

SECURITIES AND EXCHANGE COMMISSION

SEC FORM – I-ACGR

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT

1. For the fiscal year ended **2024**
2. SEC Identification Number **AS095-002283**
3. BIR Tax Identification No. **004-703-376**
4. Exact name of issuer as specified in its charter. **DMCI Holdings, Inc.**
5. **Philippines**
Province, Country or other jurisdiction of
incorporation or organization
6. (SEC Use Only)
Industry Classification Code:
7. **3/F Dacon Building, 2281 Chino Roces Avenue, Makati City**
Address of principal office
- 1231
Postal Code
8. **(632) 8888-3000**
Issuer's telephone number, including area code
9. **Not applicable**
Former name, former address, and former fiscal year, if changed since last report.

2024 INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT

	COMPLIANT/ NON- COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
The Board's Governance Responsibilities			
Principle 1: The company should be headed by a competent, working board to foster the long- term success of the corporation, and to sustain its competitiveness and profitability in a manner consistent with its corporate objectives and the long- term best interests of its shareholders and other stakeholders.			
Recommendation 1.1			
1. Board is composed of directors with collective working knowledge, experience or expertise that is relevant to the company's industry/sector.	Compliant	Profile of the Board of Directors Company website https://www.dmciholdings.com/about/#leadership	
2. Board has an appropriate mix of competence and expertise.	Compliant	Definitive information statement Directors' Profile https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/DMCIHI_031%20SEC%20Form%2020_IS%20Definitive_April%2022.pdf	
3. Directors remain qualified for their positions individually and collectively to enable them to fulfill their roles and responsibilities and respond to the needs of the organization.	Compliant	Board Composition https://www.dmciholdings.com/governance/board-matters Board Diversity and Progress Report https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2024%20Policies/2024%20Board%20Diversity%20Report.pdf 2024 Corporate Governance (CG) Report https://www.dmciholdings.com/governance/corporate-governance-report	



Recommendation 1.2			
1. Board is composed of a majority of non-executive directors.	Compliant	<p>Board Composition https://www.dmciholdings.com/governance/board-matters</p> <p>Board Diversity and Progress Report https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2024%20Policies/2024%20Board%20Diversity%20Report.pdf</p> <p>2024 Corporate Governance (CG) Report https://www.dmciholdings.com/governance/corporate-governance-report</p>	
Recommendation 1.3			
1. Company provides in its Board Charter and Manual on Corporate Governance a policy on training of directors.	Compliant	<p>Board Charter https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2023%20Policies/BOARD%20CHARTER_Amended%20August%208%202023.pdf</p> <p>Training Policy for Directors https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2018%20Policies/Training%20Policy%20for%20Directors_August%2013%202018.pdf</p>	

		2024 Corporate Governance (CG) Report https://www.dmciholdings.com/governance/corporate-governance-report	
2. Company has an orientation program for first time directors.	Compliant	Manual on Corporate Governance Training, Page 5 https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf	
3. Company has relevant annual continuing training for all directors.	Compliant	Onboarding Program for First Time Directors https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2018%20Policies/Onboarding%20for%20First%20Time%20Directors_September%202018.pdf Board Charter https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2023%20Policies/BOARD%20CHARTER_Amended%20August%208%202023.pdf 2024 Trainings/Seminars Attended by the Board Members https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2024%20Policies/2024%20Trainings%20attended%20by%20Directors.pdf	

Recommendation 1.4



1. Board has a policy on board diversity.	Compliant	Board Diversity Policy https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/Manual%20on%20Corp%20Gov/Board%20Diversity%20Policy_May%2014%202015.pdf	
Optional: Recommendation 1.4			
1. Company has a policy on and discloses measurable objectives for implementing its board diversity and reports on progress in achieving its objectives.	Compliant	Board Diversity and Progress Report https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2023%20Policies/2022%20Board%20Diversity%20Report%20v2.pdf 2024 Corporate Governance (CG) Report https://www.dmciholdings.com/governance/corporate-governance-report	
Recommendation 1.5			
1. Board is assisted by a Corporate Secretary.	Compliant	Atty. Noel A. Laman is the Corporate Secretary of the Company. He is not a member of the Board of Directors. Likewise, he is not the Compliance Officer. Manual on Corporate Governance, Page 6 https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf	
2. Corporate Secretary is a separate individual from the Compliance Officer.	Compliant		
3. Corporate Secretary is not a member of the Board of Directors.	Compliant		

		Board Charter, Page 9 https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2023%20Policies/BOARD%20CHARTER_Amended%20August%208%202023.pdf	
		2024 Corporate Governance (CG) Report https://www.dmciholdings.com/governance/corporate-governance-report	
4. Corporate Secretary attends training/s on corporate governance.	Compliant	<p>The Company's Corporate Secretary complies with CG Manual on continuing educational training that will not only focus on governance but on the professional development of directors as well as the key officers. Atty. Laman regularly attends the Mandatory Continuing Legal Education (MCLE) on annual basis.</p> <p>2024 Trainings/Seminars Attended by the Board Members https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2024%20Policies/2024%20Trainings%20attended%20by%20Directors.pdf</p>	
Optional: Recommendation 1.5			
1. Corporate Secretary distributes materials for board meetings at least five business days before scheduled meeting.	Non-compliant		<p>Though the Corporate Secretary sends the Notice of Meeting and Agenda, there were delays in submission of materials which were still being finalized by the subsidiaries. However, the materials are immediately sent</p>

			to the Board Members once available prior to the scheduled board meeting.
Recommendation 1.6			
1. Board is assisted by a Compliance Officer.	Compliant	2024 Corporate Governance (CG) Report https://www.dmciholdings.com/governance/corporate-governance-report	
2. Compliance Officer has a rank of Senior Vice President or an equivalent position with adequate stature and authority in the corporation.	Compliant		
3. Compliance Officer is not a member of the board.	Compliant		
		Manual on Corporate Governance https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf	
		2024 Results of the Organizational Meeting https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/Results%20of%20Organizational%20Meeting%20of%20Board%20of%20Directors.pdf	
		2024 Results of the Annual Meeting https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/DMCIHI_046_A SM%20results_May%2021%20final.pdf	
4. Compliance Officer attends training/s on corporate governance.	Compliant	2024 Trainings/Seminars Attended by the Board Members https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2024%20Policies/2024%20Trainings%20attende	

		d%20by%20Directors.pdf	
Principle 2: The fiduciary roles, responsibilities and accountabilities of the Board as provided under the law, the company's articles and by-laws, and other legal pronouncements and guidelines should be clearly made known to all directors as well as to stockholders and other stakeholders.			
Recommendation 2.1			
1. Directors act on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the company.	Compliant	Disclosures Board Meeting Results 2024 https://www.dmciholdings.com/investor-relations/disclosures https://www.dmciholdings.com/investor-relations/disclosures/board-meeting-results 2024 Minutes of the Annual Stockholders' Meeting https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/ASM/ASM%20Minutes/2024%20ASM%20Minutes.pdf 2024 Annual Stockholders' Meeting Results https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/DMCIHI_046_ASM%20results_May%2021%20final.pdf	
Recommendation 2.2			
1. Board oversees the development, review and approval of the company's business objectives and strategy.	Compliant	Board Charter Section 4, pages 5-6 https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2023%20Policies/BOARD%20CHARTER_Amended%20August%208%202023.pdf	
2. Board oversees and monitors the implementation of the company's business objectives and strategy.	Compliant		

		<p>Manual on Corporate Governance, pages 7-8 https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf</p> <p>2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report</p>	
Supplement to Recommendation 2.2			
1. Board has a clearly defined and updated vision, mission and core values.	Compliant	<p>2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report</p> <p>Manual on Corporate Governance Section 2.1 https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf</p> <p>Corporate Website https://www.dmciholdings.com/about/#value-proposition</p>	
2. Board has a strategy execution process that facilitates effective management performance and is attuned to the company's business environment, and culture.	Compliant	<p>Annual Report 2024 https://www.dmciholdings.com/investor-relations/annual-reports</p>	
Recommendation 2.3			



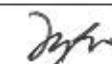
1. Board is headed by a competent and qualified Chairperson.	Compliant	Corporate Website https://www.dmciholdings.com/about/#leadership SEC Form 17-A (Board Profile) https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2025/DMCIHI_029%20SEC%20Form%2017A%20Conso_April%2015.pdf	
Recommendation 2.4			
1. Board ensures and adopts an effective succession planning program for directors, key officers and management.	Compliant	Executive Succession Policy https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2015%20Policies/Executive%20Succession%20Policy_May%2014%202015.pdf	
2. Board adopts a policy on the retirement for directors and key officers.	Compliant	Board Charter https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2023%20Policies/BOARD%20CHARTER_Amended%20August%208%202023.pdf Nomination and Election of Directors https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2017%20Policies/NOMINATION%20AND%20ELECTION%20POLICY_Amended%20November%202017.pdf	
Recommendation 2.5			
1. Board aligns the remuneration of key officers and board members with long-term interests of the company.	Compliant	Compensation and Remuneration Policy	

2. Board adopts a policy specifying the relationship between remuneration and performance.	Compliant	https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2017%20Policies/COMPENSATION%20AND%20REMUNERATION%20POLICY_March%2016%202017.pdf	
3. Directors do not participate in discussions or deliberations involving his/her own remuneration.	Compliant	<p>Manual on Corporate Governance, Page 18</p> <p>https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf</p> <p>2024 CG Report</p> <p>https://www.dmciholdings.com/governance/corporate-governance-report</p>	
Optional: Recommendation 2.5			
1. Board approves the remuneration of senior executives.	Non-compliant	In 2024, there were no changes in the remuneration of senior executives that needs board approval	Remuneration of senior executives are being reviewed and evaluated by the Compensation and Remuneration Committee under its policy
2. Company has measurable standards to align the performance-based remuneration of the executive directors and senior executives with long-term interest, such as claw back provision and deferred bonuses.	Non-compliant		The charter and policy on Compensation and Remuneration provide oversight over remuneration of senior management and other key personnel ensuring that compensation is consistent with the Corporation's culture, strategy and control environment.
Recommendation 2.6			
1. Board has a formal and transparent board nomination and election policy.	Compliant	<p>Nomination and Election of Directors</p> <p>https://www.dmciholdings.com/storage/app/media/uploads-</p>	

2. Board nomination and election policy is disclosed in the company's Manual on Corporate Governance.	Compliant	legacy/corporate_governance/2017%20Policies/NOMINATION%20AND%20ELECTION%20POLICY_Amended%20November%202017.pdf	
3. Board nomination and election policy includes how the company accepted nominations from minority shareholders.	Compliant	2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report	
4. Board nomination and election policy includes how the board shortlists candidates.	Compliant	Manual on Corporate Governance, Pages 9-12 https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf	
5. Board nomination and election policy includes an assessment of the effectiveness of the Board's processes in the nomination, election or replacement of a director.	Compliant		
6. Board has a process for identifying the quality of directors that is aligned with the strategic direction of the company.	Compliant	Definitive Information Statement Final List of Candidates, Schedule 1 https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/DMCIHI_031%20SEC%20Form%202015%20Definitive_April%2022.pdf	
Optional: Recommendation to 2.6			
1. Company uses professional search firms or other external sources of candidates (such as director databases set up by director or shareholder bodies) when searching for candidates to the board of directors.	Compliant	Nomination and Election Charter https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2017%20Policies/NOMINATION%20AND%20ELECTION%20POLICY_March%2016%202017.pdf Board Diversity and Methodology Progress Report https://www.dmciholdings.com/storage/app/media/uploads-	



		legacy/corporate_governance/2023%20Policies/2022%20Board%20Diversity%20Report%20v2.pdf 2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report	
Recommendation 2.7			
1. Board has overall responsibility in ensuring that there is a group-wide policy and system governing related party transactions (RPTs) and other unusual or infrequently occurring transactions.	Compliant	Material Related Party Transaction Policy (Amended June 2020) https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2020/Material%20Related%20Party%20Transactions%20Policy_Amended%20June%2029%202020.pdf 2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report Manual on Corporate Governance, Pages 16-17 https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf	
2. RPT policy includes appropriate review and approval of material RPTs, which guarantee fairness and transparency of the transactions.	Compliant		
3. RPT policy encompasses all entities within the group, taking into account their size, structure, risk profile and complexity of operations.	Compliant		
Supplement to Recommendations 2.7			
1. Board clearly defines the threshold for disclosure and approval of RPTs and categorizes such transactions according to those that are considered <i>de minimis</i> or transactions that need not be reported or announced, those that need to be	Compliant	Material Related Party Transaction Policy (Amended June 2020) https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2020/Material%20Related%20Party%20Transa	



disclosed, and those that need prior shareholder approval. The aggregate amount of RPTs within any twelve (12) month period should be considered for purposes of applying the thresholds for disclosure and approval.		ctions%20Policy_Amended%20June%2029%202020.pdf 2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report	
2. Board establishes a voting system whereby a majority of non-related party shareholders approve specific types of related party transactions during shareholders' meetings.	Non-Compliant		<p>There were no related party transactions that were approved by the majority of the non-related party shareholders during the year.</p> <p>RPTs are being reviewed by the Audit Committee and approved by the Board. These are duly disclosed under the SEC Form 17-A (Annual Report) and Quarterly Interim Reports.</p> <p>SEC FORM 17-A https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2025/DMCIHI_029%20SEC%20Form%2017A%20Conso_April%2015.pdf</p> <p>Company website, Disclosures, Quarterly Reports https://www.dmciholdings.com/investor-relations/disclosures/quarterly-reports-sec-form-17-a</p>
Recommendation 2.8			

1. Board is primarily responsible for approving the selection of Management led by the Chief Executive Officer (CEO) and the heads of the other control functions (Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive).	Compliant	2024 Result of the Organizational Meeting Appointment of Key Officers https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/Results%20of%20Organizational%20Meeting%20of%20Board%20of%20Directors.pdf	
2. Board is primarily responsible for assessing the performance of Management led by the Chief Executive Officer (CEO) and the heads of the other control functions (Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive).	Compliant	Board Charter https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2023%20Policies/BOARD%20CHARTER_Amended%20August%208%202023.pdf	
Recommendation 2.9			
1. Board establishes an effective performance management framework that ensures that Management's performance is at par with the standards set by the Board and Senior Management.	Compliant	Manual on Corporate Governance, Pages 15-16 Compensation and Remuneration 3.2.2.a https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf	
2. Board establishes an effective performance management framework that ensures that personnel's performance is at par with the standards set by the Board and Senior Management.	Compliant		
Recommendation 2.10			
1. Board oversees that an appropriate internal control system is in place.	Compliant	Statement of Board of Directors' Responsibility for Internal Controls and Risk Management System https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2024%20Policies/2024%20Statement%20of%20BOD%20Responsibility%20for%20IC%20a	
2. The internal control system includes a mechanism for monitoring and managing potential conflict of interest of the Management, members and shareholders.	Compliant		

		nd%20RMS_signed.pdf 2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report	
3. Board approves the Internal Audit Charter.	Compliant	Internal Audit Charter https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/Internal%20Audit%20Report/DMCI%20HI%20Internal%20Audit%20Charter_FINAL%20August%2011%202015.pdf	
Recommendation 2.11			
1. Board oversees that the company has in place a sound enterprise risk management (ERM) framework to effectively identify, monitor, assess and manage key business risks.	Compliant	Enterprise Risk Management Policy https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2021/ERM%20Policy_%20Nov%202021.pdf	
2. The risk management framework guides the board in identifying units/business lines and enterprise-level risk exposures, as well as the effectiveness of risk management strategies.	Compliant	2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report Statement of Board of Directors' Responsibility for Internal Controls and Risk Management System https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2024%20Policies/2024%20Statement%20of%20BOD%20Responsibility%20for%20IC%20and%20RMS_signed.pdf	
Recommendation 2.12			

1. Board has a Board Charter that formalizes and clearly states its roles, responsibilities and accountabilities in carrying out its fiduciary role.	Compliant	Board Charter https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2023%20Policies/BOARD%20CHARTER_Amended%20August%208%202023.pdf	
2. Board Charter serves as a guide to the directors in the performance of their functions.	Compliant		
3. Board Charter is publicly available and posted on the company's website.	Compliant		
Additional Recommendation to Principle 2			
1. Board has a clear insider trading policy.	Compliant	Insider Trading Policy (Amended August 2023) https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2023%20Policies/INSIDER%20TRADING%20POLICY_Amended%20August%208%202023.pdf	
Optional: Principle 2			
1. Company has a policy on granting loans to directors, either forbidding the practice or ensuring that the transaction is conducted at arm's length basis and at market rates.	Compliant	Board Charter https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2023%20Policies/BOARD%20CHARTER_Amended%20August%208%202023.pdf Compensation of Board Members, Page 11 https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2023%20Policies/BOARD%20CHARTER_Amended%20August%208%202023.pdf	

		<p>Compensation and Remuneration Policy https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2017%20Policies/COMPENSATION%20AND%20REMUNERATION%20POLICY_March%2016%202017.pdf</p> <p>2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report</p> <p>Material Related Party Transaction Policy https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2020/Material%20Related%20Party%20Transactions%20Policy_Amended%20June%2029%202020.pdf</p>	
2. Company discloses the types of decision requiring board of directors' approval.	Compliant	<p>Board Meeting Results disclosed to the PSE/SEC https://www.dmciholdings.com/investor-relations/disclosures/board-meeting-results</p>	

Principle 3: Board committees should be set up to the extent possible to support the effective performance of the Board's functions, particularly with respect to audit, risk management, related party transactions, and other key corporate governance concerns, such as nomination and remuneration. The composition, functions and responsibilities of all committees established should be contained in a publicly available Committee Charter.

Recommendation 3.1

1. Board establishes board committees that focus on specific board functions to aid in the optimal performance of its roles and responsibilities.	Compliant	<p>Manual on Corporate Governance, Pages 13-20 https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf</p> <p>Board Charter https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2023%20Policies/BOARD%20CHARTER_Amended%20August%208%202023.pdf</p> <p>Company website https://www.dmciholdings.com/governance/board-matters</p> <p>2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report</p> <p>Disclosure of Board Committees for the year 2024-2025 https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/Results%20of%20Organizational%20Meeting%20of%20Board%20of%20Directors.pdf</p>	
---	-----------	---	--

Recommendation 3.2

1. Board establishes an Audit Committee to enhance its oversight capability over the company's financial reporting, internal	Compliant	Disclosure of Board Committees for the year 2024-2025	
--	-----------	--	--

<p>control system, internal and external audit processes, and compliance with applicable laws and regulations.</p>		<p>https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/Results%20of%20Organizational%20Meeting%20of%20Board%20of%20Directors.pdf</p> <p>2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report</p> <p>Company website https://www.dmciholdings.com/governance/board-matters</p> <p>Manual on Corporate Governance, Pages 13-20 https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf</p> <p>Board Charter https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2023%20Policies/BOARD%20CHARTER_Amended%20August%208%202023.pdf</p>	
<p>2. Audit Committee is composed of at least three appropriately qualified non-executive directors, the majority of whom, including the Chairman is independent.</p>	<p>Compliant</p>	<p>Company website https://www.dmciholdings.com/governance/board-matters</p> <p>Disclosure of Board Committees for the year 2024-2025</p>	



		https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/Results%20of%20Organizational%20Meeting%20of%20Board%20of%20Directors.pdf 2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report	
3. All the members of the committee have relevant background, knowledge, skills, and/or experience in the areas of accounting, auditing and finance.	Compliant	Leadership https://www.dmciholdings.com/about/#leadership Roberto L. Panlilio Dr. Bernardo M. Villegas Cesar A. Buenaventura SEC FORM 17-A https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2025/DMCIHL_029%20SEC%20Form%2017A%20Conso_April%2015.pdf	
4. The Chairman of the Audit Committee is not the Chairman of the Board or of any other committee.	Compliant	Dr. Bernardo M. Villegas is not the Chairman of the Board and only chairs the Audit Committee Disclosure of Board Committees https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/Results%20of%20Organizational%20Meeting%20of%20	

		Board%20of%20Directors.pdf 2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report Board Matters https://www.dmciholdings.com/governance/board-matters	
Supplement to Recommendation 3.2			
1. Audit Committee approves all non-audit services conducted by the external auditor.	Compliant	Audit Committee Charter https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2017%20Policies/Audit%20Committee%20Charter_Amended%20March%2016%202017.pdf	
2. Audit Committee conducts regular meetings and dialogues with the external audit team without anyone from management present.	Compliant	Audit Committee Charter https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2017%20Policies/Audit%20Committee%20Charter_Amended%20March%2016%202017.pdf	
Optional: Recommendation 3.2			
1. Audit Committee meet at least four times during the year.	Compliant	Board Committee Meetings https://www.dmciholdings.com/governance/board-matters 2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report	

2. Audit Committee approves the appointment and removal of the internal auditor.	Compliant	<p>On February 27, 2024, the Audit Committee recommended the re-appointment of the CAE to the Board. The Board approved their appointment on March 5, 2024.</p> <p>https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/DMCIHL_015%20Board%20Meeting%20Results_March%205.pdf</p>	
Recommendation 3.3			
1. Board establishes a Corporate Governance Committee tasked to assist the Board in the performance of its corporate governance responsibilities, including the functions that were formerly assigned to a Nomination and Remuneration Committee.	Compliant	<p>Disclosure of Board Committees https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/Results%20of%20Organizational%20Meeting%20of%20Board%20of%20Directors.pdf</p> <p>2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report</p> <p>Company website https://www.dmciholdings.com/governance/board-matters</p> <p>Manual on Corporate Governance, https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf</p> <p>Board Charter https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2023%20Board%20Charter.pdf</p>	

		20Policies/BOARD%20CHARTER Amend ed%20August%208%202023.pdf	
2. Corporate Governance Committee is composed of at least three members, all of whom should be independent directors.	Compliant	<p>2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report</p> <p>Company website https://www.dmciholdings.com/governance/board-matters</p> <p>Disclosure of Board Committees https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/Results%20of%20Organizational%20Meeting%20of%20Board%20of%20Directors.pdf</p>	
3. Chairman of the Corporate Governance Committee is an independent director.	Compliant	<p>Atty. Cynthia R. Del Castillo is an Independent Director of the Company</p> <p>Disclosure of Board Committees https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/Results%20of%20Organizational%20Meeting%20of%20Board%20of%20Directors.pdf</p> <p>2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report</p>	
Optional: Recommendation 3.3.			
1. Corporate Governance Committee meet at least twice during the year.	Compliant	<p>Board Committee Meetings https://www.dmciholdings.com/governance/board-matters</p>	

		2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report	
Recommendation 3.4			
1. Board establishes a separate Board Risk Oversight Committee (BROC) that should be responsible for the oversight of a company's Enterprise Risk Management system to ensure its functionality and effectiveness.	Compliant	Disclosure of Board Committees https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/Results%20of%20Organizational%20Meeting%20of%20Board%20of%20Directors.pdf 2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report Company website https://www.dmciholdings.com/governance/board-matters Manual on Corporate Governance, Pages 13-20 https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf Board Charter https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2023%20Policies/BOARD%20CHARTER_Amended%20August%208%202023.pdf	
2. BROC is composed of at least three members, the majority of whom should be independent directors, including the Chairman.	Compliant	Disclosure of Board Committees https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/Results%20of%20Organizational%20Meeting%20of%20Board%20of%20Directors.pdf	

		20Organizational%20Meeting%20of%20Board%20of%20Directors.pdf Company website https://www.dmciholdings.com/governance/board-matters	
3. The Chairman of the BROCC is not the Chairman of the Board or of any other committee.	Compliant	Mr. Roberto L. Panillio is not the Chairman of the Board or any other committee. Disclosure of Board Committees https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/Results%20of%20Organizational%20Meeting%20of%20Board%20of%20Directors.pdf Company website https://www.dmciholdings.com/governance/board-matters	
4. At least one member of the BROCC has relevant thorough knowledge and experience on risk and risk management.	Compliant	Mr. Roberto L. Panillio Dr. Bernardo M. Villegas Ms. Maria Cristina C. Gotianun https://www.dmciholdings.com/about/#leadership SEC FORM 17-A https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2025/DMCIHI_029%20SEC%20Form%2017A%20Conso_April%2015.pdf	

Recommendation 3.5

1. Board establishes a Related Party Transactions (RPT) Committee, which is tasked with reviewing all material related party transactions of the company.	Compliant	<p>The RPT Committee has been combined with the Audit Committee</p> <p>Manual on Corporate Governance Pages 13-16 https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf</p> <p>Disclosure of Board Committees https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/Results%20of%20Organizational%20Meeting%20of%20Board%20of%20Directors.pdf</p> <p>2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report</p>	
2. RPT Committee is composed of at least three non-executive directors, two of whom should be independent, including the Chairman.	Compliant	<p>Disclosure of Board Committees https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/Results%20of%20Organizational%20Meeting%20of%20Board%20of%20Directors.pdf</p> <p>2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report</p>	
Recommendation 3.6			
1. All established committees have a Committee Charter stating in plain terms their respective purposes, memberships,	Compliant	<p>Company website https://www.dmciholdings.com/governance/board-matters</p>	

structures, operations, reporting process, resources and other relevant information.			
2. Committee Charters provide standards for evaluating the performance of the Committees.	Compliant	<p>Audit & RPT Committee https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2017%20Policies/Audit%20Committee%20Charter_Amended%20March%2016%202017.pdf</p> <p>Board Risk Oversight Committee https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/Manual%20on%20Corp%20Gov/Risk%20Oversight%20Committee%20Charter_May%2014%202015.pdf</p> <p>Corporate Governance Committee https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2017%20Policies/Corporate%20Governance%20Committee%20Charter_Amended%20March%2016%202017.pdf</p> <p>Strategy and Sustainability Committee https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2022/STRATEGY%20AND%20SUSTAINABILITY%20COMMITTEE%20CHARTER.pdf</p> <p>Nomination and Election Charter https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2017%20Policies/NOMINATION%20AND%20ELE</p>	

Refer

		CTION%20POLICY_March%2016%202017.pdf Compensation and Remuneration Charter https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2017%20Policies/COMPENSATION%20AND%20REMUNERATION%20POLICY_March%2016%202017.pdf Executive Charter https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2017%20Policies/Executive%20Committee%20Charter%20November%202017.pdf	
3. Committee Charters were fully disclosed on the company's website.	Compliant	Company website https://www.dmciholdings.com/governance/manual-corporate-governance	
Principle 4: To show full commitment to the company, the directors should devote the time and attention necessary to properly and effectively perform their duties and responsibilities, including sufficient time to be familiar with the corporation's business.			
Recommendation 4.1			
1. The Directors attend and actively participate in all meetings of the Board, Committees and shareholders in person or through tele-/videoconferencing conducted in accordance with the rules and regulations of the Commission.	Compliant	Amended By-Laws https://www.dmciholdings.com/storage/app/media/uploads-legacy/incorporation_articles/By-Laws_DMCIH%20Amended%20Sept%2013%202016.pdf	

		<p>Manual on Corporate Governance Page 21, Item 4.1 https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf</p> <p>Attendance of Directors in 2024 Board Meetings https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2025/DMCIHI_006%20Directors%20Attendance%20in%202024%20Board%20Meetings_January%2014.pdf</p> <p>2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report</p>	
2. The directors review meeting materials for all Board and Committee meetings.	Compliant	<p>A written notice and relevant meeting materials were provided to the directors prior to scheduled meeting to give them ample time to review.</p> <p>Manual on Corporate Governance Page 21, Item 4.1 https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf</p>	
3. The directors ask the necessary questions or seek clarifications and explanations during the Board and Committee meetings.	Compliant	<p>Manual on Corporate Governance Page 21, Item 4.1 https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf</p>	



Recommendation 4.2			
1. Non-executive directors concurrently serve in a maximum of five publicly-listed companies to ensure that they have sufficient time to fully prepare for minutes, challenge Management's proposals/views, and oversee the long-term strategy of the company.	Compliant	<p>None of the directors serve in more than five publicly-listed companies.</p> <p>BOD Profile https://www.dmciholdings.com/about/#leadership</p> <p>Definitive Information Statement (2024) Final List of Candidates (Schedule 1) https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/DMCIHI_031%20SEC%20Form%2020_IS%20Definitive_April%2022.pdf</p>	
Recommendation 4.3			
1. The directors notify the company's board before accepting a directorship in another company.	Compliant	<p>In 2024, the members of the Board of Directors had no report on their additional directorship with companies outside the DMCI Group.</p> <p>Directors should notify the Board where he/she is an incumbent director before accepting a directorship in another company</p> <p>Manual on Corporate Governance Page 21, Item 4.3 https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20an%20Corporate%20Governance_March%207%202022.pdf</p>	
Optional: Principle 4			

1. Company does not have any executive directors who serve in more than two boards of listed companies outside of the group.	Compliant	Board Profile of Executive Directors Isidro A. Consunji Ma. Edwina C. Laperal Maria Cristina C. Gotianun https://www.dmciholdings.com/about/#leadership	
2. Company schedules board of directors' meetings before the start of the financial year.	Compliant	On November 7, 2024, the Board approved the schedules of board and audit committee meetings for the calendar year 2023. https://www.dmciholdings.com/governance/board-matters	
3. Board of directors meet at least six times during the year.	Compliant	In 2024, the board of directors held thirteen (13) board meetings Attendance of Directors in the 2024 Board Meetings https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2025/DMCIHI_006%20Directors%20Attendance%20in%202024%20Board%20Meetings_January%2014.pdf 2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report	
4. Company requires as minimum quorum of at least 2/3 for board decisions.	Compliant	Board Charter https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2023%20Board%20Charter.pdf	



		20Policies/BOARD%20CHARTER_Amend ed%20August%208%202023.pdf Manual on Corporate Governance Page 12, Item 2.4 https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf Board Meetings and Quorum Requirement https://www.dmciholdings.com/governance/board-matters	
--	--	--	--

Principle 5: The board should endeavor to exercise an objective and independent judgment on all corporate affairs

Recommendation 5.1

1. The Board has at least 3 independent directors or such number as to constitute one-third of the board, whichever is higher.	Compliant	<p>The Corporation has a Board consisting of nine members, three of whom are independent directors. The number of independent directors is in accordance with the requirements of the Implementing Rules and Regulations of the Securities Regulation Code and in compliance with the Corporation's New Manual on Corporate Governance (Manual).</p> <p>2024 Results of the Annual Stockholders' Meeting https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/DMCIHI_046_A SM%20results_May%2021%20final.pdf</p>	
--	-----------	--	--

Recommendation 5.2

<p>1. The independent directors possess all the qualifications and none of the disqualifications to hold the positions.</p>	<p>Compliant</p>	<p>Manual on Corporate Governance Page 21 https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf</p> <p>Amended By-Laws Article IV, Page 14 https://www.dmciholdings.com/storage/app/media/uploads-legacy/incorporation_articles/By-Laws_DMCIHI%20Amended%20Sept%2013%202016.pdf</p> <p>Independent Directors' Certification of Qualification (Definitive Information Statement) https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/DMCIHI_031%20SEC%20Form%2020_IS%20Definitive_April%2022.pdf</p>	
<p>Supplement to Recommendation 5.2</p>			
<p>1. Company has no shareholder agreements, by-laws provisions, or other arrangements that constrain the directors' ability to vote independently.</p>	<p>Compliant</p>	<p>The directors exercise their independent judgment to vote during the annual stockholders' meeting, without any influence from the management.</p> <p>Manual on Corporate Governance Page 21 https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf</p>	

Myra

Recommendation 5.3			
1. The independent directors serve for a cumulative term of nine years (reckoned from 2012).	Compliant	<p>Three Independent Directors were first elected as such on May 17, 2022.</p> <p>Mr. Roberto L. Panlilio Dr. Bernardo M. Villegas Atty. Cynthia R. Del Castillo</p> <p>Definitive Information Statement https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/DMCIHI_031%20SEC%20Form%202015%20Definitive_April%202022.pdf</p> <p>Results of the 2024 Annual Stockholders' Meeting https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/DMCIHI_046_ASM%20results_May%2021%20final.pdf</p>	
2. The company bars an independent director from serving in such capacity after the term limit of nine years.	Compliant	<p>The following were first appointed as Independent Directors on May 17, 2022:</p> <p>Mr. Roberto L. Panlilio Dr. Bernardo M. Villegas Atty. Cynthia R. Del Castillo</p> <p>Board Charter (Board Independence) https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2023%20Board_Charter.pdf</p>	



		20Policies/BOARD%20CHARTER_Amend ed%20August%208%202023.pdf Definitive Information Statement https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/DMCIH_031%20SEC%20Form%2020_IS%20Definitive_A pril%2022.pdf	
3. In the instance that the company retains an independent director in the same capacity after nine years, the board provides meritorious justification and seeks shareholders' approval during the annual shareholders' meeting.	Compliant	<p>The following were first appointed as Independent Directors on May 17, 2022:</p> <p>Mr. Roberto L. Panlilio Dr. Bernardo M. Villegas Atty. Cynthia R. Del Castillo</p> <p>Board Charter (Board Independence) https://dmciholdings.com/uploads/corporate_governance/2020/Board%20C harter_Amended%20March%207%2020 22.pdf</p> <p>Definitive Information Statement https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/DMCIH_031%20SEC%20Form%2020_IS%20Definitive_A pril%2022.pdf</p>	
Recommendation 5.4			
1. The positions of Chairman of the Board and Chief Executive Officer are held by separate individuals.	Non-compliant	<p>Manual on Corporate Governance Page 9 https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended</p>	The Chairman and Chief Executive Officer of the Corporation are held by one person – Mr. ISIDRO A. CONSUNJI.

		%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf	<p>The Company sees to it that proper checks and balance are laid down to ensure independent views:</p> <ol style="list-style-type: none"> 1. The duties and responsibilities of the Chairman and President are separately identified in the Board Charter, Manual on Corporate Governance and By-Laws. 2. The Board sees to it that major decisions are made by at least 2/3 of the board members. Policies are created to ensure the effectiveness of the business operations of the company and the performance of each board director. Such policies and regulatory procedures are: Articles of Incorporation, Amended By-Laws, Insider Trading, Board Diversity, Board Charter, Code of Business Conduct and Ethics, among others – to ensure that decisions and events are not solely controlled by the Chairman and President.
2. The Chairman of the Board and Chief Executive Officer have clearly defined responsibilities.	Compliant	<p>Manual on Corporate Governance Page 9-10 The Chairman of the Board https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf</p> <p>Manual on Corporate Governance Page 24, President https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf</p>	

Recommendation 5.5			
1. If the Chairman of the Board is not an independent director, the board designates a lead director among the independent directors.	Compliant	<p>The Board appointed ATTY. CYNTHIA R. DEL CASTILLO as lead director among the independent director.</p> <p>The appointment was disclosed to the SEC and PSE on May 21, 2024. Atty. Del Castillo will serve as the Lead Director until the Board appoints a new one.</p> <p>Results of Organizational Meeting in 2024 https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/Results%20of%20Organizational%20Meeting%20of%20Board%20of%20Directors.pdf</p> <p>2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report</p>	
Recommendation 5.6			
1. Directors with material interest in a transaction affecting the corporation abstain from taking part in the deliberations on the transaction.	Compliant	<p>Directors did not have any material interest or transaction affecting the corporation. Likewise, the Company sees to it that directors abstain from taking part in the deliberation of the same.</p> <p>Manual on Corporate Governance Page 24 Item 5.6 https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf</p>	

Recommendation 5.7			
1. The non-executive directors (NEDs) have separate periodic meetings with the external auditor and heads of the internal audit, compliance and risk functions, without any executive present.	Compliant	The Non-Executive Directors met with the external auditors and heads of the internal audit without any executive present on February 27, 2024 to discuss the following: 1. Internal audit report by the CAE to include internal audit plans and reviews, governance, risk management and compliance process, among others 2. Presentation of Audit Results such as financial highlights, areas of audit emphasis, among others.	
2. The meetings are chaired by the lead independent director.	Compliant	The NEDs met only once in 2024. Attendees were independent directors, SGV (external auditor), and Punongbayan & Araullo (Chief Audit Executive Partner In-Charge). The meeting was chaired by The Lead Director.	
Optional: Principle 5			
1. None of the directors is a former CEO of the company in the past 2 years.	Non-compliant		The incumbent CEO of the Corporation is also a member of the Board of Directors for the past 30 years. Manual on Corporate Governance Isidro A. Consunji http://www.dmciholdings.com/uploads/corporate_governance/2018%20Policies/New%20Manual%20on%20Corporate%20Governance_August%2013%202018.pdf

Principle 6: The best measure of the Board's effectiveness is through an assessment process. The Board should regularly carry out evaluations to appraise its performance as a body, and assess whether it possesses the right mix of backgrounds and competencies.

Recommendation 6.1

1. Board conducts an annual self-assessment of its performance as a whole.	Compliant	Internal Corporate Governance Assessment https://www.dmciholdings.com/governance/board-matters	
2. The Chairman conducts a self-assessment of his performance.	Compliant		
3. The individual members conduct a self-assessment of their performance.	Compliant	Performance Evaluation Criteria and Process https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2020/2020%20PERFORMANCE%20EVALUATION%20CRITERIA%20AND%20PROCESS.pdf	
4. Each committee conducts a self-assessment of its performance.	Compliant	2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report	
5. Every three years, the assessments are supported by an external facilitator.	Compliant	The Company's external counsel assisted in the assessment of each performance review.	

Recommendation 6.2

1. Board has in place a system that provides, at the minimum, criteria and process to determine the performance of the Board, individual directors and committees.	Compliant	Performance Evaluation Criteria and Process https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2020/2020%20PERFORMANCE%20EVALUATION%20CRITERIA%20AND%20PROCESS.pdf 2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report	
--	-----------	---	--

John

2. The system allows for a feedback mechanism from the shareholders.	Non-Compliant		The Company is in the process of developing a feedback mechanism for shareholders relative to the process that determines the performance of the Board, individual directors and committees.
Principle 7: Members of the Board are duty-bound to apply high ethical standards, taking into account the interests of all stakeholders.			
Recommendation 7.1			
1. Board adopts a Code of Business Conduct and Ethics, which provide standards for professional and ethical behavior, as well as articulate acceptable and unacceptable conduct and practices in internal and external dealings of the company.	Compliant	Code of Business Conduct and Ethics https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/Amended%20Code%20of%20Business%20Conduct%20and%20Ethics_August%208%202023.pdf	
2. The Code is properly disseminated to the Board, senior management and employees.	Compliant	The Company's Code of Business Conduct and Ethics was disseminated via electronic mail and any updates or amendments were disclosed to the PSE / SEC as well. https://www.dmciholdings.com/governance/code-business-conduct-and-ethics	
3. The Code is disclosed and made available to the public through the company website.	Compliant	Company website https://www.dmciholdings.com/governance/code-business-conduct-and-ethics	
Supplement to Recommendation 7.1			
1. Company has clear and stringent policies and procedures on curbing and penalizing company involvement in offering, paying and receiving bribes.	Compliant	The Company adopted the Anti-Corruption and Bribery Policy. https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2022/A	

		NTL-CORRUPTION%20AND%20BRIBERY.pdf Code of Business Conduct and Ethics https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/Amended%20Code%20of%20Business%20Conduct%20and%20Ethics_August%208%202023.pdf	
Recommendation 7.2			
1. Board ensures the proper and efficient implementation and monitoring of compliance with the Code of Business Conduct and Ethics.	Compliant	In 2024, the Chief Compliance Officer attested and certified that the Company has substantially complied with its Manual on Corporate Governance, Code of Business Conduct and Ethics, and Company policies. 2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report Certification of Compliance with Corporate Governance https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2024%20Certification%20of%20CG%20Compliance_CCO.pdf	
2. Board ensures the proper and efficient implementation and monitoring of compliance with company internal policies.	Compliant		
Disclosure and Transparency			
Principle 8: The company should establish corporate disclosure policies and procedures that are practical and in accordance with best practices and regulatory expectations.			
Recommendation 8.1			
1. Board establishes corporate disclosure policies and procedures to ensure a	Compliant	The Company adopted the Corporate Disclosure Policies and Procedures.	

comprehensive, accurate, reliable and timely report to shareholders and other stakeholders that gives a fair and complete picture of a company's financial condition, results and business operations.		https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2023%20Policies/DISCLOSURE%20POLICY_DMCIHI_Nov%207%202022.pdf	
Supplement to Recommendations 8.1			
1. Company distributes or makes available annual and quarterly consolidated reports, cash flow statements, and special audit revisions. Consolidated financial statements are published within ninety (90) days from the end of the fiscal year, while interim reports are published within forty-five (45) days from the end of the reporting period.	Compliant	Company Website Disclosures – SEC Form 17-A https://www.dmciholdings.com/investor-relations/disclosures/annual-reports-sec-form-17-a SEC FORM 17-A https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2025/DMCIHI_029%20SEC%20Form%2017A%20Conso_April%2015.pdf SEC Form 17-Q http://www.dmciholdings.com/investor-relations/disclosures	
2. Company discloses in its annual report the principal risks associated with the identity of the company's controlling shareholders; the degree of ownership concentration; cross-holdings among company affiliates; and any imbalances between the controlling shareholders' voting power and overall equity position in the company.	Compliant	SEC FORM 17-A https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2022/DMCIHI_029%20SEC%20Form%2017-A%20DEC_2021_April%2022.pdf	
Recommendation 8.2			
1. Company has a policy requiring all directors to disclose/report to the company any dealings in the company's shares within three business days.	Compliant	Board Charter Section 13 https://www.dmciholdings.com/storage/app/media/uploads-	

<p>2. Company has a policy requiring all officers to disclose/report to the company any dealings in the company's shares within three business days.</p>	<p>Compliant</p>	<p>legacy/corporate_governance/2023%20Policies/BOARD%20CHARTER_Amended%20August%208%202023.pdf</p> <p>Insider Trading Policy Section 5 https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2023%20Policies/INSIDER%20TRADING%20POLICY_Amended%20August%208%202023.pdf</p> <p>Company website Shareholdings of Directors and Officers https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2024%20Policies/2024%20Summary%20of%20Trading%20of%20Shares-DirOfcr.pdf</p> <p>Company Website Disclosure SEC Form 23-B https://www.dmciholdings.com/investor-relations/disclosures/statement-of-beneficial-ownership-sec-23-a23-b</p>	
Supplement to Recommendation 8.2			
<p>1. Company discloses the trading of the corporation's shares by directors, officers (or persons performing similar functions) and controlling shareholders. This includes the disclosure of the company's purchase of its shares from the market (e.g. share buy-back program).</p>	<p>Compliant</p>	<p>Company Website Disclosure SEC Form 23-B https://www.dmciholdings.com/investor-relations/disclosures/statement-of-beneficial-ownership-sec-23-a23-b</p> <p>Company website Shareholdings of Directors and Officers</p>	

		https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2024%20Policies/2024%20Summary%20of%20Trading%20of%20Shares-DirOfcr.pdf	
Recommendation 8.3			
1. Board fully discloses all relevant and material information on individual board members to evaluate their experience and qualifications, and assess any potential conflicts of interest that might affect their judgment.	Compliant	Company website Directors' Profile https://www.dmciholdings.com/about/#leadership	
2. Board fully discloses all relevant and material information on key executives to evaluate their experience and qualifications, and assess any potential conflicts of interest that might affect their judgment.	Compliant	SEC FORM 17-A https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2025/DMCIHI_029%20SEC%20Form%2017A%20Conso_April%2015.pdf	
Recommendation 8.4			
1. Company provides a clear disclosure of its policies and procedure for setting Board remuneration, including the level and mix of the same.	Compliant	Compensation and Remuneration Policy https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2017%20Policies/COMPENSATION%20AND%20REMUNERATION%20POLICY_March%2016%202017.pdf	
2. Company provides a clear disclosure of its policies and procedure for setting executive remuneration, including the level and mix of the same.	Compliant	The remuneration for company executives and officers is periodically reviewed by the Compensation Committee to include salary and incentive-compensation plans to be recommended to the Board. Disclosure of the aggregate compensation of executives and	

		<p>officers are being disclosed to the SEC under the SEC Form 17-A (annual report) and Information Statement.</p> <p>Compensation & Remuneration Charter https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2017%20Policies/COMPENSATION%20AND%20REMUNERATION%20POLICY_March%2016%202017.pdf</p> <p>Company Rewards and Compensation Program for Employees https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2018%20Policies/2018%20Rewards%20and%20Compensation%20Program.pdf</p>	
3. Company discloses the remuneration on an individual basis, including termination and retirement provisions.	Non-compliant		<p>The Company discloses the remuneration of directors and officers in aggregate amount</p> <p>Annual Report SEC Form 17-A https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2025/DMCIHI_029%20SEC%20Form%2017A%20Conso_April%2015.pdf</p>
Recommendation 8.5			
1. Company discloses its policies governing Related Party Transactions (RPTs) and other unusual or infrequently occurring transactions in their Manual on Corporate Governance.	Compliant	<p>Material Related Party Transaction Policy https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2020/Material%20Related%20Party%20Transactions%20Policy_Amended%20June%2029%202020.pdf</p>	

2. Company discloses material or significant RPTs reviewed and approved during the year.	Compliant	<p>SEC FORM 17-A https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2025/DMCIHI_029%20SEC%20Form%2017A%20Conso_April%2015.pdf</p> <p>2024 Quarterly Reports (Notes to FS)</p> <p>First Quarter 2022 (May 7, 2024) https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/DMCIHI_041%20First%20Quarter%20Interim%20Results_May%207.pdf</p> <p>Second Quarter 2024 (August 5, 2024) https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/DMCIHI_061%20Second%20Quarter%20Interim%20Results_August%205.pdf</p> <p>Third Quarter 2024 (November 8, 2024) https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/DMCIHI_092%20Third%20Quarter%20Interim%20Results_Nov%207.pdf</p>	
Supplement to Recommendation 8.5			
1. Company requires directors to disclose their interests in transactions or any other conflict of interests.	Compliant	<p>Conflict of Interest Policy https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2016%20Policies/Conflict%20of%20Interest%20</p>	

		Policy Amended%20March%202016.pdf	
Optional : Recommendation 8.5			
1. Company discloses that RPTs are conducted in such a way to ensure that they are fair and at arms' length.	Compliant	Material Related Party Transaction Policy https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2020/Material%20Related%20Party%20Transactions%20Policy_Amended%20June%2029%202020.pdf	
Recommendation 8.6			
1. Company makes a full, fair, accurate and timely disclosure to the public of every material fact or event that occur, particularly on the acquisition or disposal of significant assets, which could adversely affect the viability or the interest of its shareholders and other stakeholders.	Compliant	Closing of acquisition in CEMEX Holdings Philippines, Inc. (CHP) DMCI Holdings, Inc. ("DMC"), Semirara Mining and Power Corporation ("SMPC") and Dacon Corporation (together, the "Purchasers") closed on December 2, 2024, the transactions contemplated by the agreement dated April 25, 2024 between Cemex Asia B.V. (the "Seller") the Seller and Purchasers for the purchase of a total of 42,140,266 common shares, representing 100% of the outstanding share capital, in Cemex Asian South East Corporation ("CASEC"), for a consideration of approximately US\$ 272 million (the "Agreement"), subject to customary post-closing adjustments. CASEC, in turn, owns approximately 89.86% of Cemex Holdings Philippines, Inc. https://www.dmciholdings.com/storage/app/media/uploads-	
2. Board appoints an independent party to evaluate the fairness of the transaction price on the acquisition or disposal of assets.	Compliant		

		legacy/disclosures/2024/DMCIHL_096%20Closing%20of%20Acquisition%20of%20CEMEX_Dec%202.pdf	
Supplement to Recommendation 8.6			
1. Company discloses the existence, justification and details on shareholder agreements, voting trust agreements, confidentiality agreements, and such other agreements that may impact on the control, ownership, and strategic direction of the company.	Compliant		There were no shareholder agreements, voting trust agreements made in 2024.
1. Company's corporate governance policies, programs and procedures are contained in its Manual on Corporate Governance (MCG).	Compliant	The Company submitted its Manual on Corporate Governance (MCG) on May 22, 2017 in compliance with the SEC Memorandum No. 19, 2016. The same was posted on the company's website. Amendments to MCG August 13, 2018 https://www.dmcilholdings.com/storage/app/media/uploads-legacy/corporate_governance/Manual%20on%20Corp.%20Gov./2018_New%20Manual%20on%20Corporate%20Governance_August%2013%202018.pdf March 7, 2022 https://www.dmcilholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf	
2. Company's MCG is submitted to the SEC and PSE.	Compliant		
3. Company's MCG is posted on its company website.	Compliant		
Supplement to Recommendation 8.7			



1. Company submits to the SEC and PSE an updated MCG to disclose any changes in its corporate governance practices.	Compliant	The Company amended its MCG on March 7, 2022 https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf	
Optional: Principle 8			
1. Does the company's Annual Report disclose the following information:		Annual Report 2024 https://www.dmciholdings.com/investor-relations/annual-reports	
a. Corporate Objectives	Non-Compliant		The corporate objectives are set per business subsidiary level. The Company has set an overall mission and vision for the group, overseeing each investments achieve their targets.
b. Financial performance indicators	Compliant	Annual Report 2024 https://www.dmciholdings.com/investor-relations/annual-reports	
c. Non-financial performance indicators	Compliant	Annual Report 2024 https://www.dmciholdings.com/investor-relations/annual-reports	
d. Dividend Policy	Non-Compliant		The Dividend Policy is reported under the Corporate Governance (CG) Report 2022. The link for the full CG Report was indicated in the PART IV of the SEC Form 17-A (Annual Report) submitted on April 22, 2022. 2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report
e. Biographical details (at least age, academic qualifications, date of first appointment, relevant experience, and	Compliant	Annual Report 2024 https://www.dmciholdings.com/investor-relations/annual-reports	

other directorships in listed companies) of all directors			
f. Attendance details of each director in all directors' meetings held during the year	Non-Compliant		<p>The attendance in board meetings of each director is reported under the Corporate Governance (CG) Report 2021. The link for the full CG Report was indicated in the PART IV of the SEC Form 17-A (Annual Report) submitted on April 12, 2024.</p> <p>SEC Form 17-A https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2025/DMCIHI_029%20SEC%20Form%2017A%20Conso_April%2015.pdf</p> <p>2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report</p>
g. Total remuneration of each member of the board of directors	Non-compliant		Aggregate amount of directors' compensation is disclosed in the Annual Report SEC Form 17-A
2. The Annual Report contains a statement confirming the company's full compliance with the Code of Corporate Governance and where there is non-compliance, identifies and explains reason for each such issue.	Non-Compliant		<p>The statement of company's compliance with the Code of Corporate Governance is reported under the Corporate Governance (CG) Report 2021. The link for the full CG Report was indicated in the PART IV of the SEC Form 17-A (Annual Report) submitted on April 12, 2024.</p> <p>https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2025/DMCIHI_029%20SEC%20Form%2017A%20Conso_April%2015.pdf</p>

			2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report
3. The Annual Report/Annual CG Report discloses that the board of directors conducted a review of the company's material controls (including operational, financial and compliance controls) and risk management systems.	Compliant	Annual Report 2024 https://www.dmciholdings.com/investor-relations/annual-reports	
4. The Annual Report/Annual CG Report contains a statement from the board of directors or Audit Committee commenting on the adequacy of the company's internal controls/risk management systems.	Compliant	Annual Report 2024 https://www.dmciholdings.com/investor-relations/annual-reports	
5. The company discloses in the Annual Report the key risks to which the company is materially exposed to (i.e. financial, operational including IT, environmental, social, economic).	Non-Compliant		The key risks to which the company is materially exposed is reported under the Sustainability Report 2022 (SR 2022). The SR 2024 link was indicated in the SEC Form 17-A (Annual Report) submitted on April 15, 2025. Sustainability Report 2024 https://www.dmciholdings.com/sustainability/#sustainability-reports

Principle 9: The company should establish standards for the appropriate selection of an external auditor, and exercise effective oversight of the same to strengthen the external auditor's independence and enhance audit quality.

Recommendation 9.1

1. Audit Committee has a robust process for approving and recommending the appointment, reappointment, removal, and fees of the external auditors.	Compliant	Audit Committee Charter Items b and d http://www.dmciholdings.com/uploads/corporate_governance/2017%20Policies/Audit%20Committee%20Charter_Amended%20March%2016%202017.pdf	
2. The appointment, reappointment, removal, and fees of the external auditor is	Compliant	Audit Committee Charter Items b and d	

recommended by the Audit Committee, approved by the Board and ratified by the shareholders.		https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2017%20Policies/Audit%20Committee%20Charter_Amended%20March%2016%202017.pdf 2024 Annual Stockholders' Meeting Results https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/DMCIHI_046_ASM%20results_May%2021%20final.pdf	
3. For removal of the external auditor, the reasons for removal or change are disclosed to the regulators and the public through the company website and required disclosures.	Non-Compliant		The Company has not made any removal of external auditor for the fiscal year 2024.
Supplement to Recommendation 9.1			
1. Company has a policy of rotating the lead audit partner every five years.	Compliant	Audit Committee Charter Item I https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2017%20Policies/Audit%20Committee%20Charter_Amended%20March%2016%202017.pdf	
Recommendation 9.2			
1. Audit Committee Charter includes the Audit Committee's responsibility on: <ul style="list-style-type: none"> i. assessing the integrity and independence of external auditors; ii. exercising effective oversight to review and monitor the external 	Compliant	Audit Committee Charter https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2017%20Policies/Audit%20Committee%20Charter_Amended%20March%2016%202017.pdf	

iii.	auditor's independence and objectivity; and exercising effective oversight to review and monitor the effectiveness of the audit process, taking into consideration relevant Philippine professional and regulatory requirements.			
2.	Audit Committee Charter contains the Committee's responsibility on reviewing and monitoring the external auditor's suitability and effectiveness on an annual basis.	Compliant	Audit Committee Charter https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2017%20Policies/Audit%20Committee%20Charter_Amended%20March%2016%202017.pdf	
Supplement to Recommendations 9.2				
1.	Audit Committee ensures that the external auditor is credible, competent and has the ability to understand complex related party transactions, its counterparties, and valuations of such transactions.	Compliant	Audit Committee Charter https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2017%20Policies/Audit%20Committee%20Charter_Amended%20March%2016%202017.pdf	
2.	Audit Committee ensures that the external auditor has adequate quality control procedures.	Compliant	Audit Committee Charter https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2017%20Policies/Audit%20Committee%20Charter_Amended%20March%2016%202017.pdf	
Recommendation 9.3				
1.	Company discloses the nature of non-audit services performed by its external auditor in	Compliant	In 2024, the non-audit fees pertain to Climate Change Advisory Services, ESG	

the Annual Report to deal with the potential conflict of interest.		Services and Agreed Upon Procedure Services provided to SMPC Group. SEC FORM 17-A https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2025/DMCIHI_029%20SEC%20Form%2017A%20Conso_April%2015.pdf	
2. Audit Committee stays alert for any potential conflict of interest situations, given the guidelines or policies on non-audit services, which could be viewed as impairing the external auditor's objectivity.	Compliant	Audit Committee Charter https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2017%20Policies/Audit%20Committee%20Charter_Amended%20March%2016%202017.pdf	
Supplement to Recommendation 9.3			
1. Fees paid for non-audit services do not outweigh the fees paid for audit services.	Compliant	The Audit Committee sees to it that the non-audit fees do not exceed the audit fees for the year. SEC FORM 17-A https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2025/DMCIHI_029%20SEC%20Form%2017A%20Conso_April%2015.pdf 2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report	
Additional Recommendation to Principle 9			
1. Company's external auditor is duly accredited by the SEC under Group A category.	Compliant	Provide information on company's external auditor:	

		<p>SEC Partner Accreditation No. 109616-SEC (Group A)</p> <p>Valid to cover audit of 2022 to 2026 financial statements of SEC covered institutions</p> <p>SEC Firm Accreditation No. 0001-SEC (Group A)</p> <p>Valid to cover audit of 2021 to 2025 financial statements of SEC covered institutions</p> <p>Date of Accreditation: 2021 Audit Period</p> <p>Expiry Date: 2025 Audit Period</p>	
2. Company's external auditor agreed to be subjected to the SEC Oversight Assurance Review (SOAR) Inspection Program conducted by the SEC's Office of the General Accountant (OGA).		<ol style="list-style-type: none"> 1. Date it was subjected to SOAR inspection, if subjected - August 1-12, 2022 2. Name of the Audit firm - SGV & Co. 3. Members of the engagement team inspected by the SEC - The names of the members of the engagement team were provided to the SEC during the SOAR inspection. 	
Principle 10: The company should ensure that the material and reportable non-financial and sustainability issues are disclosed.			
Recommendation 10.1			
1. Board has a clear and focused policy on the disclosure of non-financial information, with	Compliant	Sustainability Report 2024	

emphasis on the management of economic, environmental, social and governance (EESG) issues of its business, which underpin sustainability.		https://www.dmciholdings.com/storage/app/media/uploads-legacy/DMC_SR2024_SEC_vF.pdf	
2. Company adopts a globally recognized standard/framework in reporting sustainability and non-financial issues.	Compliant	The link for the full Sustainability Report was indicated in the PART IV of the SEC Form 17-A (Annual Report) submitted on April 15, 2024.	

Principle 11: The company should maintain a comprehensive and cost-efficient communication channel for disseminating relevant information. This channel is crucial for informed decision-making by investors, stakeholders and other interested users.

Recommendation 11.1

1. Company has media and analysts' briefings as channels of communication to ensure the timely and accurate dissemination of public, material and relevant information to its shareholders and other investors.	Compliant	<p>Aside from periodic reporting, the Company also conduct media and analysts' briefings. It is the Company's duty to advance the investors interests and to provide timely, accurate, and relevant information.</p> <p>Notice of Media / Analyst Briefings are disclosed to PSE and SEC and likewise posted in the company's website.</p> <p>Company Website Disclosure, 2024 Notice of Media/Analyst Briefing</p> <p>March 1, 2024 https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/DMCIHI_013%20Notice%20of%20Analys%20Briefing_March%201.pdf</p> <p>April 30, 2024 https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/DMCIHI_013%20Notice%20of%20Analys%20Briefing_April%2030.pdf</p>	
---	-----------	---	--

Japer

		e/app/media/uploads-legacy/disclosures/2024/DMCIHI_037%20Notice%20of%20Analyst%20Briefing_April%2030.pdf July 31, 2024 https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/DMCIHI_058%20Notice%20of%20Analyst%20Briefing_July%2031.pdf November 4, 2024 https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/DMCIHI_089%20Notice%20of%20Analyst%20Briefing_Nov%204.pdf	
Supplemental to Principle 11			
1. Company has a website disclosing up-to-date information on the following:	Compliant	Company website: www.dmciholdings.com	
a. Financial statements/reports (latest quarterly)	Compliant	Financial Statements https://www.dmciholdings.com/investor-relations/financial-report	
b. Materials provided in briefings to analysts and media	Compliant	Presentation materials https://www.dmciholdings.com/investor-relations/presentations	
c. Downloadable annual report	Compliant		
d. Notice of ASM and/or SSM	Compliant	Annual Report 2024 https://www.dmciholdings.com/investor-relations/annual-reports	
e. Minutes of ASM and/or SSM	Compliant		
f. Company's Articles of Incorporation and By-Laws	Compliant	Notice of 2024 ASM	

		https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/DMCIHI_018%20Notice%20of%202024%20ASM_March%202020.pdf Minutes of the 2024 ASM https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/ASM/ASM%20Minutes/2024%20ASM%20Minutes.pdf Amended Articles of Incorporation https://www.dmciholdings.com/storage/app/media/uploads-legacy/incorporation_articles/dmci-hi-ctc-amended-bi-2024.pdf Amended By-Laws https://www.dmciholdings.com/storage/app/media/uploads-legacy/incorporation_articles/By-Laws_DMCIHI%20Amended%20Sept%2013%202016.pdf	
Additional Recommendation to Principle 11			
1. Company complies with SEC-prescribed website template.	Compliant	<p>The Company follows the SEC-prescribed website template, with the following information:</p> <p>Main Heads:</p> <ol style="list-style-type: none"> 1. About 2. Investments 3. Investor Relations 4. Governance 	

		5. Sustainability 6. Contact Us Quick Links: 1. Disclosures 2. Share Value 3. Annual Reports 4. Sustainability Reports 5. FAQs Company website: www.dmciholdings.com	
--	--	--	--

Internal Control System and Risk Management Framework

Principle 12: To ensure the integrity, transparency and proper governance in the conduct of its affairs, the company should have a strong and effective internal control system and enterprise risk management framework.

Recommendation 12.1

1. Company has an adequate and effective internal control system in the conduct of its business.	Compliant	<p>The Board, through the Audit Committee, is responsible for overseeing that senior management establishes and maintains an adequate, effective, and efficient internal control system. The Company's internal control system provides assurance in areas including reporting, compliance with laws, regulations and internal policies, efficiency, and effectiveness of operations, and safeguarding of assets.</p> <p>Senior management is responsible for implementing and evaluating an adequate and effective internal control system, and report on its ongoing effectiveness.</p> <p>The Company's internal audit function is responsible for periodically monitoring</p>	
--	-----------	---	--

		<p>and evaluating the adequacy and effectiveness of the Company's internal control system, integrity of financial reporting, and security of physical and information assets. They discuss with management and report to the Audit Committee, on a periodic basis, the results of their evaluation.</p> <p>Statement of Board of Directors' Responsibility for Internal Controls and Risk Management System https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2024%20Policies/2024%20Statement%20of%20BOD%20Responsibility%20for%20IC%20and%20RMS_signed.pdf</p>	
2. Company has an adequate and effective enterprise risk management framework in the conduct of its business.	Compliant	<p>Enterprise Risk Management The ERM program is being monitored and reviewed by the Board Risk Oversight Committee at least twice a year.</p> <p>Enterprise Risk Management https://www.dmciholdings.com/governance/enterprise-risk-management</p>	
Supplement to Recommendations 12.1			
1. Company has a formal comprehensive enterprise-wide compliance program covering compliance with laws and relevant regulations that is annually reviewed. The program includes appropriate training and awareness initiatives to facilitate understanding.	Compliant	<p>Enterprise Risk Management https://www.dmciholdings.com/governance/enterprise-risk-management</p> <p>The ERM program is being monitored and reviewed by the Board Risk</p>	



acceptance and compliance with the said issuances.		Oversight Committee at least twice a year.	
Optional: Recommendation 12.1			
1. Company has a governance process on IT issues including disruption, cyber security, and disaster recovery, to ensure that all key risks are identified, managed and reported to the board.	Compliant	Cybersecurity and Information Security Policy https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2024%20Policies/Cybersecurity%20and%20Information%20Security%20Policy_August%202024.pdf	
Recommendation 12.2			
1. Company has in place an independent internal audit function that provides an independent and objective assurance, and consulting services designed to add value and improve the company's operations.	Compliant	<p>The Company's internal audit function provides independent and objective assurance and consulting services that add value and improve its operations. The Company has outsourced its internal audit activity to Punongbayan & Araullo. They report directly to the Board through the Audit Committee and have maintained organizational independence.</p> <p>Disclosure on the appointment of internal auditor (2024-2025) https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/DMCIHI_017%20Amended%20Board%20Meeting%20Results_March%206.pdf </p>	
Recommendation 12.3			
1. Company has a qualified Chief Audit Executive (CAE) appointed by the Board.	Compliant	The engagement partner of the outsourced internal audit service	

<p>2. CAE oversees and is responsible for the internal audit activity of the organization, including that portion that is outsourced to a third party service provider.</p>	<p>Compliant</p>	<p>provider acts as its chief audit executive. He is qualified as a certified internal auditor. The outsourced chief audit executive has met the qualifications established by the Audit Committee.</p> <p>The responsibilities of the chief audit executive are documented in the Company's Internal Audit Charter. Within the provisions of the outsourcing contract, the engagement partner of the outsourced internal audit service provider oversees the internal audit activity of the Company. In addition, the Company appointed an Internal Audit Lead Coordinator to coordinate the activities of the outsourced internal audit service provider.</p> <p>Disclosure on the appointment of internal auditor (2024-2025) https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/DMCIHI_017%20Amended%20Board%20Meeting%20Results_March%206.pdf</p>	
<p>3. In case of a fully outsourced internal audit activity, a qualified independent executive or senior management personnel is assigned the responsibility for managing the fully outsourced internal audit activity.</p>	<p>Compliant</p>	<p>The Board has designated Mr. Joseph Adelbert V. Legasto, Deputy Chief Financial Officer, as the Internal Audit Lead Coordinator for the year 2024.</p> <p>Board Meeting Results – March 5, 2024 https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/DMCIHI_017%20Amended%20Board%20Meeting%20Results_March%206.pdf</p>	

		20Amended%20Board%20Meeting%20Results_March%206.pdf	
Recommendation 12.4			
1. Company has a separate risk management function to identify, assess and monitor key risk exposures.	Compliant	Enterprise Risk Management (ERM) https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2021/ERM%20Policy_%20Nov%202021.pdf 2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report	
Supplement to Recommendation 12.4			
1. Company seeks external technical support in risk management when such competence is not available internally.	Compliant	<p>The Company, from time to time, consulted its CAE/Internal Auditor who is fully outsourced, for technical support in relation to risk management.</p> <p>Further, the Board has approved the Board Risk Oversight Committee with Roberto L. Panlilio as Chairman.</p> <p>ERM 2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report</p> <p>Disclosure on the appointment of Risk Oversight Committee:</p> <p>2024 https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/Results%20of%20Organizational%20Meeting%20of%20</p>	

		Board%20of%20Directors.pdf	
Recommendation 12.5			
1. In managing the company's Risk Management System, the company has a Chief Risk Officer (CRO), who is the ultimate champion of Enterprise Risk Management (ERM).	Compliant	The Company's Chief Risk Officer is Mr. HERBERT M. CONSUNJI His functions are described in the Manual on Corporate Governance.	
2. CRO has adequate authority, stature, resources and support to fulfill his/her responsibilities.	Compliant	Manual on Corporate Governance Item 12.5, Page 29 https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf 2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report	
Additional Recommendation to Principle 12			
1. Company's Chief Executive Officer and Chief Audit Executive attest in writing, at least annually, that a sound internal audit, control and compliance system is in place and working effectively.	Compliant	The Company's CEO and CAE attested the sound internal audit, control and compliance systems is in place and working effectively. This is posted in the Company's website and included in the 2024 Annual Report. CAE Attestation https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/Internal%20Audit%20Report/2024%20CAE%20Attestation.pdf	

John

		Annual Report 2024 https://www.dmciholdings.com/investor-relations/annual-reports	
Cultivating a Synergic Relationship with Shareholders			
Principle 13: The company should treat all shareholders fairly and equitably, and also recognize, protect and facilitate the exercise of their rights.			
Recommendation 13.1			
1. Board ensures that basic shareholder rights are disclosed in the Manual on Corporate Governance.	Compliant	The Shareholders' rights are disclosed in the Company's Manual on Corporate Governance. Manual on Corporate Governance https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf 2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report	
2. Board ensures that basic shareholder rights are disclosed on the company's website.	Compliant	The Shareholders' rights are posted in the Company's website Manual on Corporate Governance https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf 2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report	
Supplement to Recommendation 13.1			
1. Company's common share has one vote for one share.	Compliant	Manual on Corporate Governance	

		https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf 2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report	
2. Board ensures that all shareholders of the same class are treated equally with respect to voting rights, subscription rights and transfer rights.	Compliant	Manual on Corporate Governance https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf 2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report	
3. Board has an effective, secure, and efficient voting system.	Compliant	Manual on Corporate Governance https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf Nomination and Election Policy https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2017%20Policies/NOMINATION%20AND%20ELECTION%20POLICY_Amended%20November%202017.pdf	
4. Board has an effective shareholder voting mechanisms such as supermajority or "majority of minority" requirements to protect	Compliant	Nomination and Election Policy https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2017%20Policies/NOMINATION%20AND%20ELECTION%20POLICY_Amended%20November%202017.pdf	

minority shareholders against actions of controlling shareholders.		20Policies/NOMINATION%20AND%20ELECTION%20POLICY_Amended%20November%202017.pdf 2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report	
5. Board allows shareholders to call a special shareholders' meeting and submit a proposal for consideration or agenda item at the AGM or special meeting.	Compliant	Manual on Corporate Governance Pages 32 https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf 2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report	
6. Board clearly articulates and enforces policies with respect to treatment of minority shareholders.	Compliant	Manual on Corporate Governance Pages 32, 13.1.5 https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf	
7. Company has a transparent and specific dividend policy.	Compliant	Dividend Policy https://www.dmciholdings.com/storage/app/media/uploads_legacy/corporate_governance/DIVIDEND%20POLICY_Final%20May%2015%202014.pdf	
Optional: Recommendation 13.1			
1. Company appoints an independent party to count and/or validate the votes at the Annual Shareholders' Meeting.	Compliant	The Board appointed the Company's external auditors as Board Canvassers	

		<p>to count and validate the votes at the Annual Stockholders' meeting.</p> <p>Appointment of Punongbayan & Araullo as Board Canvassers for 2024 ASM</p> <p>https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/DMCIHL-017%20Amended%20Board%20Meeting%20Results_March%206.pdf</p>	
Recommendation 13.2			
<p>1. Board encourages active shareholder participation by sending the Notice of Annual and Special Shareholders' Meeting with sufficient and relevant information at least 28 days before the meeting.</p>	Compliant	<p>The Company's Notice of 2024 Annual Shareholders' Meeting (ASM) with corresponding details and rationale for each agenda item was disclosed to the PSE and uploaded on our website on March 5, 2024. The ASM was scheduled on May 21, 2024</p> <p>2024 Notice of ASM</p> <p>https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/2024-notice-of-annual-stockholders-meetingmarch-5.pdf</p> <p>On April 22, 2025, we likewise filed our SEC20-IS (Definitive Information Statement) with detailed agenda and relevant information for our shareholders' guidance pursuant to the SEC rules that include proxy form, management report and financial statements.</p>	



		Definitive Information Statement https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/DMCIHI_031%20SEC%20Form%202015%20Definitive_April%2022.pdf The Definitive Information Statement was issued twenty-nine (29) calendar days before the regular ASM.	
Supplemental to Recommendation 13.2			
1. Company's Notice of Annual Stockholders' Meeting contains the following information:	Compliant	Definitive Information Statement https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/DMCIHI_031%20SEC%20Form%202015%20Definitive_April%2022.pdf	
a. The profiles of directors (i.e., age, academic qualifications, date of first appointment, experience, and directorships in other listed companies)	Compliant		
b. Auditors seeking appointment/re-appointment	Compliant		
c. Proxy documents	Compliant		
Optional: Recommendation 13.2			
1. Company provides rationale for the agenda items for the annual stockholders meeting	Compliant	2024 Notice of ASM https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/DMCIHI_018%20Notice%20of%202024%20ASM_March%2020.pdf	
Recommendation 13.3			
1. Board encourages active shareholder participation by making the result of the votes taken during the most recent Annual	Compliant	Poll voting results – 2024 ASM https://www.dmciholdings.com/storage/app/media/uploads-	

or Special Shareholders' Meeting publicly available the next working day.		legacy/disclosures/2024/DMCIHI_046_ASM%20results_May%2021%20final.pdf Minutes of ASM 2024 https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/ASM/ASM%20Minutes/2024%20ASM%20Minutes.pdf Results of ASM 2024 https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/DMCIHI_046_ASM%20results_May%2021%20final.pdf	
2. Minutes of the Annual and Special Shareholders' Meetings were available on the company website within five business days from the end of the meeting.	Compliant	Minutes of ASM 2024 https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/ASM/ASM%20Minutes/2024%20ASM%20Minutes.pdf (Posted on the website on May 21, 2024, the same day of the ASM date)	
Supplement to Recommendation 13.3			
1. Board ensures the attendance of the external auditor and other relevant individuals to answer shareholders' questions during the ASM and SSM.	Compliant	2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report	
Recommendation 13.4			
1. Board makes available, at the option of a shareholder, an alternative dispute mechanism to resolve intra-corporate disputes in an amicable and effective manner.	Compliant	Alternative Dispute Resolution Policy https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2017%20Policies/ALTERNATIVE%20DISPUTE%20	

		RESOLUTION%20POLICY August%202017.pdf	
2. The alternative dispute mechanism is included in the company's Manual on Corporate Governance.	Compliant	Manual on Corporate Governance https://www.dmciholdings.com/storage/app/media/2023/2022%20Amended%20Manual%20on%20Corporate%20Governance_March%207%202022.pdf	
Recommendation 13.5			
1. Board establishes an Investor Relations Office (IRO) to ensure constant engagement with its shareholders.		<p>Disclose the contact details of the officer/office responsible for investor relations, such as:</p> <ol style="list-style-type: none"> 1. Hannah Cecille L. Chan, Asst. Vice President and Investor Relations Head 2. Telephone number – (632) 8888 3000 3. E-mail address – investors@dmcinet.com <p>Contact Us https://www.dmciholdings.com/contact</p> <p>2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report</p>	
2. IRO is present at every shareholder's meeting.	Compliant	The Asst. Vice President and Investor Relations Head, Hannah Cecille L. Chan, is present at every annual shareholders' meeting.	
Supplemental Recommendations to Principle 13			
1. Board avoids anti-takeover measures or similar devices that may entrench ineffective management or the existing controlling shareholder group	Non-Compliant		There have been no transactions that the Board must act to avoid anti-take-over measures.

2. Company has at least thirty percent (30%) public float to increase liquidity in the market.	Non-compliant		While the Company has 25% public float as of December 31, 2024, it is in compliance with the PSE's required minimum public float of 10%.
Optional: Principle 13			
1. Company has policies and practices to encourage shareholders to engage with the company beyond the Annual Stockholders' Meeting	Compliant	Investors Relations Policy https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2020/DMC%20Investor%20Relations%20Policy%20(BOD%20approved).pdf Investor Relations Calendar https://www.dmciholdings.com/investor-relations/calendar IR Presentations https://www.dmciholdings.com/investor-relations/presentations	
2. Company practices secure electronic voting in absentia at the Annual Shareholders' Meeting.	Compliant	2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report 2024 Annual Stockholders' Meeting https://www.dmciholdings.com/governance/annual-stockholders-meeting-matters Our shareholders are encouraged to exercise their rights to participate in the ASM. It is the responsibility of the Board to adopt policies informing shareholders of all their rights.	



		<p>The Company held its ASM on May 21, 2024 via remote communication. The stockholders participated virtually and voted via electronic voting in absentia and by proxy.</p> <p>2024 Notice of ASM https://www.dmciholdings.com/storage/app/media/uploads-legacy/disclosures/2024/DMCIHI_018%20Notice%20of%202024%20ASM_March%2020.pdf</p>	
Duties to Stakeholders			
<p>Principle 14: The rights of stakeholders established by law, by contractual relations and through voluntary commitments must be respected. Where stakeholders' rights and/or interests are at stake, stakeholders should have the opportunity to obtain prompt effective redress for the violation of their rights.</p>			
Recommendation 14.1			
1. Board identifies the company's various stakeholders and promotes cooperation between them and the company in creating wealth, growth and sustainability.	Compliant	<p>The link to the 2024 Sustainability Report indicated in the SEC Form 17-A (Part IV, Item 14)</p> <p>The same was posted in the Company's website</p> <p>2024 Sustainability Report https://www.dmciholdings.com/sustainability/#sustainability-reports</p>	
Recommendation 14.2			
1. Board establishes clear policies and programs to provide a mechanism on the fair treatment and protection of stakeholders.	Compliant	<p>Company Policies https://www.dmciholdings.com/governance/company-policies</p> <p>2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report</p>	

		Company Policies: Alternative Dispute Resolution Anti-Corruption and Bribery Anti-Sexual Harassment Biodiversity Board Diversity Climate Change Community Interaction Compensation and Remuneration Conflict of Interest Customer Welfare Cybersecurity and Information Security Data Privacy Disclosure Policy Diversity Policy Diversity, Equality and Inclusion Dividend Policy Eco-Design Policy Enterprise Risk Management Environmental Policy Executive Succession Health and Safety for Contractors Health, Safety and General Welfare of Employees Human Rights Policy Insider Trading Investor Relations Policy Material Related Party Transaction Nomination & Election Onboarding Program for First Time Directors Product and Service Safety Policy Safeguarding Creditor's Rights Supplier and Contractor's Relations Training Policy for Directors Whistleblower	
--	--	---	--

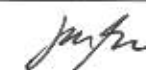
Recommendation 14.3

mfr

1. Board adopts a transparent framework and process that allow stakeholders to communicate with the company and to obtain redress for the violation of their rights.	Compliant	Whistleblower Policy http://www.dmciholdings.com/uploads/corporate_governance/2017%20Policies/WHISTLEBLOWER%20POLICY_Amended%20March%2016%202017.pdf Whistleblower Reporting Channel https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2017%20Policies/WHISTLEBLOWER%20POLICY_Amended%20March%2016%202017.pdf	
Supplement to Recommendation 14.3			
1. Company establishes an alternative dispute resolution system so that conflicts and differences with key stakeholders is settled in a fair and expeditious manner.	Compliant	Alternative Dispute Resolution Policy https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2017%20Policies/ALTERNATIVE%20DISPUTE%20RESOLUTION%20POLICY_August%202017.pdf	
Additional Recommendations to Principle 14			
1. Company does not seek any exemption from the application of a law, rule or regulation especially when it refers to a corporate governance issue. If an exemption was sought, the company discloses the reason for such action, as well as presents the specific steps being taken to finally comply with the applicable law, rule or regulation.	Non-Compliant		There were no requests made by the Company for any exemption from application of a law, rule or regulation.
2. Company respects intellectual property rights.	Compliant	Code of Business Conduct and Ethics https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/Amended%20Code%20of%20Business%20Co	

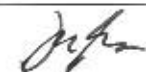
		duct%20and%20Ethics_August%208%202023.pdf	
Optional: Principle 14			
1. Company discloses its policies and practices that address customers' welfare	Compliant	Customer Welfare Policy https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2015%20Policies/Customer%20Welfare%20Policy_June%204%202015.pdf	
2. Company discloses its policies and practices that address supplier/contractor selection procedures	Compliant	Supplier and Contractor Policy https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/Manual%20on%20Corp%20Gov/Safeguarding%20creditors%20policy_May%2014%202015.pdf	
Principle 15: A mechanism for employee participation should be developed to create a symbiotic environment, realize the company's goals and participate in its corporate governance processes.			
Recommendation 15.1			
1. Board establishes policies, programs and procedures that encourage employees to actively participate in the realization of the company's goals and in its governance.	Compliant	Company Policies https://www.dmciholdings.com/governance/company-policies 2024 CG Report https://www.dmciholdings.com/governance/corporate-governance-report Health, Safety and General Welfare https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2023%20Policies/Health%20Safety%20Gen%20Welfare_Amended%20August%208%202023.pdf	

Supplement to Recommendation 15.1			
1. Company has a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures.	Compliant	Reward and compensation program for employees https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2018%20Policies/2018%20Rewards%20and%20Compensation%20Program.pdf	
2. Company has policies and practices on health, safety and welfare of its employees.	Compliant	Health, Safety and General Welfare of Employees https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2023%20Policies/Health%20Safety%20Gen%20Welfare_Amended%20August%208%202023.pdf 2024 Sustainability Report https://www.dmciholdings.com/sustainability/#sustainability-reports	
3. Company has policies and practices on training and development of its employees.	Compliant	Health, Safety and General Welfare of Employees https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2023%20Policies/Health%20Safety%20Gen%20Welfare_Amended%20August%208%202023.pdf	



		2024 Sustainability Report https://www.dmciholdings.com/sustainability/#sustainability-reports	
Recommendation 15.2			
1. Board sets the tone and makes a stand against corrupt practices by adopting an anti-corruption policy and program in its Code of Conduct.	Compliant	Anti-Corruption and Bribery Policy https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2022/ANTI-CORRUPTION%20AND%20BRIBERY.pdf	
2. Board disseminates the policy and program to employees across the organization through trainings to embed them in the company's culture.	Compliant	Health, Safety and General Welfare of Employees https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2023%20Policies/Health%20Safety%20Gen%20Welfare_Amended%20August%208%202023.pdf 2024 Sustainability Report https://www.dmciholdings.com/sustainability/#sustainability-reports	
Supplement to Recommendation 15.2			
1. Company has clear and stringent policies and procedures on curbing and penalizing employee involvement in offering, paying and receiving bribes.	Compliant	Anti-Corruption and Bribery Policy https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2022/ANTI-CORRUPTION%20AND%20BRIBERY.pdf	

		Anti-Corruption and Bribery Programs https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2020/2020%20Anti%20Corruption%20Programs.pdf	
Recommendation 15.3			
1. Board establishes a suitable framework for whistleblowing that allows employees to freely communicate their concerns about illegal or unethical practices, without fear of retaliation	Compliant	Whistleblower Policy https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2017%20Policies/WHISTLEBLOWER%20POLICY%20Amended%20March%2016%202017.pdf	
2. Board establishes a suitable framework for whistleblowing that allows employees to have direct access to an independent member of the Board or a unit created to handle whistleblowing concerns.	Compliant	Whistleblower Reporting Channel https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2015%20Policies/WB%20Reporting%20Form_D%20MCIHI_June%2025%202015.pdf	
3. Board supervises and ensures the enforcement of the whistleblowing framework.	Compliant	Whistleblower Policy https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2017%20Policies/WHISTLEBLOWER%20POLICY%20Amended%20March%2016%202017.pdf As of December 31, 2024, there were no incidents reported through the Whistleblower Reporting Channel. The Chief Compliance Officer is in-charge to handle the reports and to raise a serious concern covered by the Whistleblower policy. However, in case the Chief Compliance Officer will be	



		<p>the subject of the report, the whistleblower can raise this concern to the Vice-Chairman of the Board and raise concerns to the Board.</p> <p>Whistleblower Reporting Channel https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2015%20Policies/WB%20Reporting%20Form_DMCIH_June%2025%202015.pdf</p>	
<p>Principle 16: The company should be socially responsible in all its dealings with the communities where it operates. It should ensure that its interactions serve its environment and stakeholders in a positive and progressive manner that is fully supportive of its comprehensive and balanced development.</p>			
<p>Recommendation 16.1</p>			
<p>1. Company recognizes and places importance on the interdependence between business and society, and promotes a mutually beneficial relationship that allows the company to grow its business, while contributing to the advancement of the society where it operates.</p>	Compliant	<p>2022 Sustainability Report In compliance with SEC Memorandum Circular No. 4 Series of 2019, the Sustainability Report of DMCi Holdings, Inc. for the period January 1 to December 31, 2024 was filed through the SEC Form 17-A (Part IV Item 14).</p> <p>https://www.dmciholdings.com/sustainability/#sustainability-reports</p>	
<p>Optional: Principle 16</p>			
<p>1. Company ensures that its value chain is environmentally friendly or is consistent with promoting sustainable development</p>	Compliant	<p>Environmentally Friendly Value Chain Policy https://www.dmciholdings.com/storage/app/media/uploads-legacy/corporate_governance/2016%20Policies/Environmentally%20Friendly%20Policy.pdf</p>	



		20Value%20Chain%20Policy_Amended%20March%202016.pdf	
2. Company exerts effort to interact positively with the communities in which it operates	Compliant	<p>2022 Sustainability Report</p> <p>In compliance with SEC Memorandum Circular No. 4 Series of 2019, the Sustainability Report of DMCI Holdings, Inc. for the period January 1 to December 31, 2022 was filed through the SEC Form 17-A (Part IV Item 14).</p> <p>https://www.dmciholdings.com/sustainability/#sustainability-reports</p>	



Pursuant to the requirement of the Securities and Exchange Commission, this Annual Corporate Governance Report is signed on behalf of the registrant by the undersigned, thereunto duly authorized, in the City of MAKATI on MAY 15 2025, 2025.


SIGNATURES


ISIDRO A. CONSUNJI
Chairman and CEO


HERBERT M. CONSUNJI
Chief Compliance Officer


ATTY. CYNTHIA R. DEL CASTILLO
Independent Director


ROBERTO L. PANLILIO
Independent Director


DR. BERNARDO M. VILLEGAS
Independent Director



ATTY. NOEL A. LAMAN
Corporate Secretary

SUBSCRIBED AND SWORN to before me this MAY 15 2025 day of _____ 2023, affiant(s) exhibiting to me their passport details, as follows:

NAME	PASSPORT NO.	PLACE OF ISSUE/EXPIRY DATE
Isidro A. Consunji	P2690001B	DFA MANILA / JULY 31, 2029
Cynthia R. Del Castillo	P2611575B	DFA MANILA / JULY 19, 2029
Roberto L. Panlilio	P7199206A	DFA MANILA / MAY 16, 2028
Bernardo M. Villegas	EC7789082	DFA MANILA / MAY 22, 2026
Herbert M. Consunji	P9195543A	DFA NCR EAST / OCTOBER 16, 2028
Noel A. Laman	P0578138B	DFA MANILA / FEBRUARY 6, 2029

Doc No. 148
Page No. 31
Book No. X X 11
Series of 2024




ATTY. RENE M. M. VILLA
Notary Public of Makati City
Appointment No. M-110
(Ren) (2025 - 2026)
Until December 31, 2026
PTR No. 10467471, 01-03-2025, Makati City
IBP Lifetime No. 013695, 12-27-2013, I.C.
Roll No. 37226
MCLF Compliance No. VIII-0012754; 08-27-2024
Ground Floor, Makati Terraces Condominium
3650 Davila St., Tejeros, Makati City