

**C. ROLE OF STAKEHOLDERS**

C.1 The rights of stakeholders that are established by law or through mutual agreements are to be respected.	Guiding Reference	Yes/No	MPI Remarks
Does the company disclose a policy and practices that address:			
C.1.1	The existence and scope of the company's efforts to address customers' welfare?	<p><b>OECD Principle IV (A):</b>            The rights of stakeholders that are established by law or through mutual agreements are to be respected. In all OECD countries, the rights of stakeholders are established by law (e.g. labour, business, commercial and insolvency laws) or by contractual relations. Even in areas where stakeholder interests are not legislated, many firms make additional commitments to stakeholders, and concern over corporate reputation and corporate performance often requires the recognition of broader interests.</p>	<p><b>Yes</b></p> <p>The Company's Group is responsible for a broad range of essential products and services that impact the lives of millions of people across the country. The Company acknowledges this and is committed to deliver exceptional service to all customers.</p> <p>The Company identifies its customers as one of its key stakeholders. As a holding company with investments in key infrastructure and other assets that provide public services, MPIC's vision includes fostering inclusive growth through its investments that champion, among others, customer centricity. It also emphasizes customer passion – to deliver outstanding customer experience as part of its culture.</p> <p>Its engagement with customers include, among others, the Company website as well as the websites of its various investee companies that directly provide public service, customer satisfaction surveys,</p>

			<p>awareness campaigns, corporate disclosures and social media.</p> <p>MPIC Website:  <a href="https://www.mpic.com.ph/about-us/our-company/">https://www.mpic.com.ph/about-us/our-company/</a></p> <p>MPIC 2022 Integrated Report (pages 5, 138)  <a href="https://www.mpic.com.ph/wp-content/uploads/IR/MPIC-IR-2022.pdf">https://www.mpic.com.ph/wp-content/uploads/IR/MPIC-IR-2022.pdf</a></p> <p>We further monitor and analyze internal customer metrics to optimize network and delivery performance. Customer engagement and interactions are conducted year-round as part of daily operations. In MPIC’s Enhanced Sustainability Framework, customers are included as one of the key stakeholders together with employees, investors, partners, communities and regulators.</p> <p>Sustainability Journey  <a href="https://www.mpic.com.ph/sustainability/">https://www.mpic.com.ph/sustainability/</a></p> <p>Innovative and Exceptional Service  <a href="https://www.mpic.com.ph/sustainability/innovative-and-exceptional-service/">https://www.mpic.com.ph/sustainability/innovative-and-exceptional-service/</a></p> <p>Code of Business Conduct and Ethics (Section 8)  <a href="https://www.mpic.com.ph/wp-">https://www.mpic.com.ph/wp-</a></p>
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				<a href="content/uploads/2022/11/Code-of-Business-Conduct-and-Ethics-09-Nov-2022.pdf">content/uploads/2022/11/Code-of-Business-Conduct-and-Ethics-09-Nov-2022.pdf</a>
C.1.2	Supplier/contractor selection procedures?		<b>Yes</b>	<p>The Code of Business Conduct and Ethics sets the Company’s business principles and values which shall guide and govern all business relationships of the Company, its directors, officers, and employees, including their relationship with the Company’s business partners and suppliers.</p> <p>The Supplier Code of Conduct further lays down the principles that the Company shall adhere to in its dealings with suppliers.</p> <p>Code of Business Conduct and Ethics  <a href="https://www.mpic.com.ph/wp-content/uploads/2022/11/Code-of-Business-Conduct-and-Ethics-09-Nov-2022.pdf">https://www.mpic.com.ph/wp-content/uploads/2022/11/Code-of-Business-Conduct-and-Ethics-09-Nov-2022.pdf</a></p> <p>Supplier Code of Conduct  <a href="https://www.mpic.com.ph/wp-content/uploads/2019/06/MPIC-Supplier-Code-of-Conduct.pdf">https://www.mpic.com.ph/wp-content/uploads/2019/06/MPIC-Supplier-Code-of-Conduct.pdf</a></p>
C.1.3	The company's efforts to ensure that its value chain is environmentally friendly or is consistent with promoting		<b>Yes</b>	<p>MPIC recognizes that creating and delivering value for both its stakeholders, including its shareholders and society requires a governance approach that integrates sustainability, and that this means having a governance structure aligned with its</p>

	<p>sustainable development?</p>		<p>business and promotes sustainable business conduct.</p> <p>With respect to the Company’s investment activities, the Company adopted the Environment and Social Impact Assessment Policy to ensure that environmental, social and governance factors are key considerations in MPIC’s investment decision making process by making ESG as a key component in due diligence work. Furthermore, the Company adopted the Business Development and Investment Policy (“Investment Policy”) to ensure that key investment project risks are identified, quantified, valued and mitigated, in part to promote sustainable development. The Investment Policy includes an Industry and Product Exclusions List which identifies businesses that MPIC will not invest in. Finally, the Company also adopted a Supplier Code of Conduct which requires suppliers to, among others, carry out operations with care for the environment and comply with all applicable environmental laws and regulations. The Company’s suppliers and service providers are required to acknowledge that they are aware of the Company’s corporate governance policies and agree to abide by the same in providing services to the Company.</p> <p>MPIC Environment and Social Impact Assessment Policy:</p>
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			<p>natural environment, thus, we design, build, and operate with the least environmental and social disruption. For example, we carefully designed and built our Cebu-Cordova Bridge in the south of the Philippines to protect the existing 278-hectare mangroves ecosystem and avoid disruption to the fisherfolk communities in the area.</p> <p>As a Participant member (engagement at the global level) of the United Nations Global Compact, the Company espouses a principles-based approach in doing business. It is committed to uphold the fundamental responsibilities in the areas of human rights, labor, environment, and anti-corruption. In 2019, the Company became the first and only Carbon Disclosure Project (CDP) Supporter in the Philippines and is committed to continue its support in 2022. We also became one of the pioneers of the Task Force on Climate-Related Financial Disclosures (TCFD) Supporters in the Philippines in February 2021. We have tapped the services of a third party to assess our climate-related risks and opportunities in preparation to aligning with the TCFD framework, which is included in the Company's 2022 Integrated Report. The Company has now published in its Integrated Report the specific SDG Targets that are relevant to the MPIC Group.</p>
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C.1.4	The company's efforts to interact with the communities in which they operate?		<b>Yes</b>	MPIC recognizes the local communities where its operating companies operate as one of the key stakeholders of its operating companies. Methods of engagement include corporate social responsibility programs, awareness campaigns, corporate

			<p>disclosures, websites and social media. The Company’s 2022 Integrated Report also summarizes the various activities by the Company and its investee companies to engage with various communities where they operate.</p> <p>MPIC 2022 Integrated Report (pages 138, 193 to 200):  <a href="https://www.mpic.com.ph/wp-content/uploads/IR/MPIC-IR-2022.pdf">https://www.mpic.com.ph/wp-content/uploads/IR/MPIC-IR-2022.pdf</a></p> <p>Stakeholder engagement is an integral element of our overall sustainability strategy and as such, the Company listens to and engages directly with stakeholders through frequent dialogues, information exchanges, consultations, and collaborations, through a variety of channels and interactions.</p> <p>With the desire to make a difference, we launched our six Gabay (in English, “to guide”) advocacies with specific focus areas on education, health and sports, livelihood development, youth and leadership community engagement, and environmental stewardship Through these programs, we engage with communities and our various stakeholders. Our advocacies are anchored on our purpose to contribute to national progress and improve the lives of the Filipinos.</p> <p>Our community engagement policies and</p>
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			<p>activities are disclosed in our Sustainability Report and Annual Report. MPIFI issues an Annual Report on our engagements and long-term commitments with the communities we serve.</p> <p>Sustainability Journey  <a href="https://www.mpic.com.ph/sustainability/">https://www.mpic.com.ph/sustainability/</a></p> <p>Positive Community Impact  <a href="https://www.mpic.com.ph/sustainability/gabay-advocacies/">https://www.mpic.com.ph/sustainability/gabay-advocacies/</a></p> <p>Corporate Social Responsibility  <a href="https://www.mpic.com.ph/csr/">https://www.mpic.com.ph/csr/</a></p>
C.1.5	The company's anti-corruption programmes and procedures?		<p><b>Yes</b></p> <p>The Company has a zero-tolerance approach to bribery and corruption. For this purpose, the Company adopted an Anti-Bribery and Anti-Corruption Policy which prohibits all employees from engaging directly or indirectly in offering, giving, requesting, or receiving any bribe, or facilitation payment and from engaging in any other form of corruption.</p> <p>The Code of Business Conduct and Ethics prohibits taking unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any unfair dealing practice.</p> <p>The Policy on Gifts, Entertainments and</p>

			<p>Sponsored Travel provides the general guidelines for directors, employees, and consultants on how to handle Gift, Entertainment and Sponsored Travel offered by parties dealing with the Company to ensure that the custom of giving gifts and entertainment is not used by third parties to gain undue advantage or influence the objectivity of the Company’s directors, employees, and consultants in the performance of their duties.</p> <p>Lastly, the Whistle-blowing Policy provides an internal and confidential reporting channel to report any serious concerns about any suspected misconduct, malpractice, or irregularity in the Company.</p> <p>Code of Business Conduct and Ethics (pages 1-2)  <a href="https://www.mpic.com.ph/wp-content/uploads/2022/11/Code-of-Business-Conduct-and-Ethics-09-Nov-2022.pdf">https://www.mpic.com.ph/wp-content/uploads/2022/11/Code-of-Business-Conduct-and-Ethics-09-Nov-2022.pdf</a></p> <p>Anti-Bribery and Anti-Corruption Policy  <a href="https://www.mpic.com.ph/wp-content/uploads/2021/03/MPIC-Anti-Bribery-and-Anti-Corruption-Policy.pdf">https://www.mpic.com.ph/wp-content/uploads/2021/03/MPIC-Anti-Bribery-and-Anti-Corruption-Policy.pdf</a></p> <p>Policy on Gifts, Entertainment and Sponsored Travel  <a href="https://www.mpic.com.ph/wp-content/uploads/2022/11/Policy-on-Gifts-">https://www.mpic.com.ph/wp-content/uploads/2022/11/Policy-on-Gifts-</a></p>
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				<a href="#">Entertainment-and-Sponsored-Travel-09-Nov-2022.pdf</a>  Whistle-Blowing Policy <a href="https://www.mpic.com.ph/wp-content/uploads/2021/08/MPIC-Revised-Whistleblowing-Policy-approved-04-Aug-2021.pdf">https://www.mpic.com.ph/wp-content/uploads/2021/08/MPIC-Revised-Whistleblowing-Policy-approved-04-Aug-2021.pdf</a>
C.1.6	How creditors' rights are safeguarded?		<b>Yes</b>	<p>The primary objective of the Company's capital management policies is to ensure that the Company maintains a strong statement of financial position and healthy capital ratios in order to support its business and maximize shareholder value. The Company ensures that it is compliant with all debt covenants not only at the consolidated level but also at the level of Parent Company and each of its subsidiaries. The Company complies with these debt covenants as part of maintaining a strong credit rating with its creditors.</p> <p>The Company provides a timely and accurate report of its financial performance. Our website has a dedicated page on the Company's financial performance for each year. Financial statements are available for viewing and download at our website.</p> <p>Moreover, our Enterprise Risk Management ("ERM") system aims to identify, analyze, evaluate, and manage risks that may affect the achievement of the Company's business</p>

			<p>objectives, through a practical approach. The ERM process implemented is based on International Standards Organization (ISO) 31000: 2018 Risk Management Guidelines.</p> <p>Finally, to maintain the integrity and transparency of the Company, we have adopted a Related Party Transactions Policy on material related policy transactions in accordance with the Philippine Securities and Exchange Commission (“SEC”) Rules on Material Related Party Transactions.</p> <p>Creditors  <a href="https://www.mpic.com.ph/corporate-governance/key-partners/">https://www.mpic.com.ph/corporate-governance/key-partners/</a></p> <p>Financial Performance  <a href="https://www.mpic.com.ph/investor-relations/financial-performance/">https://www.mpic.com.ph/investor-relations/financial-performance/</a></p> <p>Enterprise Risk Management  <a href="https://www.mpic.com.ph/corporate-governance/enterprise-risk-management/">https://www.mpic.com.ph/corporate-governance/enterprise-risk-management/</a></p> <p>Revised Manual on Corporate Governance (Article 8, Section 6; Article 9)  <a href="https://www.mpic.com.ph/wp-content/uploads/2021/04/mpic-revised-manual-on-corporate-governance.pdf">https://www.mpic.com.ph/wp-content/uploads/2021/04/mpic-revised-manual-on-corporate-governance.pdf</a></p> <p>Related Party Transactions Policy  <a href="https://www.mpic.com.ph/wp-content/uploads/2022/11/Related-Party-">https://www.mpic.com.ph/wp-content/uploads/2022/11/Related-Party-</a></p>
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			<p><a href="#">Transaction-Policy-09-Nov-2022.pdf</a></p> <p>The Company recognizes its creditors as one of its direct stakeholders and engages with them through, among others, individual meetings, regular briefings, corporate disclosures, inviting them during shareholders’ meetings and also by the Company’s participation in global sustainability indices.</p> <p>MPIC 2022 Integrated Report (page 138)  <a href="https://www.mpic.com.ph/wp-content/uploads/IR/MPIC-IR-2022.pdf">https://www.mpic.com.ph/wp-content/uploads/IR/MPIC-IR-2022.pdf</a></p>
C.1.7	Does the company have a separate report/section that discusses its efforts on environment/economy and social issues?		<p><b>Yes</b></p> <p>The Company published its second Integrated Report (“2022 IR”) this year to cover the year 2022. The 2022 IR contains information about the MPIC Group’s Economic, Environmental, Social and Governance impacts for the year 2022, and aims to show the Company’s commitment to sustainability, accountability and transparency. The 2022 IR includes a detailed discussion on the Company’s Sustainability Focus Areas and Actions, consistent with the UN Sustainable Development Goals, and contains information relating not only to the Company but also its operating units. These focus areas cover not only economic, but also environmental and social issues that the Company seeks to address.</p>

			<p>2022 MPIC Integrated Report:  <a href="https://www.mpic.com.ph/wp-content/uploads/IR/MPIC-IR-2022.pdf">https://www.mpic.com.ph/wp-content/uploads/IR/MPIC-IR-2022.pdf</a></p> <p>Environmental, social and governance factors are key considerations in the Company’s investment decision making process and in guiding existing portfolio of companies.</p> <p>Also, our Environment and Social Impact (“ESIA”) Policy institutionalized Environment and Social Impact Assessment as a mandatory item in the Company’s project due diligence.</p> <p>Effective Environmental Stewardship  <a href="https://www.mpic.com.ph/sustainability/effective-environmental-stewardship/">https://www.mpic.com.ph/sustainability/effective-environmental-stewardship/</a></p> <p>Environment and Social Impact Assessment Policy  <a href="https://www.mpic.com.ph/wp-content/uploads/2020/02/MPIC-ESIA-Policy.pdf">https://www.mpic.com.ph/wp-content/uploads/2020/02/MPIC-ESIA-Policy.pdf</a></p>
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C.2	Where stakeholder interests are protected by law, stakeholders should have the opportunity to obtain effective redress for violation of their rights.	Guiding Reference	Yes/No	MPI Remarks
C.2.1	Does the company provide contact details via the company's website or Annual Report which stakeholders (e.g. customers, suppliers, general public etc.) can use to voice their concerns and/or complaints for possible violation of their rights?	<b>OECD Principle IV (B):</b> The legal framework and process should be transparent and not impede the ability of stakeholders to communicate and to obtain redress for the violation of rights.	Yes	<p>The Company's contact details are posted on its website. Stakeholders may contact the Company via phone, email, or through our social media platforms.</p> <p>Contact Details  <a href="https://www.mpic.com.ph/contact-us/">https://www.mpic.com.ph/contact-us/</a></p> <p>Furthermore, the Company has a Whistleblowing Policy which provides for an internal and confidential reporting channel for any Company personnel or external stakeholder to report any serious concerns about any suspected misconduct, malpractice or irregularity in the Company.</p> <p>MPIC Whistle-Blowing Policy:  <a href="https://www.mpic.com.ph/wp-content/uploads/2021/08/MPIC-Revised-Whistleblowing-Policy-approved-04-Aug-2021.pdf">https://www.mpic.com.ph/wp-content/uploads/2021/08/MPIC-Revised-Whistleblowing-Policy-approved-04-Aug-2021.pdf</a></p>

C.3	Mechanisms for employee participation should be permitted to develop.	Guiding Reference	Yes/No	MPI Remarks
C.3.1	Does the company explicitly disclose the policies and practices on health, safety and welfare for its employees?	<p><b>OECD Principle IV (C):</b>            The degree to which employees participate in corporate governance depends on national laws and practices, and may vary from company to company as well. In the context of corporate governance, mechanisms for participation may benefit companies directly as well as indirectly through the readiness by employees to invest in firm specific skills. Examples of mechanisms for employee participation include: employee representation on boards; and governance processes such as work councils that consider employee viewpoints in certain key decisions. International conventions and national norms also recognise the rights of employees to information, consultation and negotiation. With respect to performance enhancing mechanisms, employee stock ownership plans or other profit sharing mechanisms are to be found in many countries. Pension commitments are also often an element of the relationship between the company and its past and present employees. Where such commitments involve establishing an independent fund, its trustees should be independent of the company’s management and manage the fund for all beneficiaries.</p>	Yes	<p>The Company is committed to human capital excellence by implementing various programs for the benefit of its employees, particularly during the time of the pandemic. The Company recognizes the importance of human capital culture that values the depth and breadth of employee experience. This policy is disclosed in our website at: <a href="https://www.mpic.com.ph/sustainability/human-capital-excellence/">https://www.mpic.com.ph/sustainability/human-capital-excellence/</a></p> <p>Furthermore, as part of the Company’s ESG-Linked Short Term Incentive Plan (“STIP”), the social and governance aspects of the ESG targets include the following: (1) 100% of employees must have received occupational health and safety communication and training, (2) 30% increase in training hours per employee from 2020 baseline of 2 hours, and (3) 100% of employees having received anti-corruption, data privacy, cybersecurity communication and training.</p> <p>MPIC Website:</p>



			<p><a href="https://www.mpic.com.ph/sustainability/esg-linked-compensation/">https://www.mpic.com.ph/sustainability/esg-linked-compensation/</a></p> <p>Our policies and practices on health, safety and welfare for our employees are disclosed in our 2022 IR. The Company recognizes workplace excellence as one of the key pillars of sustainability and the 2022 IR includes a detailed discussion of the policies and practices on health, safety and welfare of the Company’s employees as well as the employees of its investee companies. The Company and its key investee companies monitor quantitative and qualitative information relating to its employees.</p> <p>2022 MPIC Integrated Report (pages 128 to 131; 177 to 187)  <a href="https://www.mpic.com.ph/wp-content/uploads/IR/MPIC-IR-2022.pdf">https://www.mpic.com.ph/wp-content/uploads/IR/MPIC-IR-2022.pdf</a></p> <p>The Company also adopted an Environment, Health and Safety Policy which includes an emphasis, particularly for governance, the need to “demonstrate leadership to promote accountability and process ownership by strengthening individual abilities and functions through continuous learning and development programs.”</p>
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				<p>MPIC Environmental, Health and Safety Policy:  <a href="https://www.mpic.com.ph/wp-content/uploads/2021/08/Environmental-Health-and-Safety-Policy.pdf">https://www.mpic.com.ph/wp-content/uploads/2021/08/Environmental-Health-and-Safety-Policy.pdf</a></p>
C.3.2	<p>Does the company explicitly disclose the policies and practices on training and development programmes for its employees?</p>		<b>Yes</b>	<p>We invest in employee training and development to enable our workforce to achieve our business goals sustainably and be responsive to our evolving needs and circumstances. We elevate their technical expertise to excel in their jobs, providing them with the knowledge and opportunities to move forward. We encourage our employees to be leaders and innovators in their roles, providing them with leadership and management training at various levels in their careers. This policy is disclosed in our website at: <a href="https://www.mpic.com.ph/sustainability/human-capital-excellence/">https://www.mpic.com.ph/sustainability/human-capital-excellence/</a></p> <p>MPIC’s 2022 IR includes a disclosure of the various training programs of the MPIC Group for its employees. MPIC also monitors ESG Performance Indices relating to employee training (including, among others, total training hours, average hours of training per employee, total hours of training by gender, total</p>

				<p>training hours by employee category, average training hours by gender, etc.) and is included in its Integrated Report.</p> <p>MPIC 2022 Integrated Report (pages 128-131; 177 to 187):  <a href="https://www.mpic.com.ph/wp-content/uploads/IR/MPIC-IR-2022.pdf">https://www.mpic.com.ph/wp-content/uploads/IR/MPIC-IR-2022.pdf</a></p>
C.3.3	Does the company have a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures?		<b>Yes</b>	<p>The Company included ESG-linked key performance indicators as part of its Short Term Incentive Plan (“STIP”) in order to, among others, (1) embed sustainability in MPIC’s DNA, (2) recognize the increasing demand from institutional investors to include ESG metrics in compensation plans, and (3) meet required disclosures from ESG rating agencies. Under the ESG-linked STIP, in addition to economic targets (core income target), a portion of management’s compensation is linked to meeting specified targets on environment, social and governance aspects, resulting in higher incentives if the targets are met and lower targets in case ESG targets are not met. The mechanics for the ESG-linked STIP is disclosed in the Company’s website:</p> <p>MPIC Website:  <a href="https://www.mpic.com.ph/sustainability/esg-linked-compensation/">https://www.mpic.com.ph/sustainability/esg-linked-compensation/</a></p>

			<p>The Company adopts incentive programs for its key executives that take into account the achievement of an approved target core income of the Company as well as achievement of Environment, Social, and Governance goals, as a condition for the vesting of the incentive. Among such programs is the Long-Term Incentive Plan (LTIP). Each LTIP performance cycle generally covers 3 years with payment intended to be made at the end of each cycle (without interim payments) and is contingent upon the achievement of an approved target core income of the Company by the end of the performance cycle.</p> <p>The Company likewise adopts policies relating to payment of bonuses and long-term incentives to its employees, the amount of which depends on the performance of the company and the individual employee. The performance appraisal is conducted on a semi-annual basis.</p> <p>MPIC 2022 Definitive Information Statement (pages 121 to 122)  <a href="https://www.mpic.com.ph/wp-content/uploads/2023/05/Metro-Pacific-Investments-Corporation-Definitive-Information-Statement-2022.pdf">https://www.mpic.com.ph/wp-content/uploads/2023/05/Metro-Pacific-Investments-Corporation-Definitive-Information-</a></p>
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				<a href="#">Statement 10-May-2023 with17Q - 1.pdf</a>
<b>C.4</b>	<b>Stakeholders including individual employee and their representative bodies, should be able to freely communicate their concerns about illegal or unethical practices to the board and their rights should not be compromised for doing this.</b>	<b>Guiding Reference</b>	<b>Yes/No</b>	<b>MPI Remarks</b>
C.4.1	Does the company have a whistle blowing policy which includes procedures for complaints by employees and other stakeholders concerning alleged illegal and unethical behaviour and provide contact details via the company's website or annual report?	<b>OECD Principle IV (E):</b> Unethical and illegal practices by corporate officers may not only violate the rights of stakeholders but also be to the detriment of the company and its shareholders in terms of reputation effects and an increasing risk of future financial liabilities. It is therefore to the advantage of the company and its shareholders to establish procedures and safe-harbours for complaints by employees, either personally or through their representative bodies, and others outside the company, concerning illegal and unethical behaviour.	<b>Yes</b>	The Company has a Whistle-blowing Policy as an internal control mechanism, consistent with the purpose of maintaining internal corporate justice.  Whistle-Blowing Policy <a href="https://www.mpic.com.ph/wp-content/uploads/2021/08/MPIC-Revised-Whistleblowing-Policy-approved-04-Aug-2021.pdf">https://www.mpic.com.ph/wp-content/uploads/2021/08/MPIC-Revised-Whistleblowing-Policy-approved-04-Aug-2021.pdf</a>

C.4.2	Does the company have a policy or procedures to protect an employee/person who reveals alleged illegal/unethical behaviour from retaliation?		<b>Yes</b>	<p>The identity of the individual making genuine and appropriate allegation shall be kept confidential unless disclosure is otherwise required by law or with the consent of the reporting person. The Whistle Blowing Policy also provides for the principle of non-retaliation, where whistleblowers are protected from retaliation on account of submitting a report.</p> <p>Whistle-Blowing Policy (Section 5)  <a href="https://www.mpic.com.ph/wp-content/uploads/2021/08/MPIC-Revised-Whistleblowing-Policy-approved-04-Aug-2021.pdf">https://www.mpic.com.ph/wp-content/uploads/2021/08/MPIC-Revised-Whistleblowing-Policy-approved-04-Aug-2021.pdf</a></p>
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