health Awareness Webinars		
			CLDP Training/Certificate		

Local Communities

The sites of our business operations are areas that we share alongside our host communities. DMCI Holdings is conscious of both the positive and negative impacts that our operations can bring to these areas. On one hand, our projects spur local economic growth through employment and infrastructure. On the other hand, there is the potential to cause negative environmental impacts and site hazards. With this awareness, we work towards building a holistic and consultative relationship with our local communities. (103-1)

Each subsidiary enacts and reports on its respective social development program. These programs provide support in the areas of livelihood and education, health and safety, and environmental stewardship and conservation. Some programs are collaborative in nature and build on the participation of the local community in activities such as biodiversity conservation and entrepreneurship. We also consider the grievances of the community by providing them with avenues to voice their concerns, whether these are mediated through the local government, or business-led consultations. (103-2, 103-3)

“Extending Assistance for Social Development” (413-1)

DMCI Mining’s social development programs are geared towards supporting neighboring communities through infrastructure support and donation of materials for education, livelihood, and community health.

At the start of the year, the Berong Nickel Corporation (BNC) supplied building materials such as cement and corrugated sheets for the construction of facilities at the Aramaywan Baptist Church, Our Lady Fatima Parish Church, and Morzon Elementary School.

The company was able to fully continue its funding program for scholars. DMCI Mining allocated a total of ₱1,640,300 for the monthly allowance of 188 college students for the entire year while providing transportation for over 600 students in Barangay Berong. Students in neighboring schools also receive supplies such as sports equipment and awarding medals for school events and culminating activities.

Safety and health also remain a top-of-mind concern for both the business and its communities. DMCI Mining subsidized 138 local healthcare workers and volunteers for the whole year under its Health Program.

The company also aids in emergency response and medical assistance in Barangay Berong and Barangay Aramaywan in Palawan, and Sitio Acoje in Zambales. These services are provided through the Company Clinic’s dental and medical services, ambulances, and trained Emergency Preparedness Committee and Emergency Response Teams.

DMCI Mining remains committed to its social development initiatives and has invested over ₱13.17 million for uplifting its host communities.

Customer Health and Safety

As a major provider of utilities and infrastructure, we are obligated to uphold the health and safety of our customers in service and product quality. Our methods for ensuring this include customer and occupancy inspections, customer warranties, indemnity insurance, and product safety and quality testing. (103-1, 103-2)

Our businesses in construction, real estate, and water meet industry standards such as the National Building Code, Philippine National Standards for Drinking Water, and regulations for other operations. To keep our customers informed and assured, we also allow assessment of our coal and risk management at SMPC. Customers are permitted to inspect work sites and production procedures under full compliance with safety regulations. The company also holds orientations on coal stockyard management to further inform visitors. (103-2, 103-3)

Socioeconomic Compliance

DMCI Holdings and its subsidiaries aim for full compliance with government regulations, and in areas where it is unable to, acts with accountability and transparency. Conforming to these directives contributes to the sustainability of our operations and gives us points upon which we can improve within reasonable application. (103-1)

To monitor the compliance of our businesses spanning multiple industries, our administrative and legal departments are aided by corporate compliance officers who receive quarterly reports on performance. These facets of compliance include, but are not limited to business and labor laws, environmental regulations, and safety and health regulations. (103-2, 103-3)

Non-compliance with laws and regulations in the social and economic area (419-1)

In 2020, DMCI and SMPC reported the following incidents in relation to general labor and safety:

Subsidiary	Incident regarding Non-compliance	Monetary Value of Significant Fines	Cases brought through dispute resolution mechanisms (NLRC)	Description and Response	Date
DMCI	<p>General Labor</p> <p>Employment related complaints were filed for alleged Illegal Dismissal with Money Claims</p>	₱273,950.88	19	<p>On account of the Philippine Supreme Court's "flip-flopping" interpretation of the law on project employment, there have been instances when the Labor Courts rule against DMCI notwithstanding the fact that it (DMCI) has presented adequate evidence proving the complainant's status as a legitimate project employee who can be validly separated upon completion of the project or phase thereof.</p>	Various dates during the year
SMPC	<p>Safety</p> <p>A safety-related incident at the West Narra Quarry's Payong-Payong Wall in Semirara Island resulted in one fatality from the collapse of a limestone overhang.</p>	₱20,000.00		<p>On November 10, 2020, SMPC reported its full compliance with the DOE's corrective measures and other directives, including:</p> <ul style="list-style-type: none"> ● Implementation of administrative sanctions against company officers who failed to address the Payong-Payong Wall hazard ● Revision and expansion of coverage of the company's Risk Assessment Matrix ● Assurance of proper supervision and monitoring across all operations ● Payment of penalty for non-compliance to Rules 3, 8, 417, 425 and 428 of the DOE Department Circular No. DC2018-12-0028, otherwise known as the "Coal Mine Safety and Health Rules and Regulations" 	July 20, 2020

GRI STANDARD	DISCLOSURE NO.	DISCLOSURE TITLE	PAGE NO.	DIRECT ANSWER/ STATEMENT OF OMISSION
GRI 101: FOUNDATION 2016				
GRI 102: GENERAL DISCLOSURES 2016				
Organizational Profile	102-1	Name of the organization	1	
	102-2	Activities, brands, products, and services	2	
	102-3	Location of headquarters		3rd Floor Dacon Bldg., 2281 Chino Roces Avenue, Makati City, 1231 Philippines
	102-4	Location of operations		The Parent Company, DMCIHI, is a holdings company that has business operations in Makati City, Philippines. DMCIHI subsidiaries operate in various locations across the country.
	102-5	Ownership and legal form		http://www.dmciholdings.com/uploads/corporate_governance/CG%20Re

				port/CORPORATE%20GOVERNANCE%202020_Final%2001.pdf p.32-34
102-6	Markets served	8-14	http://www.dmciholdings.com/uploads/corporate_governance/CG%20Report/CORPORATE%20GOVERNANCE%202020_Final%2001.pdf p.23-30	
102-7	Scale of the organization	8-14,		
102-8	Information on employees and other workers	30-32		
102-9	Supply chain		http://www.dmciholdings.com/uploads/corporate_governance/CG%20Report/CORPORATE%20GOVERNANCE%202020_Final%2001.pdf p. 25-26	
102-10	Significant changes to the organization and its supply chain	None.		

	102-11	Precautionary Principle or approach	7	
	102-12	External initiatives	27-28	
	102-13	Membership of associations		<p>The Key officers of DMCIH are members of business organizations and other associations such as:</p> <ol style="list-style-type: none"> 1. Management Association of the Philippines 2. Financial Executives Institute of the Philippines 3. Shareholders' Association of the Philippines 4. Institute of Corporate Directors 5. Philippine Contractors Association 6. Philippine Chamber of Commerce and Industry 7. United Architects of the Philippines <p>The Company sends representatives to conferences and seminars conducted by the foregoing organizations. And if necessary, provide monetary sponsorships to seminars and professional development activities of these organizations. Chairman Isidro A. Consunji is a Board Member of Construction Industry Authority of the Philippines (CIAP) and Chairman</p>

				of the Philippine Overseas Construction Board.
Strategy	102-14	Statement from senior decision-maker	3-6	
Ethics and Integrity	102-16	Values, principles, standards, and norms of behavior	1-2	
Governance	102-18	Governance structure		https://www.dmciholdings.com/corporate_governance/page/board-governance

GRI STANDARD	DISCLOSURE NO.	DISCLOSURE TITLE	PAGE NO.	DIRECT ANSWER/ STATEMENT OF OMISSION
Reporting Practice	102-40	List of stakeholder groups	15-17	
	102-41	Collective bargaining agreements		DMCIHI has no collective bargaining agreements at present. DMICHI's subsidiaries may have CBAs with their employees.
	102-42	Identifying and selecting stakeholders	15	
	102-43	Approach to stakeholder engagement	15-17	

	102-44	Key topics and concerns raised	15-17	
	102-45	Entities included in the consolidated financial statements		<p>D.M. Consunji, Inc. (DMCI)</p> <p>DMCI Project Developers, Inc. (a subsidiary 100% owned by DMCI Holdings, Inc. and the parent company of DMCI Homes.)</p> <p>Semirara Mining and Power Corporation (SMPC)</p> <p>DMCI Power Corporation</p> <p>DMCI Mining Corporation</p>
	102-46	Defining report content and topic Boundaries		This report contains relevant information on the sustainability performance of our subsidiaries

				and affiliates for the year 2020.
	102-47	List of material topics	17-19	
	102-48	Restatements of information	None.	
	102-49	Changes in reporting	None.	
	102-50	Reporting period	January-December 2020	
	102-51	Date of most recent report	August 2020	
	102-52	Reporting cycle	Annual.	

	102-53	Contact point for questions regarding the report		<p>Mr. Herbert Consunji</p> <p>Director/Executive Vice President/Chief Finance Officer/Chief Compliance Officer/Chief Risk Officer</p>
	102-54	Claims of reporting in accordance with the GRI Standards		<p>This report has been prepared in accordance with the GRI Standards: Core option.</p>