



ALTERNATIVE DISPUTE RESOLUTION POLICY

Pursuant to the provisions of Article 13, Section 4, of the MPIC's Revised Manual on Corporate Governance, the Board of Metro Pacific Investments Corporation (the "Company") hereby approves and makes available at the option of the shareholder, an alternative dispute resolution (ADR) mechanism to resolve intra-corporate disputes and other conflicts between the Company and its stockholders as well as other stakeholders in an amicable, fair, and effective manner.

I. COMPANY POLICY

With the view of achieving speedy and impartial justice as well as to de-clog court dockets, the Company complies with, abides and is guided by the policy set forth in Republic Act No. 9285, otherwise known as the "Alternative Dispute Resolution Act of 2004", in handling conflicts or differences between the Company and its various stakeholders.

II. ALTERNATIVE MODES OF DISPUTE RESOLUTION

The Company promotes party autonomy in the resolution of disputes or the freedom of the parties to make its own arrangements, together with the counterparty, to resolve their disputes. Accordingly, the Company considers and explores with the other party or parties involved, any of the following mutually acceptable alternative means or procedures for resolving disputes prior to resorting to court actions:

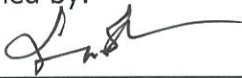
- (i) Arbitration – any of the forms of dispute resolution involving a mutually acceptable, neutral third party deciding on the merits of the case, after an informal hearing which usually includes the presentation of evidence and oral argument.
- (ii) Mediation – A voluntary process in which the disputing parties, with the involvement of a neutral third party (the "mediator"), endeavor to reach an agreement. The mediator has no decision-making power and informally assists the parties to reach their own mutually acceptable settlement of disputed issues, maintain the channels of communication, articulate the interests of each party, and, if appropriate, may advise or make recommendations on disputed issues. The mediator generally meets separately with each party, taking information in confidence. All information disclosed in the course of mediation is to remain confidential. Mediation emphasizes self-resolution of conflict and may involve more than one mediator.
- (iii) Conciliation – an informal process in which a neutral third party is positioned between the parties to create a channel for communications, usually by conveying messages between parties where it is preferable that they do not meet face-to-face, to identify common ground and to eventually re-establish direct communications between the parties, and possibly achieve settlement.
- (iv) Early Neutral Evaluation – an ADR process wherein parties and their lawyers are brought together early in a pre-trial phase to present summaries of their cases and

receive a nonbinding assessment by an experienced, neutral person, with expertise in the subject in the substance of the dispute.

- (v) Mini-Trial - a structured dispute resolution method in which the merits of a case are argued before a panel comprising senior decision makers with or without the presence of a neutral third person after which the parties seek a negotiated settlement;

Date of approval: July 18, 2020

Signed by:



MANUEL V. PANGILINAN

Chairman of the Board