



## **DIVERSITY, EQUALITY, & INCLUSION (DEI) POLICY**

### **Bereavement Policy**

All regular, full-time employees who have worked for the Company for at least six (6) months may take a 1-day bereavement leave with full pay to attend or arrange the funeral of a spouse, child or parent. The subsidiaries of the Company may likewise adopt at least a one-day bereavement leave, subject to approval by the respective board of directors.

In addition to bereavement leave, employees may, with the approval of his or her supervisor, use any available vacation leave for further time off, as necessary.

### **Employee Engagement Policy**

Our people are the drivers of our success, and we continually strive to create a safe, healthy, inspiring and engaging work environment that attracts and retains top talent.

Every year, our subsidiaries are required to conduct an employee engagement survey to help boost engagement and reduce attrition. Data gained from the survey must be assessed by gender and, where practicable, used to enhance health, safety, diversity and inclusion in the workplace.

Subsidiaries are also encouraged to support the formation of employee resource groups (ERGs) to foster employee development, workplace inclusivity and career advancement among women and LGBTQ+.

### **Gender Equality and Representation Policy**

The DMCI Group is committed to building an organization that provides ample opportunities for women to enhance and develop their skills, secure productive employment and contribute to their families and communities to the fullest of their capabilities.

To this end, we will strive to implement recruitment strategies, skills training and employee engagement programs that can lead to a more gender-balanced workforce.