



POLICY ON HEALTH, SAFETY, GENERAL WELFARE AND DEVELOPMENT OF EMPLOYEES

I. Introduction

DMCI Holdings Inc. (the “Company”) is committed to improving the health and safety performance of the Group, including the employees of its subsidiaries. The Company recognizes the benefits of health and safety to the organization and that committed to a high level of safety makes good business sense.

The Board shall periodically review the policies, requiring each subsidiary board to formulate its respective policies relating to health, safety and welfare of its employees.

The Company is committed to continually improving the health and safety of its employees. Therefore, the Company endeavors to ensure that all regulations and codes of practice relative to health and safety are being complied with.

The Board has full responsibility in the implementation of this Policy. The development of the appropriate policy systems are the responsibility of the board and management teams of its subsidiaries.

Therefore, the Company has adopted the following programs for health and safety, and general welfare of the employees:

Health and Safety Policy Statement

- Coverage under a health care maintenance program/insurance
- Coverage under a group term life and accident insurance
- Provide annual physical examinations, free medical consultations and health facilities
- Wellness facilities such as gym, basketball and badminton courts

- Engage employees to participate in sports and recreation programs
- Involve employees in the planning, management and implementation of health and safety programs and initiatives by seeking their input and encouraging their participation
- Every subsidiary should aim for the highest safety standards in the workplace, prioritize health and safety programs, and develop action plans to ensure the wellbeing of their employees. A measuring program of the results and performance for health and safety must be established and implemented to monitor the effectiveness of each programs.

General Welfare and Development Policy

- Annual team building and socialization events to promote camaraderie and positive interaction among employees and subsidiaries
- Support employees to their participation on clubs and organizations outside the Company to be able to further develop their skills and maintain contacts with colleagues in the industry.
- Provide in-house and outsourced trainings and seminars
- Provide performance-based profit-sharing mechanisms that directly align rewards and incentives to employees with the financial results of the company. Also, a part of our performance-enhancing incentive is to ensure that deserving and senior professional employees are allotted representation in the board of directors of our major operating subsidiaries.

All managers are expected to actively support the board in the development and proper implementation of the company's above Policy. The Management must ensure that the necessary resources of staff, facilities and finance are provided to implement this Policy.