



## **Sustainability Policy**

DMCI Holdings, Inc. (the “Company”) is committed to integrating sustainability into our business strategy, operations, and corporate culture. This policy defines our commitment to environmental stewardship, social responsibility, and good governance principles, ensuring long-term value creation for all stakeholders.

Our approach aligns with international sustainability frameworks such as the United Nations Sustainable Development Goals (SDGs), Global Reporting Initiative (GRI), and the International Sustainability Standards Board (ISSB).

This policy applies to all business units, subsidiaries, directors, officers, employees, suppliers, and contractors of the Company.

### **Purpose and Scope**

The objectives of this policy include but are not limited to the following:

- Enhance transparency and accountability in business operations
- Minimize our carbon footprint and greenhouse gas emissions
- Conserve natural resources
- Promote social responsibility and good governance

This policy establishes a group-wide framework to embed environmental, social and governance (ESG) principles into business considerations, enhance operational resilience and risk management, foster sustainable innovation and responsible business practices, and strengthen stakeholder engagement and transparent reporting. It applies across all business activities and processes, ensuring compliance with local and global sustainability regulations and best practices.

### **Sustainability Framework**

The Company follows a comprehensive, multi-faceted approach designed to guide our organization in achieving its sustainability goals. This framework is delineated by five key pillars that encompass the diverse aspects of our commitment to sustainable development and corporate responsibility.

*I. Environmental Stewardship:* Our commitment to mitigating our environmental footprint is a top priority. We strive to optimize resource use, minimize waste generation, and incorporate eco-friendly practices throughout our operations. We invest in mine rehabilitation, carbon offsetting and sustainable architecture, in addition to implementing

rigorous environmental management systems to ensure compliance with Philippine government standards. We are also committed to helping mitigate the effects of climate change and ensuring access to a safe, reliable, and affordable energy supply.

*II. Social Responsibility:* We recognize the importance of fostering a positive impact on our employees, host communities and other key stakeholders. Our focus on social responsibility includes promoting employee well-being, providing equal opportunities, upholding fair labor practices, and respecting human rights across our operations and supply chain. Additionally, we collaborate with residents, community leaders and local government units to support community development initiatives, education and healthcare programs.

*III. Economic Sustainability:* We pursue sustainable growth by balancing our economic objectives with environmental and social considerations. Our aim is to create long-term value for our stakeholders while minimizing negative externalities. We prioritize ethical business practices, good corporate governance, and diligent risk management to ensure financial stability and responsible growth.

*IV. Innovation and Adaptation:* We support innovation by investing in tools and technologies that could aid better performance across our business units. We foster a culture of continuous improvement and performance management, encouraging employees to develop new ideas and refine existing processes to improve efficiency, reduce waste and minimize environmental impact.

*V. Stakeholder Engagement:* Open communication and collaboration with our stakeholders are essential to our sustainability. We actively engage with employees, customers, suppliers, regulators, and local communities to gather feedback, identify areas of improvement, and find a way to meet their expectations.

## **Governance and Responsibility**

The Board of Directors provides governance and oversight of the company's sustainability agenda. It ensures that ESG principles are integrated into corporate strategy, risk management, and management decision-making. The Board approves key sustainability policies, reviews ESG performance, and holds management accountable for achieving sustainability objectives.

The Chief Strategy & Sustainability Officer shall be responsible for the overall supervision of this policy. They will lead the Company's sustainability strategy and ensure alignment with global sustainability best practices.

The Sustainability Officer will implement and execute the ESG programs at the operational level, ensuring compliance and execution of sustainability initiatives. They will collect, analyze, and report ESG data for internal and external disclosure while working closely with business units to embed sustainability in daily operations.

## **Transparency, Monitoring and Continuous Improvement**

The company is committed to transparency and continuous improvement in its sustainability efforts. It actively monitors ESG performance to track progress and ensure compliance with regulatory and industry standards. Through ongoing assessments and stakeholder engagement, the company enhances its sustainability initiatives to drive meaningful impact. ESG performance indicators are regularly reported in company disclosures aligned with international reporting standards.

## **Policy Review and Approval**

This policy shall be reviewed regularly to ensure its continued relevance and effectiveness. Updates will be made as necessary to reflect evolving global sustainability priorities, regulatory requirements, industry best practices, and the company's strategic objectives.