UPTURN

TOWARD A FIRST-WORLD PHILIPPINES



MEGAWIDE

2024 Annual and Sustainability Report

ABOUT THE COVER



The cover features the sport of cliff diving—considered an extreme sport that requires training and preparation to achieve precision, strength, and discipline. The images capture the tail-end of the maneuver, where divers rise towards the surface and prepare for the next routine, signaling a successful dive. Similar to Megawide, the Company gained skills and competencies from 27 years of experience and development, enabling it to rise, recover, and move forward collectively with purpose—anchored on focus, determination, and the ability to adapt and push beyond limits.

Capturing the essence of an Upturn, the narrative shift of a descent becoming an ascent parallels Megawide's performance in 2024. Rising against the pull of the water mirrors how Megawide continues to break through resistance, emerge stronger, and transform challenges into opportunities across all its businesses. Each unit moves its own path, yet together they drive a shared trajectory built on resilience, agility, and a common goal to deliver sustainable value while building a First-World Philippines.



Megawide Industrial Complex

ABOUT THE REPORT

GRI 2-1, 2-3

REPORTING FRAMEWORK

Megawide's 2024 Annual and Sustainability Report (ASR) has been prepared in accordance with the Philippine Securities and Exchange Commission's (SEC) Sustainability Reporting Guidelines for Publicly-Listed Companies and the Global Reporting Initiative (GRI) Standards for sustainability reporting. This ASR also aligns with the Sustainability Accounting Standards Board (SASB) for Engineering and Construction Services and the United Nations Sustainable Development Goals (UN SDGs).

REPORTING PERIOD AND CYCLE

This report covers Megawide's financial and sustainability performance from January 1 to December 31, 2024. It is published annually and provides a comprehensive overview of our activities, achievements, and future direction.

CONTACT INFORMATION

1. For all sustainability concerns and queries, please contact us through our Megawide Foundation office at foundation@megawide.com.ph
2. For inquiries from customers, investors, analysts, and the financial community, please contact Investor Relations at ir@megawide.com.ph
3. For media and other stakeholders, please contact Corporate Communications at corpaffairs@megawide.com.ph

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MESSAGE FROM THE CHAIRMAN AND CEO

GRI 2-22

"We had one objective: engineer an upturn for the company through collective efforts across the organization that will be a foundation for the years ahead."

Edgar B. Saavedra
Chairman and CEO



Megawide Industrial Complex

In 2024, Megawide focused on its 3-D strategy: Deliver on our expectations, strengthen our balance sheet anchored on Delevering, and Decarbonize our operations. We had one objective: engineer an upturn for the company through collective efforts across the organization that will be a foundation for the years ahead.

"Our commitment to sustainability is unwavering, which includes a carbon emission reduction target by 2050, supported by short-, medium-, and long-term sustainability goals.

To my fellow shareholders, we are pleased to report on our progress over the past year.

Deliver

We delivered within expectations, amid lingering economic uncertainties and a volatile operating environment that persisted throughout the year. To stay on track, we banked on our agility—adapting to changes to improve our results.

We recorded an upturn across all business segments, from a steady completion of existing construction contracts, to the growing contribution from our real estate segment, and an improvement in landport operations.

Our consolidated revenues grew 18% to PHP22.1 billion, coming from broad-based growth. Earnings before interest, taxes, depreciation, and amortization (EBITDA) rose 68 percent to PHP4.7 billion while net income amounted to PHP538 million—double the PHP269 million registered in the previous year. These early gains will provide much-needed confidence and momentum toward achieving our primary objectives in the long run.

For construction, we achieved an average completion rate of 54% across all projects, resulting in 16% revenue growth. To sustain our pipeline, we secured PHP17.2 billion worth of new contracts, in line with our diversification strategy, to provide a broader-based and more balanced revenue stream.

Major projects such as Suncity's Westside City Resorts Complex, Urban Deca Homes Ortigas, the Malolos-Clark Railway Project, and My Enso Lofts remained central to our portfolio. At the same time, other organic developments are poised to replenish our stock.

Our external Pre-Cast and Construction Solutions (PCS) clients also increased to 61% of total from 38% the previous year, augmenting the construction segment's revenues. Projects include the 12th supply-and-build partnership with PhirstPark Homes, the Candaba Viaduct Extension project, MRT-7, and Vitro Data Center, among others. With PCS being our competitive edge over other players, we plan to expand our footprint in both traditional and non-traditional markets to solidify our external income base.

In property development under PH1 World Developers, Inc. (PH1), we launched five (5) new projects, complementing the five (5) existing developments. Take-up is strong, totaling PHP11.8 billion as of end 2024, which will ensure healthy revenue streams for the next three years, at least.

We also welcomed our maiden offering in the government's Pambansang Pabahay Para sa Pilipino (4PH) Program through our Avesta project in Imus, Cavite.

Moreover, the Parañaque Integrated Terminal Exchange (PITX) welcomed an average of 140,870 passengers daily, who were transported to their preferred destinations with ease and comfort.

Commercial occupancy at the terminal reached 98%, courtesy of existing and new tenants, which helped drive spending to an average of PHP39.0 per passenger in December 2024.

Likewise, office occupancy improved to 60% by year-end as we transitioned to more stable, longer-term contracts with fresh clients, considering the total ban on POGO effected last year.

Delever

Meanwhile, our financial management program is in motion, anchored on our de-levering strategy.

We are in the process of settling our inter-company balances within the bigger Megawide group, which will be used to offload a portion of our short-term debt, thereby immediately reducing our interest expense payments and enhancing our profitability.

Key debt-reduction initiatives are also underway and are expected to materialize in the near term, yielding significant benefits and ensuring our financial health in the years to come.



Megawide Industrial Complex

"These are glimpses of our engagements across the Group to ensure environmental, economic, and social sustainability for our stakeholders.

Decarbonize

Our commitment to sustainability is unwavering, which includes a carbon emission reduction target by 2050, supported by short-, medium-, and long-term sustainability goals. We have complemented this with stronger data-driven ESG reporting that is aligned with the UN Sustainable Development Goals and a Climate Risk Assessment Report that helps us identify business opportunities that align with our net-zero carbon aspirations.

Through the Megawide Foundation, we continue driving impact on education, disaster relief, and environmental care to anchor our corporate social responsibility agenda. We also launched our High School Scholarship Program, providing financial support to the children of our long-serving employees to strengthen foundations for their future success.

We reached 20 million safe man-hours at the Megawide Industrial Complex in Taytay, Rizal, demonstrating our commitment to workplace safety.

Additionally, we sustained the PITX Driver Education and Health Advocacy Program under the Barkada ni Pete initiative, promoting road safety and well-being among transport workers. In Cebu, we introduced the Paleng-QR payment system and opened the Learning Hub and Playroom at Carbon Market to strengthen the Children Values Formation Program of the community.

These are glimpses of our engagements across the Group to ensure environmental, economic, and social sustainability for our stakeholders.

"Though we are embarking on a new chapter—repurposing our capabilities toward a more responsive and inclusive growth agenda—our commitment to a First-World Philippines remains unchanged.

Building More Momentum

Megawide will continue executing its long-term growth agenda, with particular focus on balance sheet strengthening and revenue generation to ensure long-term fiscal health and unlock more sustainable value streams. We will leverage our core competencies, particularly in critical infrastructure and real estate development, with construction as our key enabler, to reinforce our market position.

To sustain our growth momentum, we shall pursue clear and purposeful initiatives per business. In construction, we aim to balance and stabilize our order book and expand PCS's external market to generate a healthy revenue base.

For real estate, we will continue to serve end-user demand in next-wave cities outside of Metro Manila and assist in alleviating the national housing crisis through the 4PH program, utilizing our advantage in pre-cast technology and expertise in design, engineering, and construction. In our landport segment, we intend to make deeper inroads in the public transport infrastructure space through our TCDs and other public transportation systems to increase connectivity further and improve mobility across the country.

Adapting, Advancing, Sustaining

For 27 years, Megawide has thrived by adapting to changing economic cycles, shifting policy directions, and evolving business landscapes. Agility is key but must always be attuned to our long-term mission and vision. We embrace an opportunistic yet strategic roadmap, identifying emerging areas within our core competencies while ensuring strong risk management policies and resiliency initiatives to optimize our growth trajectory.

The ever-evolving business landscape calls for innovation, and Megawide counts on the agility and determination of its employees, shareholders, and key stakeholders to sustain our upturn. Though we are embarking on a new chapter—repurposing our capabilities toward a more responsive and inclusive growth agenda—our commitment to a First-World Philippines remains unchanged.

We value your continued trust and support as we build a stronger, more sustainable future together.

Edgar Saavedra

Edgar B. Saavedra
Chairman and CEO



Megawide Industrial Complex

01

ABOUT MEGAWIDE

GRI 2-6

BRAND PORTFOLIO

Megawide is a premier Philippine infrastructure and engineering conglomerate committed to engineering a first-world Philippines through innovation and sustainable progress. Our expertise spans engineering, procurement, and construction (EPC), PCS, land port operations via PITX, and property development through PH1. By leveraging cutting-edge construction technologies, we develop transformative projects that enhance connectivity, mobility, and economic growth.

We prioritize efficiency, environmental responsibility, and social impact in every endeavor—optimizing resources, reducing waste, and fostering community development. Guided by integrity and a commitment to excellence, Megawide continues to shape a more progressive and inclusive Philippines.



Modan Lofts Ortigas Hills

VISION

We will be a First-World Philippines.

MISSION

We will be at the forefront of building a First-World Philippines through engineering excellence and innovation.

VALUES

Excellence
We consistently try to do well in whatever task we take on, great or small, because we owe it to ourselves to try and become better in what we do.

Teamwork
We are all on the same team, driven by the same purpose. We help fuel each other's ideas, support each other's efforts, and trust each other instead of competing against one another.

Malasakit
We are moved to action by the people and ideals we deeply care about, such as our families, colleagues, and our desire for a better life for ourselves and our fellow Filipinos.

Innovation
We do not fear change but embrace it, taking the chance to reinvent ourselves and our industry. We keep ourselves open to new ideas and fresh perspectives and look for better ways to deliver output.

Integrity
We treat our colleagues and partners with honesty and respect as we strive to be good people guided by our conscience and malasakit.

Community
Our actions affect the communities we work with, so we partner with them to ensure that we can leave a lasting positive social impact through our projects.

MEGAWIDE

A publicly listed diversified engineering conglomerate focused on CONSTRUCTION and INFRASTRUCTURE DEVELOPMENT



BUSINESS SEGMENTS

EPC / PRE-CAST & CONSTRUCTION SOLITIONS

- Residential
- Commercial/ Industrial
- Infra-structure
- Pre-Cast & Construction Solutions
  - Pre-Cast | Batching Plant
  - Cels | Formworks

INFRASTRUCTURE INNOVATION

- Airport*
- Public Market
- Landport

PROPERTY DEVELOPMENT (PH1 WORLD DEVELOPERS)

- Vertical
- Horizontal

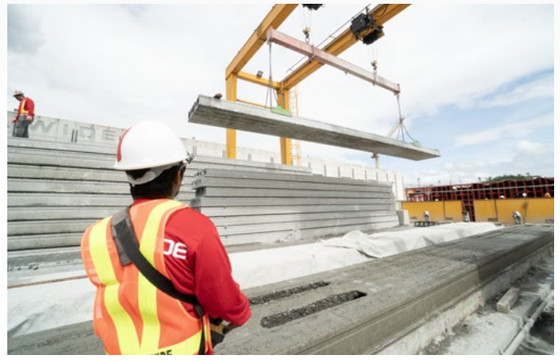
Fully divested as of October 31, 2024.



CONSTRUCTION

Megawide's strong EPC DNA enables it to build First-World structures and facilities in the residential, commercial/ industrial, and infrastructure spaces with excellence, efficiency, speed-to-market, and sustainability. Complemented by its PCS unit, the EPC segment remains the biggest revenue driver through a diverse and healthy order book and steady project completion of contracts.





Engineering, Procurement, and Construction
Our EPC segment is the backbone of Megawide's expertise in delivering high-quality, efficient, and sustainable residential, commercial/industrial, and infrastructure projects. We cater to a diverse range of sectors and play a vital role in national development by integrating innovation, engineering excellence, and modern construction methodologies.

Pre-Cast and Construction Solutions
Megawide's PCS division supports the EPC and collaborates with top developers and clients to meet the rising demand for modular, consistent, and differentiated structures in the Philippines. By leveraging advanced technologies, we enhance construction speed, support operational efficiency, and promote sustainability across horizontal and vertical developments. This innovative approach allows us to deliver durable, cost-effective, and revolutionary solutions to the local construction industry.

Our PCS unit has secured multiple supply and build contracts across various locations, supporting projects such as PH1's The Hive, MyEnso Lofts, Northscapes, and external developments such as PHirst Park Homes, the Metro Manila Subway Contract Package 104 (CP-104), and Hotel 101 Libis. These contracts underscore our commitment to elevating construction standards while making modern, high-quality homes more accessible.



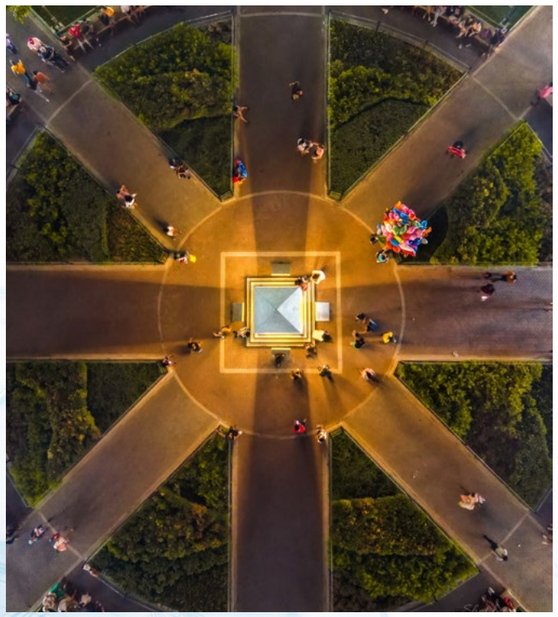
INFRASTRUCTURE INNOVATION

Megawide drives progress beyond traditional construction—pioneering innovative infrastructure solutions that improve connectivity, efficiency, and public service delivery—transforming how Filipinos live, work, and connect:

Landport

PITX

Our EPC segment is the backbone of Megawide's expertise in delivering high-quality, efficient, and sustainable residential, commercial/industrial, and infrastructure projects. We cater to a diverse range of sectors and play a vital role in national development by integrating innovation, engineering excellence, and modern construction methodologies.



Public Market

Carbon Market Redevelopment

Building on our commitment to revitalizing public markets across the Philippines, Megawide is slowly realizing the redevelopment of the historic Carbon Market in Cebu City through Cebu2World Development, Inc. (C2W). This transformation introduced modern infrastructure, improved sanitation, and enhanced waste management solutions that create a cleaner, safer, and more dynamic space for the community. Looking ahead, we intend to rehabilitate public markets to serve as models for urban renewal that support local entrepreneurship, strengthen economies, and uplift the quality of life for residents.

Airport

Mactan-Cebu International Airport (MCIA)

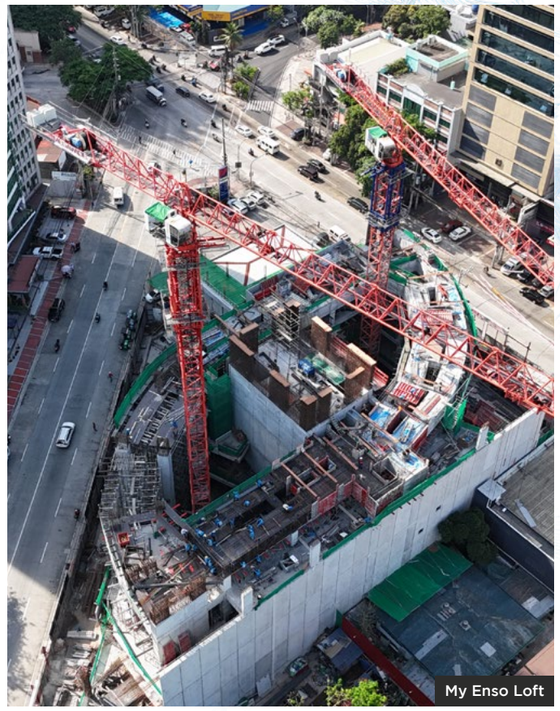
Megawide has a strong track record in developing and operating world-class airport terminals, setting new standards for passenger comfort, operational efficiency, and sustainable design. The MCIA is a key milestone in this effort, showcasing our commitment through its innovative design and passenger-focused facilities. MCIA's transformation into a world-class airport highlights Megawide's expertise in delivering large-scale, complex projects that enhance travel experiences and support tourism growth. Building on this success, we remain open to improving airport infrastructure nationwide, aiming to bring the same level of excellence to other regions. We completed the final closing of this transaction with Aboitiz InfraCapital, Inc. in October 2024, fully divesting our interest in the asset.

PROPERTY DEVELOPMENT (PH1 WORLD DEVELOPERS)

Megawide's vertical integration with PH1 continues as a strategic build on our EPC and PCS expertise that also harnesses synergies within the Group. One year after its acquisition, we continue to provide end-to-end solutions for sustainable and innovative residential developments. We aim to enhance the living experience and resident well-being, aligning with our theme for 2024 by prioritizing a unique value proposition, strong differentiation, and optimum affordability.

Vertical

PH1 continues to develop modern, stylish mid- and high-rise residences in selected key strategic locations inside and outside Metro Manila. With a strong focus on social sustainability, resident-centric design, and vibrant community building, these projects offer a contemporary, spacious, and eco-friendly approach to urban living. PH1 remains committed to integrating innovative features that enhance flexibility, optimize space, and improve functionality. As the portfolio expands, future projects will further elevate urban living standards by incorporating proprietary Add-Loft design, employing First-World engineering solutions, and adopting green building practices.


My Enso Loft


Northscapes San Jose Del Monte

Horizontal

Building on our commitment to sustainable and affordable housing, our horizontal developments emphasize breathable residences and thoughtfully conceived landscapes that promote comfort, affordability, and environmental responsibility. By advancing green building practices, integrating energy-efficient solutions, and refining community planning, we create sustainable living spaces that enhance the quality of life for communities while minimizing environmental footprint. Following the success of our initial projects, we remain focused on expanding our horizontal housing portfolio that will help address the national housing crisis, incorporating innovative technologies and eco-friendly features to provide sustainable and accessible homes for more communities with optimal affordability, speed to market, and excellent quality.

KEY MILESTONES



Strategic Partnerships

- Acquisition of PH1 World Developers (2023): In July 2023, Megawide acquired a 100% stake in PH1 World Developers for PHP5.2 billion, enhancing the forward integration and natural progression of the Company's EPC and PCS capabilities into property development.
- Partnership with Evolution Data Centres, Inc. (EDC) (2023): In February, Megawide signed a shareholders' agreement with EDC to construct and operate a 69MW carrier-neutral data center in Silang, Cavite. The project is set to be developed in phases over five years.
- Metro Manila Subway Contract (2022): In 2022, Megawide, alongside Japanese joint venture partners Tokyo Construction Co., Ltd. (Tokyo Construction) and Tobishima Corporation, acquired the CP-104 contract with the Department of Transportation (DOTr), involving the construction of the subway's underground stations and connecting tunnels for Ortigas North and South.

PCS

- GMAC Shares Sale Agreement: Megawide and GMR Airports International, B.V. (GAIBV) closed the transaction for Aboitiz InfraCapital, Inc.'s (AIC's) acquisition of a total of 100 percent share in GMR-Megawide Cebu Airport Corporation (GMCAC)'s award-winning Mactan Cebu International Airport concessionaire in 2022.

EPC

- New contracts: Megawide was awarded the construction/ development of Hotel 101, Caticlan Airport, Modan Lofts Ortigas Hills, and One Lancaster Park in 2024.

Landport Developments

- Perspectives of Cavite Bus Rapid Transit (BRT) Development
- Perspectives of Baguio transit-centric development (TCD)

Internal and External Growth:

Existing capacity positioned to accommodate newly secured contracts.

- ☑ Phirst Park Homes
- ☑ Metro Manila Subway System

Real Estate Development

- ☑ Southscapes
- ☑ One Lancaster Park
- ☑ Modan Lofts Ortigas Hills
- ☑ Avesta

New Projects and Recognitions

New Projects

- Citicore Solar Power Plants
- Hotel 101

Awards and Recognitions

- **FinanceAsia Best Managed Companies Poll 2024**
  - Best CEO (Gold)
  - Best CFO (Gold)
  - Industrial Sector (Silver)
  - Best Managed Company (Gold)
  - Most Committed to ESG (Gold)
  - Best Consumer Cyclicals (Gold)
  - Best Small Cap Company (Silver)
  - Most Committed to Diversity, Equity, and Inclusion (DEI) (Bronze)
- **DOT Property Philippines Awards 2024 (PH1 World Developers, Inc.)**
  - Best Innovative Housing Design - Northscapes San Jose Del Monte, Bulacan SJDM 2024
- **Carousell Property Awards 2024 (PH1 World Developers, Inc.)**
  - Developer of the Year in Luzon
  - Developer of the Year for Innovation Excellence
  - Best Green Development - Northscapes SJDM 2024
  - Best Eco-Friendly Housing Development - Southscapes Trece Martires 2024
  - Best Community Space Award - One Lancaster Park 2024
- **Real Estate Asia Awards 2024 (PH1 World Developers, Inc.)**
  - Design Initiative of the Year
- **Lamudi Outlook Philippine Real Estate Awards 2024 (PH1 World Developers, Inc.)**
  - Silver Award for Premium Condominium of the Year - My Enso Lofts
  - Bronze Award for Affordable House of the Year - Northscapes San Jose Del Monte
- **Safety Recognition Awards 2024 (PCS)**
  - Safety Milestone of 3,000,000 Safe-work hours without Lost time Incident - PCS Formworks
  - Safety Milestone of 10,000,000 Safe-work hours without Lost time Incident - PCS Precast
  - Safety Milestone of 5,000,000 Safe-work hours without Lost time Incident - PCS Construction, Equipment, Logistics and Services (CELS)

02 STRATEGIES AND FUTURE OUTLOOK

Our sustainability framework aligns closely with our overarching vision of building a First-World Philippines. We recognize that real progress goes beyond economic growth. It must also champion social inclusion, environmental stewardship, and ethical governance. We continue to refine our short-, medium-, and long-term strategies to ensure that our development goals support both business resilience and national advancement. Each initiative is designed to strike a balance between innovation, impact, and sustainability, reinforcing our role as a catalyst for inclusive and responsible progress.



ALIGNMENT WITH VISION AND MISSION

Our vision of a first-world Philippines is beyond aspirational—it is a call to action. We are driven by a deep-seated belief that every Filipino deserves access to world-class infrastructure, breathable living spaces, a thriving economy, and a healthy environment. Our sustainability journey is intrinsically anchored on this vision, providing a roadmap for achieving lasting progress while safeguarding the well-being of our planet and its people.

In 2024, 'Upturn' underpins our commitment to work together to:

Proactively mitigating risks:
We continue to enhance our risk management practices to stay ahead in a dynamic and unpredictable environment. With a clear and proactive strategy, we are prepared to anticipate challenges and respond effectively, securing a resilient and sustainable path toward achieving our goals.

Implementing targeted solutions:
We remain committed to challenging conventions and pursuing innovative approaches in infrastructure development, community engagement, and environmental stewardship. Guided by our 'Upturn' mindset, we implement focused solutions that spark positive change and leave a lasting legacy.

SUSTAINABILITY GOALS

Short-term:
1-3 years

Establish a robust sustainability baseline:
We are undergoing a comprehensive assessment of our environmental footprint, including a baseline of our greenhouse gas (GHG) emissions, to outline a sustainability strategy and accurately track its progress. Developments will be disclosed in year three, at the latest.

Strengthen governance and risk management:
We have developed and are constantly enhancing our policies to enhance corporate governance, promote transparency, and strengthen our risk management framework, proactively addressing potential challenges and ensuring business continuity.

Forge strategic partnerships for better impact:
Through our Megawide Corporate Foundation, Inc., we are actively collaborating with non-governmental agencies, community organizations, and other stakeholders on environmental conservation initiatives and identifying areas where our support can create the most significant impact.

Medium-term:
3-5 years

Reduce environmental footprint:
We are identifying areas where we can materially reduce our GHG emissions, improve energy efficiency across our operations, and minimize our impact on natural resources. Once the process has been finalized, concrete measures and policies will be disclosed.

Operationalize sustainability policies:
We are strengthening compliance with our established sustainability policies by strongly and widely integrating them into our daily operations and decision-making processes.

Activate community development programs:
We will launch and implement targeted programs, in collaboration with our Megawide Foundation, to support community development in the locations where we operate. These programs will focus on education, disaster relief, and environmental preservation. Operating units likewise implement initiatives targeting skills development, livelihood creation, and access to essential services.

Long-term:
Beyond 5 years

Achieve net-zero carbon emissions:
We are committed to achieving net-zero carbon emissions across our operations by adopting innovative technologies and sustainable practices.

Strengthen organizational sustainability:
We will continuously strengthen our organization in governance, social, and labor-related aspects and foster a culture of transparency, accountability, and respect for human rights.

Promote stronger community ties:
We will cultivate deeper, more meaningful relationships with the communities where we operate, working collaboratively to address local challenges and create shared value for future generations.

Strategies for sustainable growth

Our commitment to sustainability is embedded in our core business strategy, ensuring that our pursuit of growth is always responsible, inclusive, and future-proof.

Proactive risk management:
We recognize that a rapidly changing world brings new and evolving risks. Through our focused risk management approach, we proactively anticipate, assess, and address potential challenges, ensuring business continuity and protecting the interests of our stakeholders.

Climate action as a business imperative:
We are embedding climate action at the core of our business, integrating climate considerations into our investment decisions, operational practices, and long-term strategies.

Value chain sustainability:
We are committed to advancing sustainability across our value chain by working closely with suppliers, contractors, and partners to uphold ethical sourcing, environmental responsibility, and fair labor standards. Through focused collaboration, we ensure that every link in our value chain supports our sustainability goals.

03

2024 BUSINESS REVIEW



Westside City

EPC

Our construction segment showcased remarkable resilience and adaptability, securing major projects and achieving outstanding results amid a challenging market landscape. In 2024, the segment delivered PHP21.2 billion in revenue, marking a 16 percent growth compared to the previous year, and accounted for 95 percent of total consolidated revenue. With an order book of PHP43.5 billion, the segment maintains a healthy burn rate of 2 to 3 years, positioning us for continued success.

Citicore Power plants, Hotel 101, Suncity, MCRP/Subway

Progress highlights:
We secured 17 new contracts worth PHP17.2 billion in 2024, further strengthening our project pipeline. A majority of these are internal developments, as the EPC unit continues to support the expanding needs of the Megawide Group, including the renewable energy initiatives under Citicore and roll-out of PH1's pipeline.

Sustainability highlights:
We continued to align our operations with stronger sustainability objectives, focusing on serving organic projects within Megawide and Citicore. From development using precast construction methods to production powered by renewable energy, our initiatives are helping drive down carbon emissions and promote greener growth.



Malolos-Clark Railway Project

PRE-CAST AND CONSTRUCTION SOLUTIONS

In 2024, our PCS unit continued to showcase its strength and versatility, securing both in-house and external contracts while expanding into new market segments. By the end of the year, PCS revenues reached PHP5.2 billion, 28 percent higher than the previous year. External clients accounted for a 61 percent share of the total, reversing the trend in 2023, when internal sales comprised 62 percent of the total.

Phirst Park Homes, Northscapes, Malolos Clark Railway Project

Progress highlights:
We made significant progress on schedule with key projects such as the supply and build contracts with Phirst Park Homes as well as the Candaba Viaduct Extension project, MRT-7, and Vitro Data Center, among others. The tunnel-lining system for the Metro Manila Subway project is nearing completion, while construction of the Malolos Clark Railway Project continues to progress, enhancing infrastructure and mobility.

Sustainability highlights:
We continued to align our operations with sustainability goals. Our focus on using pre-cast construction methods and renewable energy in key projects, including those under Citicore and PH1, has helped reduce carbon emissions and promote sustainable growth across the business.


Southscapes Trece Martres (perspective)

PROPERTY DEVELOPMENT

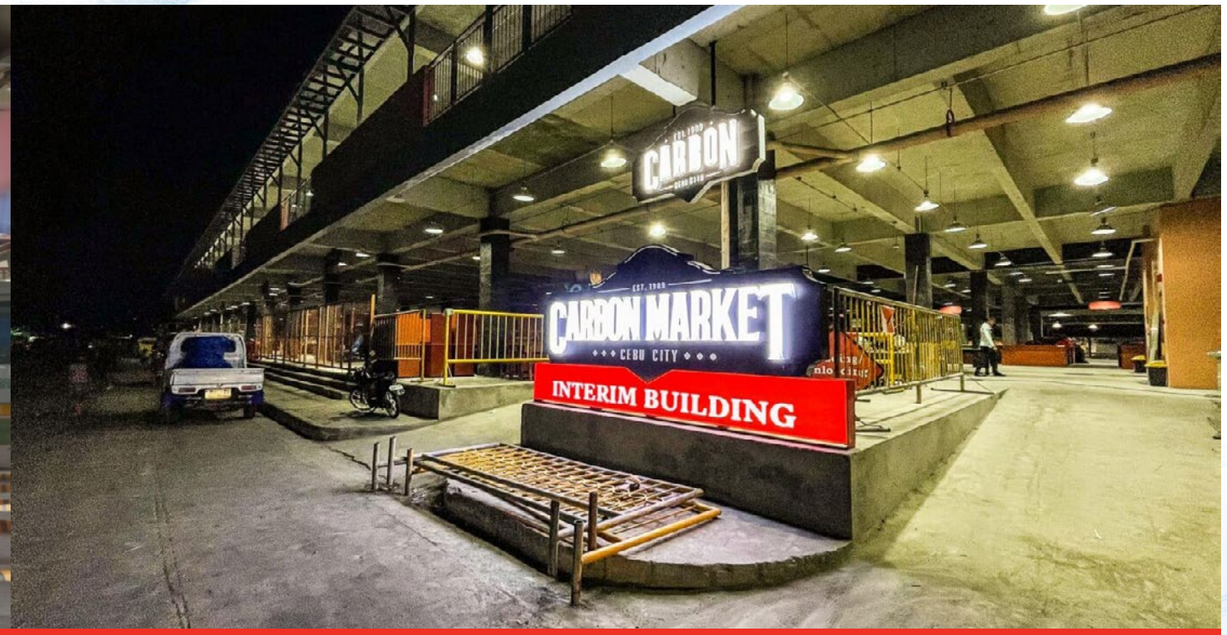
The acquisition of PH1 World Developers in 2024 provided us with a platform for delivering sustainable housing solutions and strengthened our presence in the local real estate market. With new launches such as Southscapes, Avesta, and Tower 3 of One Lancaster Park, among others, PH1 remains focused on providing affordable and accessible living spaces for more Filipinos to support our mission of long-term growth and community development.

One Lancaster Park, Southscapes, Avesta

Progress highlights:
We introduced Southscapes Trece Martires—a sustainable and green-designed horizontal development—and launched Tower 3 of One Lancaster Park, a mid-rise building development combining the convenience of the metro with the tranquility of the suburbs. We also broke ground for our Avesta project in Imus, our maiden offering under the government's Pambansang Pabahay Para sa Pilipino (4PH) program.

Sustainability highlights:
We continued to align our operations with sustainability goals. Our focus on incorporating energy-efficient designs and eco-friendly practices has helped promote the health and well-being of residents while contributing to long-term environmental sustainability by managing our carbon footprint. In 2024, our alignment with UN SDG 11 became more pronounced with our 4PH entry that aims to help respond to the national housing crisis.





INFRASTRUCTURE INNOVATION

Our infrastructure segment has been integral to driving the country's development. We spearhead projects that enhance connectivity and mobility, in turn fueling economic engines that create greater economic opportunities for Filipinos.

LANDPORT OPERATIONS

PITX, Cavite BRT

Progress highlights:
PITX experienced continued growth in passenger traffic, further cementing its role as a key transportation hub. The opening of the Light-Rail transit Line 1 (LRT1) PITX-Asia World Station is further expected to boost traffic and enhance the terminal's value proposition. Outside PITX, several transit-centric developments (TCDs) are being planned in various locations, such as the Cavite BRT project, which was awarded in December 2024 by the Office of the Provincial Governor of the Province of Cavite.

Sustainability highlights:
PITX continues to serve as a catalyst for social mobility and commercial activity through public transport connectivity. In 2024, PITX launched the Barkada ni Pete wellness program for transport workers, participated in MERALCO's Interruptible Load Program, introduced the Trash-to-Cashback recycling initiative, and planned an electric shuttle service to reduce emissions.

PUBLIC MARKET (CARBON MARKET)

The Company continues its transformative work in Carbon Market by blending tradition with modern development. This historic public marketplace is being reimagined as a vibrant, sustainable destination that uplifts local vendors and enhances the community experience through thoughtfully designed infrastructure and public spaces.

Block-2 Building, Puso Village

Progress highlights:
Construction of the Block-2 Building of the Carbon Market redevelopment is set to begin. This multi-level, mixed-use structure will house specific sections of the existing public market, while other floors will feature various offerings, including food and beverage products, handicrafts, and other special items. Once completed, Block-2 will complement existing attractions in Carbon Market, such as The Barracks (Cebu's first hawker center), the Sto. Niño Chapel, Freedom Park, and the ongoing Puso Village.

Sustainability highlights:
We continued to strengthen community development at Carbon Market through digital and educational initiatives. The launch of the Paleng-QR PH program and free public WiFi promoted financial inclusion and digital access among vendors and market-goers. At the same time, regular values formation sessions and the opening of the Carbon Learning Hub and Playroom, in collaboration with Megawide Foundation, Children's Haven, and other stakeholders, provided Carbon children with a safe space for learning, growth, and positive community engagement.

04 FEATURED PROJECTS



PITX: REVOLUTIONIZING PUBLIC TRANSPORTATION

PITX's strategic location makes it an ideal multi-modal transport hub that serves key destinations within and beyond the capital. To ensure an enhanced passenger experience and reinforce First-World public mobility in the Philippines, the terminal provides passengers with distinct offerings, ranging from food and beverage to retail outlets and other services. This world-class terminal commits to a safe, comfortable, and efficient commute while setting new standards for sustainable infrastructure and modern urban transit solutions.

Key Highlights:

Highest Foot Traffic:
A total of 51,557,965 passengers passed through PITX in 2024, highlighting its growing role as a vital hub in the country's transportation network.

Seamless Rail Connectivity:
The completion and inauguration of the PITX-Asia World Station as part of the LRT-1 Cavite Extension Project provided commuters with direct access between the light rail system and the terminal, streamlining travel and reducing congestion.

Expanding Health and Sustainability Initiatives:
Strengthened transport safety and environmental responsibility through programs such as Barkada ni Pete and Trash-to-Cashback, reinforcing PITX's commitment to commuter well-being and sustainability.

Electrical System Upgrades:
PITX recalibrated its electrical system, including breakers, switch gears, synchronizing panels, and controls, to ensure safety and compliance. Thorough testing and commissioning optimized power consumption and implemented precautions to prevent equipment breakdowns.

Land Transport Optimization:
Improved commuter mobility through route efficiency and enhanced transport services. Route Development streamlined Cavite City scheduling with supply-demand analysis, scheduled trips, and standardized services. At the same time, the Taxi Contracting Strategy strengthened ride-hailing integration, taxi monitoring, and fare regulation for safer and more reliable transport options.



CARBON MARKET: CATALYZING ENVIRONMENTAL, ECONOMIC, AND SOCIAL RENEWAL

The redevelopment of Carbon Market in Cebu sets a benchmark for modernized public markets, transforming them into a model of economic, environmental, and social revitalization.

Key Highlights:

Livelihood Opportunities:
The Barracks has become a premier destination for local food favorites in Cebu. With the plan to employ residents of Carbon and its surrounding communities at the venue, The Barracks provides expanded opportunities for vendors. The unique offering also attracts a diverse crowd, with its enhanced dining options, revitalized ambiance, greener spaces, and upgraded entertainment center serving as additional come-ons.

Social Development:
Expanded youth-oriented programs with regular learning sessions and new facilities to provide safe and accessible education spaces. The Carbon Playroom and Learning Hub, located at the Carbon Market Interim Building, launched in October provided children in Carbon and those in nearby barangays enhanced learning opportunities.

Economic Transformation:
Digitalization efforts modernized vendor operations by providing access to essential digital tools and information, streamlining business processes, and enabling secure, cashless transactions for greater convenience and efficiency. This was operationalized through the launch of BSP's Paleng-QR PH program last August 2024 at the Carbon Market.

Enhanced Infrastructure & Facilities:
Upgraded market operations with a material recovery facility, designated loading and unloading areas, a karumata staging area and lane, and a renovated police station to enhance security and efficiency.



PHI: ADDRESSING THE DEARTH IN HOUSING SUPPLY

Following the 2023 launch of Modan Lofts Ortigas Hills in Taytay, Rizal, and Northscapes in San Jose del Monte, Bulacan, PH1 World Developers continues to deliver innovative and sustainable housing solutions. The company is keen on helping augment the supply dearth in the country's housing segment by launching new projects in the affordable and socialized housing space—Southscapes and Avesta—respectively, while also addressing the demand for modern living outside Metro Manila through new towers of the mid-rise building (MRB) development One Lancaster Park—all situated in Cavite.

Key Highlights:

Socially responsive:
The country has been declared under a national housing crisis, with a 6.5 million housing backlog that is projected by the United Nations to balloon to 22 million by 2040 if not corrected. PHI's pipeline is seen to augment the thin supply, especially in the affordable and socialized housing segments, by offering practical solutions with a First-World living experience, comfort, and convenience to residents. Through Avesta—our first foray in the government's Pambansang Pabahay para sa Pilipino Household (4PH) program — the Company intends to develop a formula for addressing this housing shortage in due time.

Environmentally friendly:
The developments have energy-efficient features that offer a perfect balance of economy and comfort, allowing residents an enhanced quality of life. These include Solar Save Energy Panels, ResiShade Tinted Windows, and Tropic Cool Insulated Walls that help reduce carbon emissions. Solar panels are also envisioned to be installed in each unit to save on electricity consumption and manage the environmental footprint.

A fully functioning community:
The Cavite area is easily accessible via various transportation infrastructures like PITX, SLEX, CAVITEX, and CALAX, as well as the soon-to-open Cavite BRT and LRT-1 Extension. Southscapes Trece Martires is also located within 5 kilometers of key establishments such as hospitals, schools, transport terminals, and government buildings, and malls like SM City Trece Martires.


Metro Manila Subway Project

MALOLOS CLARK RAILWAY PROJECT AND METRO MANILA SUBWAY SYSTEM: BUILDING CRITICAL INFRASTRUCTURE

We continue to advance the country's transportation network through our expertise in precast construction and infrastructure development, actively contributing to the Metro Manila Subway Project and the Candaba Viaduct Expansion.

Key Highlights:

Malolos Clark Railway Project:
In partnership with Dong AH Construction and Hyundai Engineering (HDMJV), we are nearing the halfway mark of this significant project, poised to enhance commerce and connectivity between Metro Manila and Central Luzon.

Metro Manila Subway System:
Alongside our Japanese partners, Tokyu Construction and Tobishima Corporation, we're advancing the construction of the subway's stations and underground rail system. Additionally, we will supply tunnel-lining system products for CP-104, contributing to the project's success.

Precast Construction Benefits:
Our use of precast construction methods not only minimizes on-site waste and reduces material usage but also speeds up construction timelines, significantly lowering the environmental impact. A much lower human labor requirement also reduces accidents and supports occupational health and safety.

Durable and Resilient Infrastructure:
Precast components are designed for long-lasting durability and resilience, ensuring that the infrastructure we build remains sustainable for years to come.

05

STAKEHOLDER ENGAGEMENT

GRI 2-29

At Megawide, stakeholder engagement is essential to identifying and prioritizing material sustainability issues that reflect both stakeholder concerns and business priorities.

In 2024, we engaged Drink Sustainability Communications to conduct a stakeholder engagement process. As part of this initiative, an online Stakeholder Engagement Survey was conducted to gather valuable insights on stakeholders' primary concerns regarding our activities, evaluate the responses, and collect suggestions for more effective strategies. The survey covered both internal and external stakeholder groups. Internally, three distinct levels were considered: the executive level, comprising board members and executive/senior management; the supervisory level, which includes middle management; and the rank-and-file level, made up of full-time employees and individual contributors. Externally, the survey also reflected the views of suppliers and vendors. These are the same key stakeholder groups identified in the previous year, selected based on their level of influence and interest in our activities.

The survey was carefully analyzed to identify common themes and prioritize stakeholder concerns. The feedback collected provided a strong foundation for evaluating and prioritizing sustainability issues that matter most to our stakeholders, informing Megawide's direction across governance, workforce management, operations, business development, and sustainability.

STAKEHOLDER GROUPS



Internal Stakeholders

Executive and Senior Management set the organization's direction and are accountable for achieving long-term sustainability goals.

Middle Management translates strategies into operational plans and requires adequate resources and support to ensure effective execution.

Rank-and-File Employees carry out day-to-day operations and rely on fair policies and safe working conditions.

External Stakeholders

Suppliers/Vendors provide goods and services that support operations and are expected to align with the company's sustainability standards.

ENGAGEMENT RESULTS AND RESPONSES

Megawide places high value on stakeholder feedback, recognizing it as vital to advancing our sustainability initiatives. The 2024 Stakeholder Engagement Survey yielded valuable insights from our key stakeholder groups, guiding our response strategies and helping us prioritize the most material issues impacting governance, operations, and overall sustainability performance.

Results from Stakeholders' Feedback

Governance, Leadership, and Decision-Making:

Stakeholders emphasized the importance of strengthening the governance framework, particularly by appointing a third independent director to enhance board oversight. They also recognized the need for greater organizational clarity, more agile decision-making, and improved internal communication to effectively address challenges.

Business Operations and Economic Resilience:

Stakeholders identified opportunities to enhance sales performance and operational efficiency, alongside addressing challenges related to business ownership. They also emphasized the need to increase revenue from sales and rentals, optimize tax strategies, and improve share price liquidity to fortify financial stability and maximize shareholder value.

Audit Training and Compliance Enhancement:

Stakeholders highlighted the need to provide comprehensive training to the new internal audit team, ensuring they are fully equipped to perform their roles effectively. Addressing non-compliance with internal policies and resolving pending audit findings were also identified as critical actions to enhance governance and accountability.

Operational Efficiency and Supply Chain Management:

Stakeholders expressed concerns over the saturation of construction projects and emphasized the need to improve the durability of construction equipment and materials. They also stressed the importance of evaluating the creditworthiness of external clients, optimizing supply chain efficiency, and streamlining operations through digitalization. Environmental impact, regulatory compliance, inventory management, and preventive maintenance were identified as areas requiring improvement. Additionally, system inefficiencies such as payroll delays and logistical challenges were noted, with a call for better coordination and more efficient project execution.

Talent Management and Workforce Development:

Stakeholders raised concerns about challenges in workforce management, such as recruitment, onboarding, role transitions, and leave entitlements. There was a strong focus on addressing skills gaps through more training providers, improving interdepartmental alignment, and strengthening partnerships with institutions to develop talent pipelines for hard-to-fill and specialized roles. High employee attrition and competition from remote work opportunities were also identified, with work-life balance, salary packages, and flexible schedules highlighted as key factors for improving employee satisfaction and retention.

Risk, Health, and Safety:

Stakeholders stressed the importance of thorough training for the new risk management team to assess and mitigate organizational risks effectively. Concerns were raised about worker safety on construction sites, including safety implementation, non-compliance with standards, and insufficient security measures, which require immediate attention to ensure a safer working environment.

Confidentiality and Data Security:

The recurrence of confidentiality breaches, particularly when sales members contacted customers directly, raised concerns about safeguarding sensitive information and maintaining strong customer relationships.



Recommendations for Enhanced Engagement

Governance, Leadership, and Decision-Making:

Appoint a third independent director to strengthen governance and improve board oversight. Clarify organizational structures, corporate strategies, and improve decision-making and internal communication for better responsiveness to challenges.

Business Operations and Economic Resilience:

Enhance operations by fostering long-term partnerships, bringing in experts to improve manufacturing efficiency, and helping managers better understand the financial impacts of their decisions. Focus on targeting the right clients, evaluating suppliers' capabilities, and transitioning SAP to central.

Audit Training and Compliance Enhancement:

Provide comprehensive training to the new internal audit team to equip them with the necessary skills and knowledge for their roles. Integrate compliance with organizational policies and timely resolution of audit findings into employees' KPIs to enhance accountability and governance.

Operational Efficiency and Supply Chain Management:

Expand market reach by promoting products and services to external clients and hiring more personnel with expertise in marketing or sales. Standardize contracts and processes to minimize risks and ensure efficient, secure project execution. Prioritize green building certifications and collaborate with regulatory bodies to improve safety, security, and environmental sustainability.

Talent Management and Workforce Development:

Ensure dedicated personnel for each project, offer additional leave benefits, and establish a formal mentorship program with partners like TESDA. Strengthen partnerships with schools, enhance recruitment programs, and offer flexible working hours, non-taxable allowances, and special holidays as non-working days to improve work-life balance. Incorporate mental health support and safety measures into individual KPIs.

Risk, Health, Safety, and Workplace Management:

Top management's continued support ensures concerns are actively addressed with a strong commitment to improving worker safety and employee satisfaction. Adopt wearable safety technology, AI-powered surveillance systems, and robust cybersecurity measures to protect both physical and digital assets.

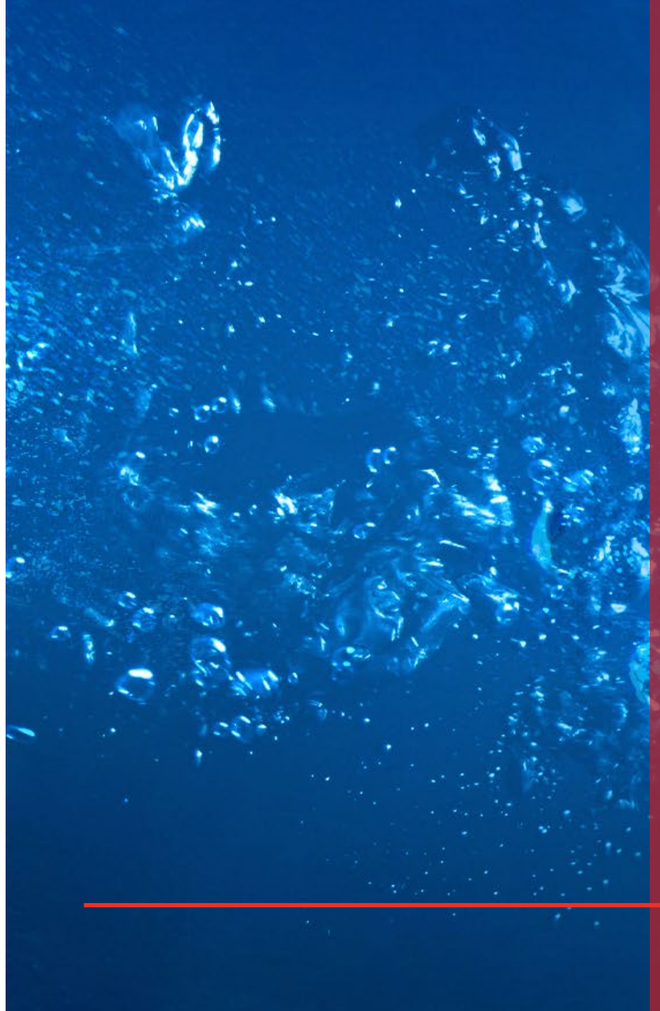
Confidentiality and Data Security:

Implement stricter protocols and communication guidelines to prevent direct contact between sales members and customers, ensuring better protection of sensitive information.

06

MATERIALITY ASSESSMENT

GRI 3-1, 3-2



Assessment Methodology

Following the stakeholder engagement, Megawide's materiality assessment served as a strategic tool for identifying and prioritizing key ESG topics relevant to its business and stakeholders. The 2024 materiality review was grounded in a stakeholder-informed approach to ensure the Company's priorities reflect the most relevant and pressing concerns.

The process involved listing initial material topics through an internal analysis, along with identifying and assessing both actual and potential negative impacts of Megawide on the environment, society, and the economy. Identifying impacts draws insights from the stakeholder engagement results, previous disclosures, industry benchmarks, and client-provided references.

The materiality review was further guided by the frameworks of the Sustainability Accounting Standards Board (SASB) for Engineering and Construction Services and the Global Reporting Initiative (GRI), along with industry peer disclosures, to ensure a comprehensive evaluation of relevant ESG topics for the fiscal year 2024.

List of Material ESG Topics for 2024

The assessment identified 23 material ESG topics representing the most significant areas of impact and importance to the Company and its stakeholders. These topics form the foundation of Megawide's sustainability strategy and reporting focus.

The following topics were identified as material to the Company:

2024 Material Topics

1	Economic Performance	9	Energy and Emissions	17	Biodiversity
2	Corporate Governance and Risk Management	10	Occupational Health and Safety	18	Local Communities
3	Supply Chain Management	11	Compliance with Laws and Regulations	19	Waste Management
4	Materials Sourcing and Efficiency	12	Diversity and Equal Opportunities	20	Business Ethics
5	Data Privacy and Security	13	Labor/Management Relations	21	Product Design and Lifecycle Impacts
6	Environmental Impact and Management	14	Community Engagement	22	Technology, Innovation, and Modernization
7	Climate Change Mitigation and Adaptation	15	Indirect Economic Impacts	23	Product Quality and Safety
8	Water Management	16	Employee Development		

Changes from the Previous Year

In 2024, Megawide expanded its list of material topics as a result of the stakeholder engagement and materiality review process. New areas of focus included Water Management, Indirect Economic Impacts, Employee Development, Technology, Innovation and Modernization, and Biodiversity.

The review also incorporated topics such as Materials Sourcing and Efficiency, Compliance with Laws and Regulations, and Product Design and Lifecycle Impacts. In parallel, previously identified topics—such as Resource Efficiency—were refined into more targeted categories, including Energy and Emissions and Waste Management, ensuring greater clarity and focus in addressing the Company's sustainability priorities.



ENGAGEMENT MECHANISM

GRI 2-26

Megawide employs various channels and tools to enable effective stakeholder engagement and ensure ongoing, transparent, and inclusive communication. While the stakeholder engagement survey was part of the materiality assessment, Megawide's commitment to open dialogue with its stakeholders extends well beyond this one-time initiative.

Channels and Tools:

Surveys and Questionnaires:
Collecting feedback to understand stakeholder perspectives and identify key areas of concern

Digital Platforms:
Leveraging our website, social media, and email channels for real-time updates, engagement, and feedback

Workshops and Seminars:
Facilitating collaborative discussions to co-create solutions and align on shared goals

Annual Reports and Sustainability Reports:
Communicating our ESG performance, key initiatives, and strategic plans for long-term impact

07

MEGAWIDE FOUNDATION

GRI 404-2, 413-1, 413-2

Beyond our operations and financial results, Megawide is committed to providing world-class opportunities for Filipinos and fostering a future where progress is shared and people thrive.

In 2012, we established the Megawide Corporate Foundation, Inc., focused on empowering marginalized Filipino communities with sustainable opportunities.

Guided by our vision, we aim to create a future where everyone can reach their full potential. Our core values—*Collaboration, Empowerment, Excellence, Integrity, Innovation, and Sustainability*—drive us to create lasting positive change and build a better tomorrow.

The Foundation's initiatives, aligned with the UN SDGs, contribute to a more inclusive and sustainable future for all Filipinos.

EMPOWERING FUTURES: MEGAWIDE FOUNDATION'S SCHOLARSHIP PROGRAMS



Relaunch of the Megawide Scholarship for College Students

In 2024, the Megawide Foundation proudly relaunched our Scholarship Program for College Students, reinforcing our dedication to providing quality education and nurturing future leaders. This enhanced program now includes quarterly MeGabay sessions, which offer essential support for leadership development, address psychosocial needs, and provide valuable networking opportunities to foster a sense of community among the scholars.

Expanding beyond Engineering and Architecture, the program now also offers scholarships in Accountancy, Management Engineering, and Real Estate Management, benefitting 35 college students for the year. This expansion aligns with our goal to provide holistic, diverse educational opportunities for promising students, equipping them with the skills necessary for successful careers.



Launch of the Megawide Scholarship for High School Students

The Megawide Foundation also introduced a new initiative in 2024: the Megawide Scholarship for High School Students. This program is designed for the children of long-serving rank-and-file employees, specifically those who have been with Megawide for 13 years or more. By offering financial assistance to junior and senior high school students, the scholarship ensures that the children of our dedicated employees have the opportunity to pursue their education and realize their potential. In 2024, 12 high school students were awarded the scholarship, furthering our commitment to educational equity.

These scholarship programs embody the Megawide Foundation's steadfast commitment to social sustainability, providing invaluable opportunities for both employees and their families. By investing in education, we empower individuals to shape brighter, more progressive futures, fostering long-term success and positive change within the communities we serve.

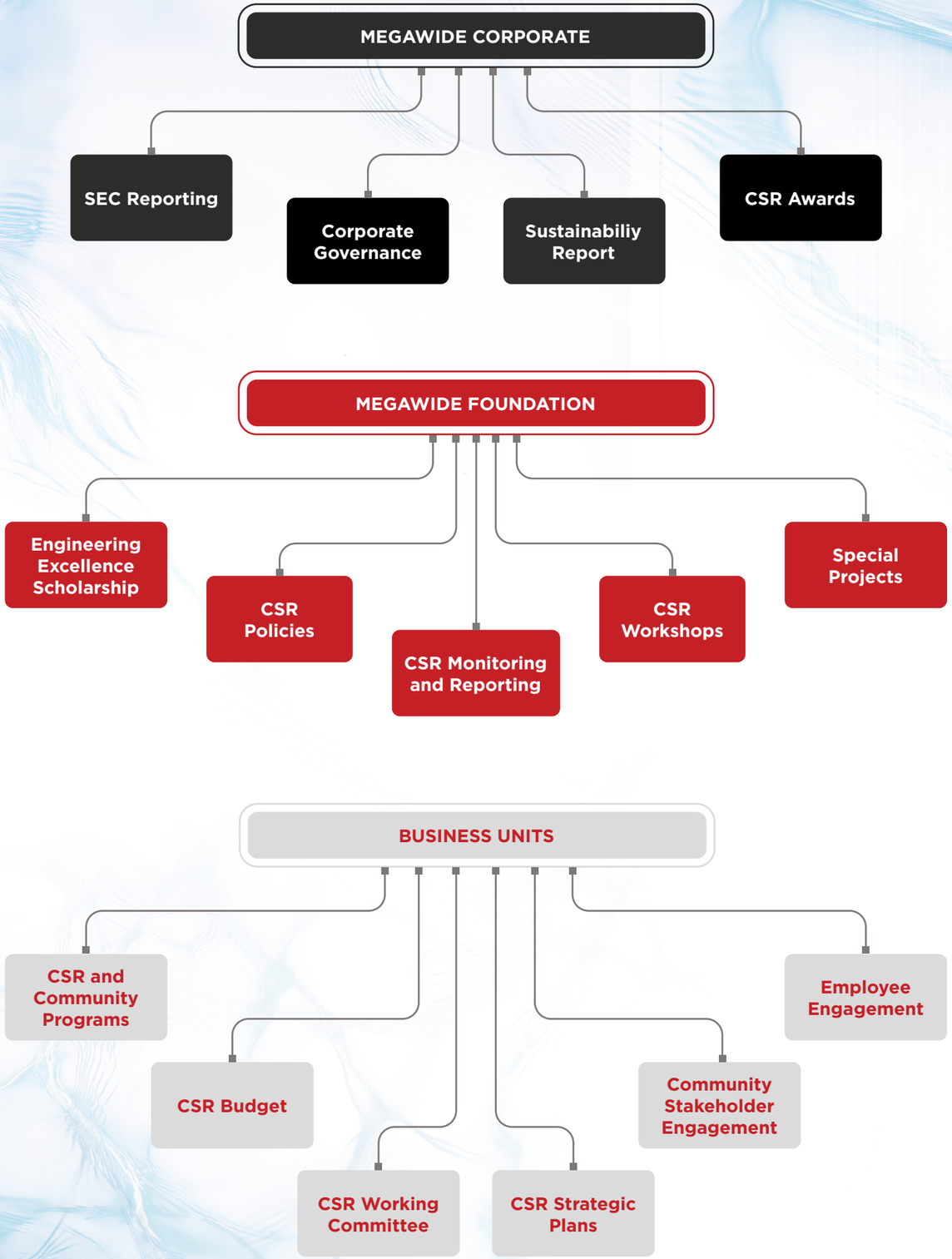
Learn more about Megawide Foundation in the Megawide Foundation 2024 Annual Report.

08

SUSTAINABILITY AND FOUNDATION FRAMEWORK

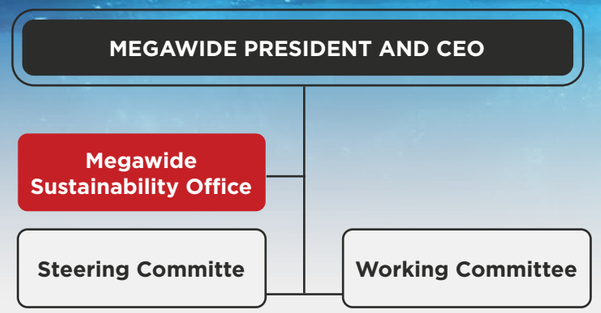
GRI 2-13

At Megawide, sustainability and Corporate Social Responsibility (CSR) are shared responsibilities. Our Foundation Framework outlines how every part of the organization contributes to our mission. From strategic direction set by top leadership to the hands-on efforts of employees across our business units, each level plays a vital role in driving impactful, sustainable, and innovative initiatives.



SUSTAINABILITY GOVERNANCE STRUCTURE

Sustainability-related strategies and oversight are guided by a dedicated governance structure composed of the Sustainability Office and the Megawide Foundation. At the highest level, the President and CEO oversees the sustainability direction of the Company, while the Megawide Foundation works closely with business units to support, monitor, and strengthen the implementation of programs and initiatives across the organization.



MEGAWIDE PRESIDENT AND CEO

- Leads the Company's overall sustainability initiatives
- Provides strategic direction and management support

Megawide Sustainability Office

- Identifies and sets sustainability strategies to be implemented across business units
- Supports the Steering and Working Committees with technical guidance
- Provides technical and financial assistance for program implementation

Steering Committe

- Reviews and evaluates sustainability targets and initiatives across business units
- Assists the Working Committee in identifying department- and unit-level strategies

Working Committee

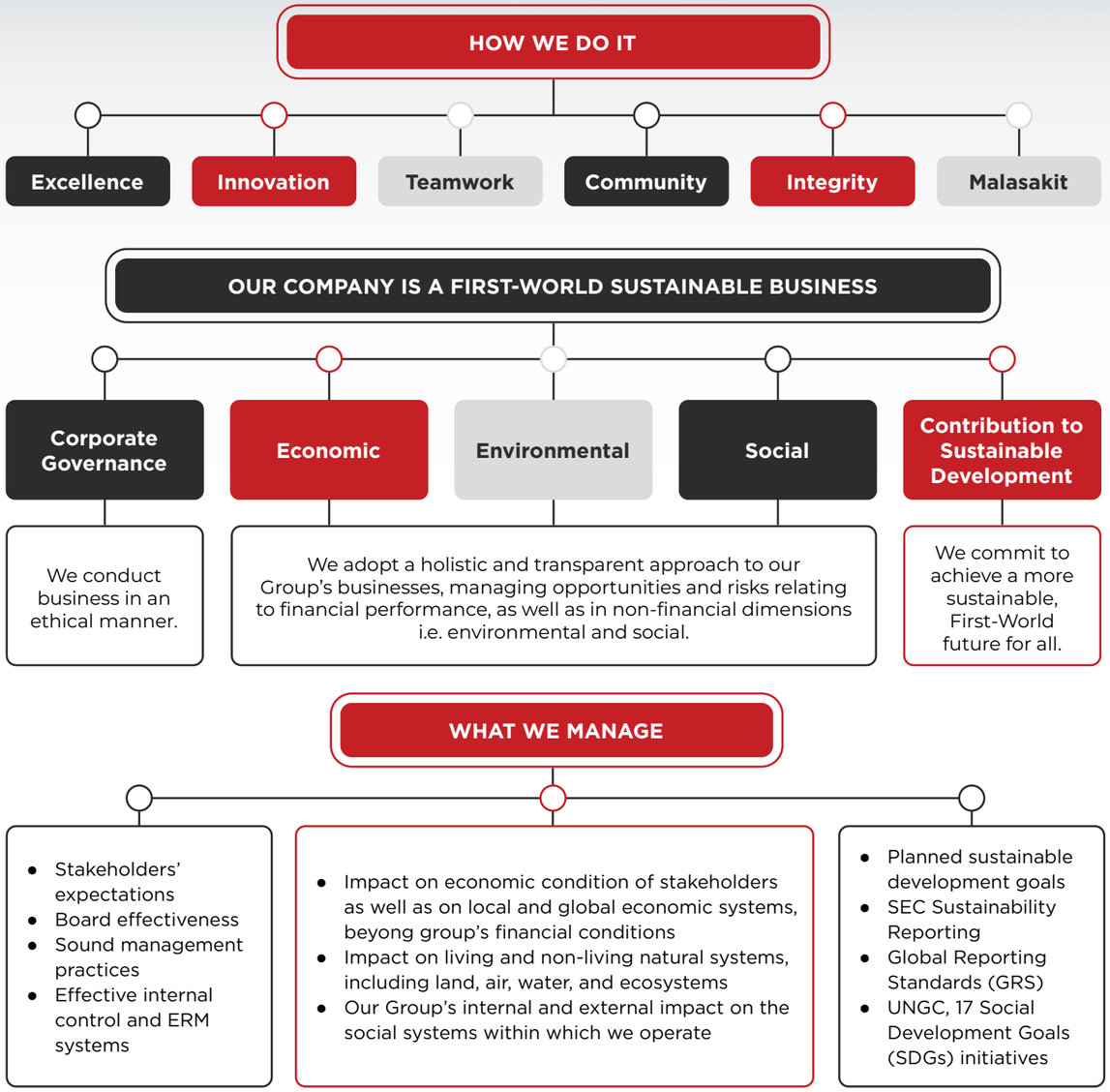
- Implements sustainability programs within their respective units and departments
- Collaborates closely with the Steering Committee to ensure alignment and coordination

SUSTAINABILITY FRAMEWORK

Megawide's sustainability framework serves as our blueprint for aligning business strategy with sustainability goals. It highlights the Company's core strengths in engineering excellence and innovation, and, through ethical leadership and management, demonstrates how these capabilities translate into meaningful value for society.

WHAT WE DO

We will be at the forefront of building a First-World Philippines through engineering excellence and innovation.



09 ENVIRONMENTAL PERFORMANCE

In 2024, Megawide strengthened efforts to reduce environmental impact through responsible resource management and sustained compliance with environmental regulations.

Efficiency

- **GHG Emissions:** Megawide regularly monitors and maintains emission sources to minimize discharge and explore the potential use of renewable energy sources.
- **Energy Management:** The Company implemented energy-efficient practices, explored renewable energy options, and optimized the Guaranteed Minimum Billing Demand (GMBD) for PITX to reduce contracted capacity.
- **Water Stewardship:** Megawide enforced water-saving measures, complied with discharge standards to ensure responsible wastewater management, and utilized rainwater harvesting.
- **Waste Reduction:** To enhance waste management, the Company applied waste segregation practices, ensured proper waste handling, and conducted regular monitoring.

Compliance

Megawide upheld a strong compliance record, reaffirming our adherence to environmental regulations.

The Future

Megawide continues to prioritize environmental progress and sustainability. Looking ahead, the Company aims to:

- Improve resource efficiency by exploring innovative energy, water, and waste management approaches.
- Further develop environmental management systems to align with evolving regulations and industry standards.
- Foster transparency and stakeholder collaboration to drive collective responsibility for a more sustainable future.

GHG EMISSIONS

GRI 2-4, 3-3, 305-1, 305-2

As a leader in construction and engineering, we recognize our responsibility to reduce GHG emissions to mitigate climate change and minimize associated health risks. The Company continues to uphold proactive measures and drive continuous improvement to achieve this.

Megawide recorded a total of 39,464.45 tonnes of CO_2 equivalent (tCO_2e) in GHG emissions, reflecting both direct emissions from our operations (Scope 1) and indirect emissions from purchased electricity (Scope 2). The increase from 2023 is primarily attributed to the application of global warming potentials (GWPs) from IPCC's Sixth Assessment Report (AR6), as well as increased construction activity and the inclusion of additional projects within the reporting boundary for 2024. This refinement reflects our ongoing efforts to align with international standards, ensure consistency and accuracy in year-on-year reporting, and enhance the integrity of our climate disclosures.

- **Scope 1 emissions** totaled 12,204.39 tCO_2e, mainly from fuel combustion in stationary and mobile equipment.
- **Scope 2 emissions** were recorded at 27,260.06 tCO_2e, highlighting the Company's dependence on grid electricity.

EMISSIONS

Category	GHG Emissions (tCO_2e)*	
	2024	2023
Direct (Scope 1) GHG emissions	12,204.39	5,716.95
Indirect (Scope 2) GHG Emissions	27,260.06	19,333.42
Total	**39,464.45**	**25,050.37**

**Emissions for 2024 were calculated using the IPCC AR6, which applies updated GWPs based on the latest climate science. As a result, 2023 emissions have been restated accordingly to follow the same methodology and maintain data comparability.*

EMISSIONS INTENSITY
GRI 305-4

We monitor emissions intensity using key metrics to assess and improve our environmental efficiency.

Category	EMISSIONS INTENSITY (tCO_2e/mPeso)		EMISSIONS INTENSITY (tCO_2e/mPeso)		EMISSIONS INTENSITY (tCO_2e/mPeso)	
	2024	2023*	2024	2023*	2024	2023*
Direct	0.55	0.31	3.34	1.52	0.03	0.01
Indirect	1.23	1.04	7.46	5.14	0.07	0.05

**Emissions intensity for 2024 are based on recalculated emissions using the GWPs from the IPCC AR6. To ensure year-on-year comparability, the 2023 emissions intensity values have also been restated using the same updated methodology.*

Throughout 2024, Megawide continued to enhance emissions management efforts, ensuring our compliance with environmental regulations and adopting proactive monitoring strategies:

- **Stringent Equipment Emissions Monitoring:** Megawide regularly tracked emissions from generator sets, diesel fire burners, and liquefied petroleum gas (LPG) vapor burners used across project sites, ensuring proper maintenance to minimize harmful discharge.
- **Quarterly Compliance Testing:** The Precast unit conducted quarterly stack emission testing to verify adherence to Department of Environment and Natural Resources (DENR) standards.
- **Regulatory Compliance at EPC:** The EPC unit secured operational permits for generator sets from the DENR-Environmental Management Bureau (DENR-EMB) and submitted quarterly self-monitoring reports to assess emissions at the head office, reinforcing regulatory compliance.
- **Third-Party Verification for PITX Operations:** Megawide Terminals, Inc. (MWMTI) partnered with an independent vendor to conduct emission testing on its Air Pollution Source Installations (APSI), ensuring continued compliance with environmental standards.

Building on 2024 progress, Megawide remains committed to further enhancing emissions management and sustainability initiatives through:

- **Enhanced Monitoring and Compliance:** We will continue refining our emissions tracking systems, ensuring accurate data collection and strengthened adherence to DENR and global best practices.
- **Exploring Renewable Energy Integration:** We will expand participation in renewable energy programs, such as the Green Energy Option Program (GEOP), and assess alternative energy solutions to reduce reliance on fossil fuels.
- **Infrastructure and Operational Upgrades:** Further energy-efficient upgrades will be explored across facilities, such as additional solar lighting installations and the continued adoption of LED lighting in operational sites.
- **Community Engagement and Education:** We will raise awareness of environmental responsibility by actively engaging with local communities and stakeholders to promote climate action.
- **Technological Innovation in Emissions Reduction:** We will invest in advanced monitoring systems and explore new low-emission technologies to further reduce our environmental footprint.

ENERGY MANAGEMENT
GRI 2-4, 3-3, 302-1, 302-3, 305-4

We recognize that efficient energy management is essential for reducing environmental impact, optimizing operational performance, and ensuring cost-effectiveness. As a company with energy-intensive operations, we are committed to implementing conservation initiatives, enhancing efficiency, and transitioning toward renewable energy sources.

In 2024, Megawide's total energy consumption reached 287,287.51 GJ. This reflects both direct fuel usage and indirect electricity consumption.

- **Direct energy consumption** totaled 145,778.92 GJ, primarily from diesel fuel, gasoline, and fuel oil used in construction equipment, vehicles, and other operational machinery.
- **Indirect energy consumption**, derived from purchased electricity, reached 141,508.60 GJ, highlighting the company's continued reliance on the grid to power offices, facilities, and project sites.



Energy Consumption Breakdown

Our varying energy consumption reflects the varied demands of our operations across all our business units:

Direct Energy (GJ)		Indirect Energy (GJ)		Total Energy (GJ)	
2024	2023	2024	2023	2024	2023
145,778.92	120,479.55	141,508.60	100,360.94	287,287.51	220,840.49

**Energy consumption figures for 2023 and 2024 have been restated from kilowatt-hours (kWh) to gigajoules (GJ) to align with updated methodologies and enhance year-on-year comparability.*

Energy Intensity

We monitor energy intensity using various metrics to evaluate our efficiency in resource utilization:

Category	Energy Intensity (GJ/mPeso)		Energy Intensity (GJ/FTE)		Energy Intensity (GJ/m2)	
	2024	2023	2024	2023	2024	2023
Direct	6.40	3.63	38.76	17.96	0.36	0.17
Indirect	6.39	6.46	38.73	32	0.36	0.30

**The 2023 energy intensity figures have been restated, and 2024 figures aligned, to reflect the conversion from kilowatt-hours (kWh) to gigajoules (GJ) in line with updated reporting methodologies.*

- **Optimized Energy Use**: The Facilities Management Department (FMD) ensured energy efficiency by optimizing air conditioning usage, regulating the use of lighting, appliances, and equipment, and monitoring metering devices to assess conservation efforts.
- **Renewable Energy Exploration**: HOLDCO initiated assessments for renewable energy adoption and explored the conversion to more energy-efficient equipment to enhance sustainability.
- **Green Energy Transition**: FMD coordinated with service providers to explore participation in the GEOP for EPC's head office, reinforcing Megawide's commitment to sustainable energy sources.

Looking ahead, Megawide remains dedicated to advancing energy management initiatives through:

- **Expanded Renewable Energy Use**: We will further explore renewable energy sources and assess partnerships to increase clean energy adoption across our operations.
- **Strengthened Energy Efficiency Programs**: We will continue upgrading equipment and implementing energy-saving initiatives to reduce consumption and optimize operational costs.
- **Enhanced Monitoring and Reporting**: We aim to refine energy tracking systems and expand metering device usage to drive data-driven decision-making and improve energy efficiency.



Arayat Solar Plant

DOE AND MERALCO'S INTERRUPTIBLE LOAD PROGRAM

In 2024, we enrolled in MERALCO's Interruptible Load Program (ILP), a voluntary initiative that helps stabilize the energy grid during critical situations. This program requires participating facilities to voluntarily de-load from the grid whenever the National Grid Corporation of the Philippines (NGCP) raises a Yellow or Red Alert.

By running our generators, we effectively prevent an energy drop from the grid, ensuring that electricity remains available to residential consumers and low-lying areas more vulnerable to power shortages.

In April 2024, our facility actively participated in energy de-loading efforts during a Yellow and Red Alert event and successfully de-loaded 13,159.02 kWh. This contributed significantly to the power supply, benefiting more than 7,000 households in the affected areas.

Our participation in the ILP reflects our commitment to energy sustainability and corporate social responsibility. By taking proactive steps to support the energy grid, we contribute to a more reliable and resilient power infrastructure for the community.

PITX FINANCE PROCESS DIGITALIZATION

PITX has introduced a digitalized finance process to improve operations for associates, vendors, and investors. The initiative streamlines transactions, standardizes procedures for consistency, and strengthens data privacy and security to protect sensitive financial information through an implemented centralized system. It also integrates enhanced business reporting, ensuring that financial insights are accurate and timely. These advancements drive greater efficiency and promote transparency and reliability in financial processes, ultimately improving the overall financial management at PITX.

WATER AND WASTEWATER MANAGEMENT

GRI 2-4, 3-3, 303-1, 303-2, 303-3, 303-4, 303-5



Water is a vital resource, and Megawide remains committed to ensuring its responsible and sustainable use. We strive to minimize our water footprint through conservation efforts, wastewater treatment, and the adoption of innovative solutions to enhance efficiency.

Megawide utilized a total of 350,461.92 cubic meters of water in 2024. After undergoing treatment, 139,872.11 cubic meters were discharged, resulting in a net water consumption of 210,589.81 cubic meters.

We continuously track our water intensity using key metrics to assess and enhance our efficiency in water utilization:

Water Consumption Breakdown

Our water consumption patterns vary across business units due to changing operational needs:

Disclosure	Absolute Water (m^3)	
	2024	2023*
Water Withdrawn	350,461.92	112,464.67
Water Discharge	139,872.11	47,126.00
Water Consumption	210,589.81	65,338.67

**2023 water data has been restated from liters to cubic meters to ensure consistency in year-on-year reporting. The increase in water consumption in 2024 reflects the inclusion of additional EPC projects not covered in the 2023 reporting period.*

Water Intensity (m^3/mPeso)		Water Intensity (m^3/FTE)		Water Intensity (m^3/m2)	
2024	2023	2024	2023	2024	2023
15.83	6.03	95.91	29.87	0.89	0.28

**The 2023 water intensity data has been converted from liters to cubic meters to ensure consistency and alignment in year-on-year reporting.*



In 2024, Megawide implemented a range of water management initiatives across our business units:

- **Water Conservation in Office Operations:** The FMD continued maintaining automatic faucets in comfort rooms to regulate water usage and prevent unnecessary waste. Additionally, HOLDCO strengthened its water management efforts by overseeing weekly grease trap cleaning and installing sink screens in pantry areas to filter food and unwanted residues.
- **Sustainable Water Use at Taytay Industrial Complex:** To minimize wastage, water-efficient fixtures were installed in washrooms, worker barracks, and engineer dorms. A dedicated communication channel was established for stay-in employees to promptly report repair-related concerns to the Maintenance Team, ensuring continuous water efficiency.
- **Compliance and Water Quality Monitoring:** We coordinated with a third-party vendor to conduct quarterly Ambient Water Testing in compliance with the discharge permits issued by the Department of Environment and Natural Resources (DENR) and Laguna Lake Development Authority (LLDA). These tests ensure water potability, discharge, and effluents meet regulatory standards.
- **Upgraded Wastewater Treatment Facilities:** The EPC Sewage Treatment Plant (STP) underwent rehabilitation and upgrades to improve wastewater treatment. Facilities Management ensures that treated effluents are tested and monitored regularly based on wastewater quality parameters.
- **Integrated Water Management in EPC:** EPC incorporated baseline data monitoring to track water-related impacts while enhancing responsible withdrawal, consumption, and discharge. Rainwater harvesting and treated wastewater from STPs are used for landscape watering, toilet flushing, and sanitation, reducing dependence on potable water supplies.
- **Water Efficiency at MWMTI (PITX):** Water-saving measures include a 5-second interval water flow system in restroom sinks to minimize water consumption. Cistern tanks provide potable and non-potable water. The tanks are cleaned annually to uphold sanitation standards. MWMTI also collaborates with an authorized contractor to monitor effluent quality and mitigate environmental impact.

Wastewater Management

Megawide remains committed to responsible wastewater management by ensuring proper treatment and disposal of effluents across its operations. Dedicated STPs are in place at EPC, PCS, and PITX to treat wastewater before discharge into public sewer systems. These facilities adhere to stringent effluent standards set by DENR and the LLDA.

WASTE MANAGEMENT

GRI 2-4, 3-3, 306-1, 306-2, 306-3

Megawide remains committed to minimizing its environmental footprint through robust waste management strategies. We actively promote waste reduction, recycling, and responsible disposal practices across all operations to prevent pollution and ensure compliance with regulatory standards.

In 2024, Megawide generated a total of 22,071.80 tonnes of waste, comprising 22,056.97 tonnes of non-hazardous waste and 14.82 tonnes of hazardous waste. In guiding our waste reduction efforts, we monitor our waste intensity across different metrics:



Disclosure	WASTE (Tonnes) 2024*	2023
Non-Hazardous Waste	22,056.97	10,789.00
Hazardous Waste	14.82	3.00
Total Waste Generated	**22,071.80**	**10,792.00**

**The significantly higher waste figures in 2024 are primarily due to the inclusion of EPC projects, which were not reported in 2023.*


Urban Deca Homes Ortigas

We recorded significant progress in our waste management initiatives in 2024:

- **Office Waste Segregation:** HOLDCO and PH1 ensure proper waste segregation in common offices and meeting rooms by providing clearly labeled waste bins. As per the agreement with the building administration, solid waste is deposited in the Building's Material Recovery Facility (MRF) for storage and segregation before disposal.

- **Scrap Materials Management:** PCS oversees the processing of scrap materials—including glass, wood, food waste, recyclables, residuals, and used tires—across all business units. Before processing, required transmittal and disposal documents are secured and approved by business unit heads, and FMD coordinates with an accredited hauler for collection and proper disposal.

- **Construction Waste Management:** EPC enforces waste segregation guidelines with color-coded waste bins and an organized MRF for efficient sorting. A third-party LGU-approved contractor handles waste collection to ensure regulatory compliance. Hazardous waste—including Waste Electrical and Electronic Equipment (WEEE), infectious waste, used oil, and busted bulbs—is securely stored and transported to accredited DENR-EMB TSD facilities for safe treatment and disposal. PCS also began its permitted transport operations in October 2024, following approval in July 2024.

- **Terminal Waste Processing:** MWM terminals manage waste based on passenger and tenant activity. The terminals follow national regulations and operate MRFs to process waste efficiently. Expansion plans are underway to increase capacity in response to growing passenger throughput. MWMTI also oversees food and residual waste from food and beverage tenants, ensuring proper handling through daily inspections and monitoring.

Megawide is committed to further strengthening our waste management initiatives through:

- **Expanding Waste Segregation & Awareness:** EPC will continue employee training on waste segregation and best practices, extending online training and seminars to project sites to maintain consistency in waste management protocols.

- **Strengthening Compliance & Monitoring:** HOLDCO remains dedicated to monitoring waste generation and ensuring full compliance with all relevant regulatory bodies, including the DENR and LLDA. This includes regular audits, transparent reporting, and proactive engagement with regulatory authorities to align with evolving guidelines and best practices.



Product Design and Life Cycle Management

IF-EN-410a.2

At Megawide, we acknowledge the significant environmental impact of the construction industry and embrace our responsibility to minimize our footprint at every stage of a project's life cycle. We are committed to integrating ESG principles into product design, construction methodologies, and building operations to drive long-term sustainability.

Evolving Market Landscape and Opportunities

The growing demand for sustainable buildings and infrastructure continues to reshape the construction industry. Clients prioritize projects that reduce environmental impact, lower operational costs, and enhance occupant well-being. This shift presents opportunities for Megawide to differentiate itself through innovative, eco-conscious solutions.

Life Cycle Impacts of Buildings and Infrastructure

Buildings and infrastructure projects require significant resources and have far-reaching environmental effects, from material extraction and construction to operation and eventual decommissioning. Megawide is committed to addressing these impacts at every stage:

Sustainable Design and Construction

- Optimizing building designs to enhance resource efficiency, minimize material consumption, and reduce waste generation.
- Prioritizing the use of sustainable building materials with lower embodied carbon and environmental impact.
- Implementing eco-friendly construction practices that conserve water, minimize pollution, and protect natural ecosystems.

Operational Efficiency

- **Energy Efficiency:** We incorporate energy-efficient design elements, such as high-performance glazing, optimized building envelopes, and energy-efficient HVAC systems.
  - Across our facilities, including the Taytay Industrial Plant, Santolan Town Plaza Corporate Office, and Head Office, we actively track utility consumption, analyze data for efficiency improvements, and implement corrective actions.
  - We assess energy and water use relative to output or workforce size to identify optimization opportunities.
- **Water Conservation:** Our projects integrate water-saving fixtures and innovative water management strategies, including rainwater harvesting systems.
  - All tenants in our facilities have separate electricity and water meters, allowing for precise tracking and efficiency improvements.
- **Waste Management:** We implement robust waste management plans across construction and operations, promoting reduction, reuse, and recycling.
  - We feature dedicated Sewage Treatment Plants in Taytay that undergo regular testing to comply with environmental regulations.
  - Our company-wide Waste Management Policy guides our efforts to minimize landfill waste.

Management of Tenant Sustainability Impacts:

Sustainability is a collective effort, and we extend our environmental commitment to our tenants by encouraging responsible practices within our facilities:

- **House Rules:** Our FMD has established sustainability guidelines for operational and maintenance procedures.
- **Environmental Initiatives:** We implement programs such as selective indoor waste collection and comprehensive waste management strategies to reduce overall environmental impact.
- **Energy Efficiency Monitoring:** We actively track indoor air conditioning temperatures to prevent excessive energy consumption and improve overall efficiency.





Feature Focus Areas:

- **Embodied Carbon Reduction:** Exploring strategies to measure and lower the embodied carbon footprint of our projects through sustainable material selection and innovative construction techniques
- **Circular Economy Integration:** Embedding circular economy principles into design and construction to promote material reuse and minimize waste generation
- **Tenant Engagement Programs:** Expanding initiatives that educate and empower tenants to adopt sustainable practices, fostering a culture of shared environmental responsibility

ENVIRONMENTAL AND ECOLOGICAL IMPACTS

GRI 3-3, 2-27, 304-2
IF-EN-160a.1

Megawide ensures that operations align with local and international environmental laws, regulations, and standards. By doing so, we aim to set a high benchmark for the industry and meet First-World environmental standards. Our Compliance Team continuously monitors and updates environmental requirements, ensuring we remain aligned with global best practices. This team is also responsible for identifying new regulations that may impact Megawide's operations and implementing proactive compliance measures.



Challenges and Corrective Actions at PCS

While Megawide upholds strong environmental compliance across all business units, PCS faced specific compliance challenges in 2024:

- **Penalties and Non-Compliance Overview:** PCS received monetary fines totaling PHP49,000, comprising PHP10,000 from LLDA and PHP39,000 from DENR-EMB. These fines were imposed due to regulatory compliance gaps. The table below provides a detailed overview of the non-compliance incidents at PCS:
- **Corrective Actions:** To address these issues, PCS strengthened its environmental management systems, reinforced compliance protocols, and ensured strict adherence to all relevant regulations to prevent future violations.



Commitment to Continuous Improvement

Megawide remains committed to enhancing its environmental performance through the following key actions:

- **Strengthening Environmental Management Systems:** We will continue refining our environmental risk assessments, compliance monitoring protocols, and emergency response plans to align with leading industry practices.
- **Enhancing Transparency and Stakeholder Engagement:** Megawide actively engages with regulatory bodies, local communities, and other stakeholders to foster open communication, share best practices, and collaborate on solutions for environmental sustainability.
- **Investing in Innovation and Sustainability:** We are dedicated to exploring and adopting innovative solutions that minimize our environmental impact. This includes expanding the use of renewable energy, optimizing resource efficiency, and implementing sustainable waste management practices across all operations.

10 SOCIAL PERFORMANCE

GRI 3-3

In 2024, Megawide continued to strengthen its commitment to its people and communities. We remain steadfast in recognizing the value of our workforce's health and safety, which we demonstrate through proactive hazard management, comprehensive health services, and strong employee participation. This commitment is evident across all our business units, with our dedicated safety committees, strict adherence to international standards, and specialized training programs.

We also recognize the importance of fostering a diverse and inclusive workplace through workforce demographic analysis and implementing initiatives that promote equal opportunities for all. The Company continues to prioritize key workforce initiatives, including closing the gender pay gap, advancing employee skill development, and fostering open communication channels to strengthen diversity and inclusion efforts.

Megawide remains dedicated to social responsibility. We cultivate a safe, inclusive, and supportive environment for our employees while actively contributing to the well-being of the communities we serve. Our commitment extends to community engagement initiatives, addressing key social needs such as public health, education, and disaster response.

EMPLOYEE HEALTH AND SAFETY

GRI 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-9, 403-10
IF-EN-320a.1

Our people are our greatest asset, and we are committed to maintaining a safe and healthy work environment across all business units. Beyond compliance, we strive to cultivate a proactive safety culture that protects the welfare of our employees, contractors, and visitors.

Building on our existing framework, we continue to strengthen our Occupational Health and Safety (OHS) management system with best practices that focus on:

1 Proactive Hazard Identification and Risk Management:

- **Collaborative Hazard Assessment:** We actively engage employees and contractors in identifying potential hazards through regular workplace inspections, daily walk-throughs, and toolbox talks. This inclusive approach ensures that diverse perspectives are considered, leading to more effective hazard identification and risk mitigation.
- **Robust Risk Assessment:** We continue to utilize a comprehensive risk assessment process, including Job Hazard Analysis (JHA) and Hazard Identification, Risk Assessment, and Risk Control (HIRARC) methodologies. This enables us to prioritize risks effectively and enforce appropriate controls, reducing the likelihood and impact of potential incidents.
- **Effective Incident Investigation:** All work-related incidents undergo detailed investigations using root cause analysis methodologies, such as fishbone analysis. This helps us identify underlying causes and implement corrective and preventive measures to enhance workplace safety.

2 Comprehensive Occupational Health Services:

- **Regular Medical Examinations:** We provide pre-employment, return-to-work, and annual medical examinations to ensure employees are fit for duty and maintain overall well-being.
- **Accessible On-site Medical Care:** Our workplace medical clinics offer on-site medical services, first aid, and essential medications. We ensure adequate staffing with qualified healthcare professionals. Additionally, we maintain partnerships with external clinics and laboratories to provide specialized medical care when needed.

3 Empowering Employee Participation and Consultation:

- **Open Communication Channels:** We foster a culture of active employee participation in OHS through open communication channels such as toolbox meetings, safety committees, and digital platforms, ensuring concerns and insights are heard and addressed.
- **Regular Training and Education:** We provide comprehensive OHS training for all employees, covering critical topics such as hazard identification, risk assessment, emergency response, and proper use of personal protective equipment (PPE).
- **Information Dissemination:** We regularly communicate OHS updates and guidelines via emails, bulletin boards, and internal communication platforms, ensuring employees have continuous access to essential safety information.



Disclosure	Description	Total (#)	
		2024	2023
Total number of work-related injuries			
Fatalities	Number of fatalities due to work-related injuries	0	1
High-consequence injuries	Number of high-consequence injuries, excluding fatalities	5	2
Recordable injuries	Number of recordable work-related injuries	5	16
Total number of work-related ill health cases			
Fatalities	Number of fatalities due to work-related ill health	0	-
Recordable ill health	Number of recordable work-related ill health cases	58	336
Hours worked	Total number of hours worked	35,630,386	53,007,558

OCCUPATIONAL HEALTH AND SAFETY (OHS)

GRI 3-3, 403-1, 403-5, 403-7

As a construction and engineering group, Megawide prioritizes OHS to protect its workforce and ensure operational efficiency. All SBUs implement robust OHS systems aligned with DOLE regulations, Republic Act 11058, and applicable safety standards.



Key practices include daily toolbox meetings, hazard identification, regular site inspections, and mandatory training on emergency preparedness, fire safety, and first aid. Employee participation is integral—joint safety committees and open communication channels empower workers to actively shape and strengthen safety measures.

In 2024, PCS achieved DOLE's "Zero Accident Goal" after surpassing 20 million safe man-hours. EPC and MWMTI enforced stringent risk assessments and health monitoring across projects and facilities. PH1 partnered with Medicard for preventive healthcare and virtual consultations, while C2W upheld compliance through collaborative safety planning. HoldCo reinforced a proactive safety culture with daily monitoring, clinic services, and regular health awareness initiatives.

Megawide cultivates a workplace culture grounded in safety, accountability, and care across all its operations by continuously improving its OHS systems.

EMPLOYEE ENGAGEMENT, DIVERSITY, AND INCLUSION

GRI 2-7, 3-3, 401-1, 401-2, 404-2, 405-1

At Megawide, we recognize that diversity and inclusion are vital to driving innovation and long-term success. We are dedicated to building a workplace where every individual is respected, valued, and empowered to contribute their unique skills and perspectives.

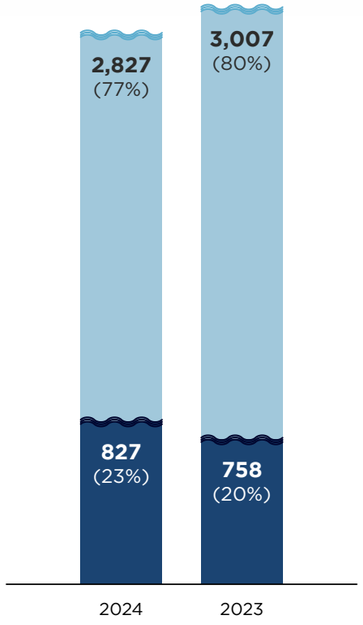


Workforce Diversity

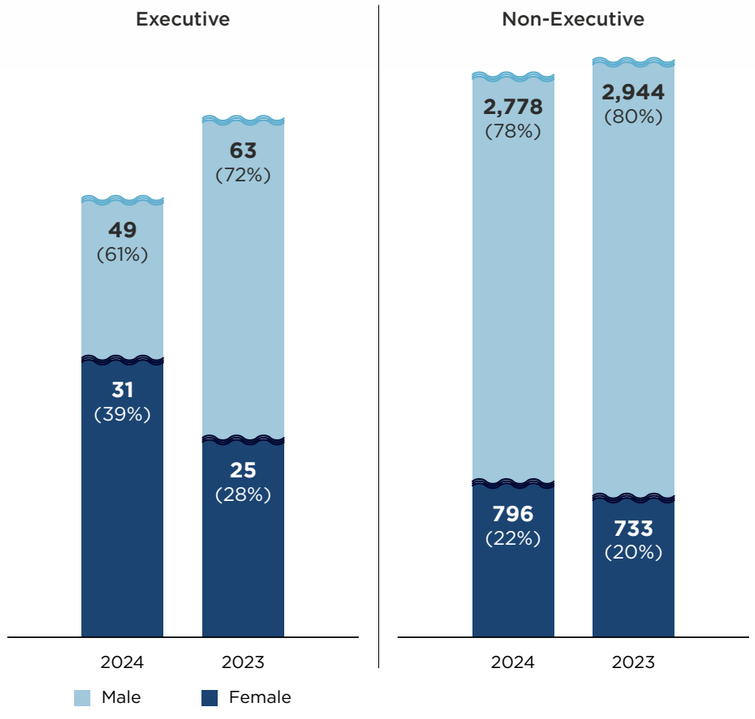
To foster an inclusive environment, we actively monitor key diversity metrics, which allow us to understand workforce composition and identify areas for growth. As of December 31, 2024, Megawide had a total of 3,654 employees.

Gender Diversity

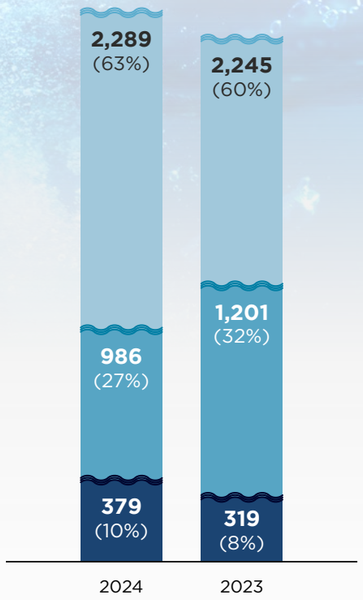
Overall Diversity Indicator During the Reporting Period



Gender Diversity Indicator by Employee Category



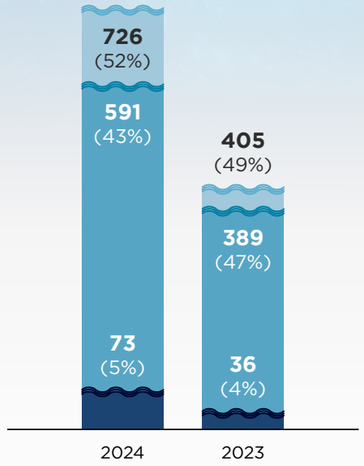
Age Distribution



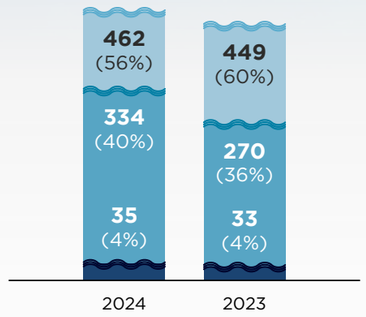
Diversity of New Hires and Turnover:

We are committed to attracting and retaining a diverse workforce by fostering an inclusive and supportive work environment. Our 2024 new hire and turnover data, categorized by gender and age group, are as follows:

New Hires (BUs Total)



Employee Turnover (BUs Total)



Under 30 30-50 Over 50

Workplace Discrimination

GRI 406-1

Megawide upholds a strict zero-tolerance policy for workplace discrimination. In 2024, there were zero reported cases of workplace discrimination.

Diversity and Inclusion Initiatives

We implement targeted initiatives promoting equal opportunities, fair representation, and an inclusive workplace culture.

Equal Opportunity Employer

We remain committed to being an equal opportunity employer, upholding the principles of fairness and non-discrimination across all stages of employment, including recruitment, promotion, training, and compensation. We continued to strengthen our compliance with applicable laws and regulations prohibiting discrimination based on race, color, religion, sex, national origin, age, sexual orientation, or disability, while promoting a more inclusive workplace culture.

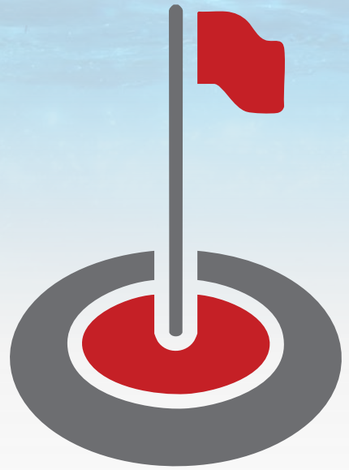
Employee Skills Development Programs

We provide our employee development initiatives, including leadership training, technical upskilling, and cross-functional development programs. These programs are designed to foster career advancement and reinforce our culture of continuous learning and improvement.

Employee Engagement and Communication

We continue to prioritize open dialogue and inclusive communication across the organization through regular employee surveys, focus group discussions, and town hall sessions. These platforms not only help surface key concerns but also inform actions that support diversity, inclusion, and overall employee well-being.

Our journey toward a truly diverse and inclusive workplace is continuous. We remain committed to the following key initiatives:



Enhancing Recruitment Strategies

We will continue implementing targeted hiring initiatives to attract diverse candidates, including partnerships with organizations promoting workplace diversity and inclusion.

Tracking and Reporting Progress

We will regularly measure and report our progress toward diversity and inclusion goals, ensuring accountability and fostering a workplace where everyone feels valued and respected.

Setting Measurable Targets

We establish clear, measurable targets to improve diversity representation at all levels, with a particular focus on leadership roles.

Strengthening Inclusive Leadership Training

We provide mandatory inclusive leadership training for managers and supervisors, equipping them with the skills to create a more inclusive and supportive work environment.

TRAINING AND EDUCATION

GRI 3-3, 404-1, 404-2

Megawide prioritizes continuous learning and professional development, empowering employees to expand their skills and reach their full potential. Investing in our people is key to driving innovation, enhancing operational excellence, and achieving sustainable growth.

Training Hours:

We actively encourage employee participation in various training programs. In 2024, a total of 49,068 training hours were provided across the organization.

49,068 training hours in 2024

Total training hours provided to employees

	Total (Hours)	
	2024	2023
By Category		
Board	0	0
Executive	4,882	5,017
Non-executive	44,186	49,464
By Gender		
Female	12,273	20,016
Male	36,795	34,465

Average training hours provided to employees

By Gender	Average (hours/employee)	
	2024	2023
Female	40	11
Male	64	26

Performance and Career Development:

We foster a performance-driven culture through continuous feedback and development opportunities.

- **Performance Review:** Regular performance reviews are conducted across all business units, with annual reviews at EPC and HOLDCO and semi-annual reviews at PCS, PH1, and PITX.

Key Initiatives and Programs:

- **Individual Development Plans (IDPs):** HOLDCO implements IDPs based on competency gaps, offering technical and leadership training, coaching, and mentoring programs.
- **Competency Assessments:** Through the Competency Assessment Test, HOLDCO identifies employee skill gaps and addresses them through seminars, on-the-job training, and other learning tools.
- **Training Needs Analysis:** PCS tracks and integrates training participation into performance evaluations. Employees can also access external training programs covering technical skills, soft skills, and pre-retirement planning.
- **Competency-Based Training:** EPC tailors its training programs based on competency profiles and needs assessments. The focus remains on People Management Principles and post-training evaluations to assess effectiveness.

Parental Leave

GRI 401-3

We are committed to creating a workplace that supports employees in balancing work and family responsibilities.

THE BARRACKS RELAUNCH

GRI 203-1, 203-2, 413-1, 413-2

The Barracks has been reimagined to better serve students, downtown workers, Carbon Market-goers, tourists, and stakeholders. Featuring expanded dining, a revitalized ambiance, greener spaces, and an upgraded entertainment center, it offers an enhanced experience that seamlessly blends tradition with modern comforts.

With these improvements, The Barracks remains the go-to destination for Cebu's beloved local flavors, providing a vibrant and welcoming space for both locals and visitors alike.





CARBON MARKET: A HUB FOR DIGITAL INCLUSION, EDUCATION, AND COMMUNITY DEVELOPMENT

The Carbon Market continues to evolve, introducing new programs that enhance digital accessibility, education, and community well-being. These initiatives integrate technology and learning opportunities into daily market life, benefiting vendors, market-goers, and the broader Carbon community.

Paleng-QR: Digital Payments for Vendors

The Paleng-QR PH program offers over 500 vendors an alternative cashless payment method, making transactions safer and more efficient through partnerships with financial institutions.

Public Wi-Fi: Connecting Carbon Vendors

Free high-speed public Wi-Fi is now available at the Interim Building, covering key market areas with up to 100 Mbps speeds. This allows vendors to promote their products online and use digital payment platforms more effectively, ensuring seamless transactions and greater business opportunities.

Carbon Children Values Formation

With over 200 children participating in weekly learning sessions, the Carbon Children Values Formation program fosters values education, hygiene awareness, and physical well-being. This initiative has contributed to a 20% reduction in community-related incidents involving minors, reinforcing positive development among Carbon's youth.

Carbon Learning Hub & Playroom: A Safe Space for Learning

Located on the third floor of the Interim Building, the Carbon Learning Hub and Playroom provides a safe, engaging space for 30-50 children daily. Equipped with over 500 books, educational toys, and a digital learning center with a smart TV, it offers free access to quality learning materials and fosters educational growth in a secure environment.

These initiatives transform Carbon Market beyond a marketplace into a center for digital empowerment, education, and community growth.



CLIMATE IMPACTS OF BUSINESS MIX

GRI 3-3, 201-2, 308-2

Climate change presents Megawide with both challenges and opportunities. We are committed to understanding and managing our climate impact while ensuring resilience in a changing environment. While our operations and the industries we serve contribute to GHG emissions, we also play a vital role in developing infrastructure that supports the transition to a low-carbon economy.



Opportunities and Risks

- **Expanding Sustainable Infrastructure Market:** The demand for renewable energy and sustainable infrastructure continues to grow. Megawide is well-positioned to leverage its expertise in this space, capturing market opportunities through innovative, eco-friendly solutions.
- **Transition Risks in Carbon-Intensive Industries:** We recognize the potential risks linked to carbon-intensive sectors and remain proactive in monitoring evolving climate regulations. We work closely with clients to navigate transition risks and explore sustainable alternatives.
- **Commitment to Transparency:** We uphold transparency in disclosing climate-related risks and opportunities embedded in our backlog and future business strategies. This ensures our stakeholders have the necessary insights for informed decision-making.

Climate Change Adaptation

Megawide is committed to strengthening the resilience of our operations, assets, and surrounding communities against climate change impacts.

Our Approach:

- **Risk Assessment:** Our comprehensive climate risk assessment, launched in 2023, analyzes factors such as extreme weather events, sea level rise, and changing precipitation patterns.
- **Adaptation Strategies:** Based on our risk assessment findings, we will implement targeted adaptation measures, including:
  - **Enhancing Infrastructure Resilience:** Strengthening assets to withstand extreme weather conditions and other climate-related hazards.
  - **Water Management:** Implementing water conservation measures and exploring alternative sources to address potential water scarcity risks.
  - **Supply Chain Resilience:** Collaborating with suppliers to assess their climate-related risks and develop contingency plans to ensure business continuity.

Megawide remains steadfast in its commitment to climate action, proactively mitigating risks while seizing opportunities to build a more sustainable and resilient future.

TRASH-TO-CASHBACK: EMPOWERING EMPLOYEES AND PASSENGERS FOR A GREENER TOMORROW

In 2024, PITX launched the Trash-to-Cashback Program to encourage transport workers to embrace sustainability through recycling incentives. Employees can exchange recyclable materials for rewards, such as grocery vouchers, promoting waste segregation and responsible disposal.

PITX has conducted waste segregation workshops and sustainability awareness sessions to further enhance environmental responsibility and encourage employees to adopt responsible waste management practices.

Due to the program's success, Trash-to-Cashback will soon be extended to PITX passengers. This will allow commuters to participate in eco-friendly practices and further reduce landfill waste.



This initiative has not only significantly reduced overall waste output at PITX but also strengthened employee engagement in sustainability efforts. By integrating these green initiatives into daily operations, PITX further reinforces its commitment to environmental responsibility and corporate sustainability.

HUMAN RIGHTS AND COMMUNITY RELATIONS

GRI 3-3, 408-1, 409-1, 413-1
IF-EN-510a.3

Respecting human rights and fostering strong community relationships are fundamental to Megawide's long-term success. Our commitment extends beyond compliance, ensuring that our employees, contractors, and local communities are treated with dignity and fairness.

Human Rights

We have a zero-tolerance policy for any form of human rights violations and strictly adhere to all labor laws and international human rights principles.

Our Commitment

- **Prohibition of Forced and Child Labor:** We strictly hire individuals of legal working age, conducting thorough background checks and requiring proof of age. Employment contracts explicitly prohibit forced labor, with robust internal controls in place.
- **Non-Discrimination:** We maintain an inclusive workplace where hiring, promotion, training, and compensation decisions are based on merit, free from discrimination based on race, color, religion, sex, national origin, age, sexual orientation, or disability.
- **Harassment-Free Workplace:** Megawide enforces a zero-tolerance policy for any form of harassment, including sexual harassment. We conduct regular training sessions to foster a culture of respect.
- **Workplace Safety and Violence Prevention:** We are committed to providing a secure working environment and have strict policies against violence, intimidation, and bullying in the workplace.

Our Practices

- **Code of Business Conduct and Ethics:** Our Code outlines our commitment to human rights and ethical behavior. Annual training sessions reinforce these principles among employees.

- **Grievance Mechanisms:** We have established clear and accessible grievance channels to allow employees to report any human rights concerns. Every report is handled confidentially and investigated promptly to ensure appropriate action is taken.

Community Relations:

At Megawide, we recognize the importance of fostering strong, lasting relationships with the communities where we operate. We are committed to being a responsible corporate citizen by engaging with them, understanding their needs, and actively contributing to their well-being.

Community Engagement Programs

GRI 413-1, 413-2

Our community engagement initiatives are designed to address the specific needs and priorities of the communities we serve. In 2024, we continued to implement targeted programs that create a positive social impact:

- **EPC: Workers' Skills Development Program:** Trained skilled laborers and foremen from economically disadvantaged communities, promoting economic development and empowering a more capable workforce.

- **PCS: Community Support through Formworks Innovations:** Repurposed recycled materials to improve school infrastructure, such as bike stands, while engaging communities to identify and respond to their needs. Also organized quarterly blood donation drives, improved public school safety through Brigada Eskwela, and expanded hygiene and feeding programs for children in project areas.

- **PITX: *Barkada ni Pete:* Health and Wellness Initiative:** Conducted road safety awareness campaigns and vision screenings to promote safe driving. Conceptualized in 2021 and launched in 2022, the program improved healthcare access in underserved barangays and partnered with the Land Transportation Office (LTO)'s for the Conductor's Theoretical Course. Beneficiaries were engaged through focus group discussions to ensure responsive program design.



BARKADA NI PETE: A HEALTH AND WELLNESS INITIATIVE

Ensuring the well-being of transport workers is crucial for maintaining safe and efficient public transport operations. *Barkada ni Pete*, a health and wellness initiative at PITX, supports drivers and transport workers through road safety education and wellness programs.

One of the program's key components is the Educational Road Safety Sessions, conducted in partnership with health professionals and transport experts. These sessions focus on the importance of visual health for road safety, educating drivers on how proper eye care can help prevent accidents.

In addition to education, wellness activities such as medical missions provide essential health services, enabling transport workers to monitor their physical well-being. By facilitating the early detection of visual impairment issues, the initiative contributes directly to safer public transport operations and reduces road safety risks.

Barkada ni Pete also strengthens community engagement, reinforcing PITX's commitment to both passenger and driver welfare. The program fosters trust and cooperation by encouraging collaboration between transport operators and government agencies. By integrating health and safety into daily transport operations, *Barkada ni Pete* helps create a safer, healthier, and more resilient transport workforce.

Addressing Potential Community Impacts

We acknowledge that our operations may impact local communities and proactively address potential concerns. For example, we recognize the contribution of public utility vehicles in PIX to CO_2 emissions. In response, we actively explore and implement mitigation strategies, such as promoting cleaner transportation options and integrating emission reduction measures into our operations.

STRENGTHENED MEGATULONG: DISASTER ASSISTANCE PROGRAM

The MegaTulong Disaster Assistance Program continues to expand its reach, providing aid to 779 families across 14 LGUs and supporting 88 employees and scholars in times of crisis. Prioritizing sustainable relief, the program shifts away from traditional dole-out assistance, focusing instead on organized relief packing and strategic distribution to ensure resources are effectively allocated.

With increased volunteer participation, MegaTulong fosters stronger community engagement while enhancing response efforts. Additionally, a new procurement and SBU requisition policy has been implemented to streamline aid distribution and improve response times.

LABOR PRACTICES

GRI 3-3, 413-2, 408-1, 409-1

Megawide is committed to upholding recognized labor standards and ensuring the fair and ethical treatment of all employees. We strictly adhere to labor laws and best practices that protect fundamental workers' rights, including fair wages, ethical employment, and workplace safety.

- **Compliance with Labor Laws:** We strictly comply with all applicable labor laws and internationally accepted standards to safeguard employee rights.

- **Prohibition of Forced and Child Labor:** We have a zero-tolerance policy for forced or bonded labor and child labor within our operations. Strict background checks and verification processes ensure full compliance.

- **Fair Wages and Benefits:** Competitive compensation and benefits are key to attracting, retaining, and motivating our workforce. Megawide ensures compliance with all minimum wage regulations while striving to exceed industry standards where possible.

- **Workplace Safety and Employee Relations:** We foster a safe and respectful work environment that promotes collaboration, well-being, and professional growth for all employees.

Freedom of Association and Collective Bargaining

GRI 2-30, 407-1

Megawide currently has no employee unions; therefore, aspects related to Freedom of Association and Collective Bargaining are considered not applicable. However, we remain committed to open communication and actively engage with employees to ensure their voices are heard and respected.

Commitment to Ethical Labor Practices

GRI 2-23, 2-24

Megawide continuously reviews and enhances its labor policies to align with global best practices. We are dedicated to maintaining an ethical, transparent, and inclusive workplace that fosters employee growth, safety, and satisfaction.

11

CORPORATE GOVERNANCE

GRI 3-3, 2-9, 2-10, 2-12

Directors of Megawide Construction Corporation serve for a term of one (1) year or until their successors are duly elected and qualified. The Annual Stockholders' Meeting is held every June 30, or the following business day if it falls on a legal holiday. Following this, the Organizational Meeting is convened to elect members of the Board committees.



The Governance, Nominations, and Compensation Committee oversees the nomination and selection of Board and committee members, ensuring adherence to principles of good governance and independence.

In line with SEC regulations and to maintain objectivity, Megawide's Independent Directors may serve for a maximum cumulative term of nine (9) years. After this period, they become ineligible for re-election as Independent Directors but may be nominated as non-Independent Directors. If the Company intends to retain an Independent Director beyond the nine-year limit, the Board must present a compelling justification and secure approval from the shareholders at the Annual Stockholders' Meeting.

BOARD OF DIRECTORS

As of 2024, Megawide's Board is composed of six (6) Directors, including two (2) Independent Directors. A seventh Director—also an Independent Director—is set to be elected by the stockholders on March 27, 2025. All Directors serve a one-year term or until their successors are elected and qualified.

In compliance with SEC Memorandum Circular No. 19, Series of 2016, Megawide has adopted its New Manual on Corporate Governance and constituted all mandated Board Committees.

The current Directors serve on the following committees:

1. Executive Committee
2. Finance Committee
3. Audit and Compliance Committee
4. Board Risk Oversight Committee
5. Governance, Nominations, and Compensation Committee

Committee members are elected annually during the Organizational Meeting held immediately after the Annual Stockholders' Meeting.



MR. EDGAR B. SAAVEDRA
CHAIRMAN OF THE BOARD, CEO AND PRESIDENT

Age: 50
Citizenship: Filipino
Term of Office: Yearly

Mr. Saavedra is currently the Chairman and President of Citicore Holdings Investment Inc. and Megawide Land, Inc. He is also the Chairman of Altria East Land Inc., MWM Terminals, Inc., Cebu2World Development, Inc., Citicore Power Inc., Citicore Energy REIT Corp., Citicore-Megawide Consortium, Inc., Tunnel Prefab Corporation, WideHorizons Inc., Megawide Terminals, Inc. and Citicore Renewable Energy Corporation. He also serves as Director of GMR Megawide Cebu Airport Corporation. In addition, he serves as the Chairman of PH1 World Developers, Inc. Further, he is a Trustee of Megawide Corporate Foundation, Inc.

Mr. Saavedra's engineering experience spans over twenty (20) years. He received his Bachelor's degree in Engineering from De La Salle University. After obtaining his license as a Civil Engineer, he pursued special studies in Foundation Formworks in Germany, through the Philippine Institute of Civil Engineers.



MR. MANUEL LOUIE B. FERRER
VICE CHAIRMAN OF THE BOARD AND EXECUTIVE DIRECTOR FOR INFRASTRUCTURE DEVELOPMENT

Age: 49
Citizenship: Filipino
Term of Office: Yearly

Mr. Ferrer is the Chairman of the Board of Trustees of Megawide Corporate Foundation, Inc. Also, he serves as a Director and the President of Altria East Land Inc. and Megawide Terminals, Inc. He is also a Director of GMR Megawide Cebu Airport Corporation, Cebu2World Development, Inc., Citicore Holdings Investment Inc., MWM Terminals, Inc., Citicore Energy REIT Corp., and Megawide Land, Inc. He also serves as a Director and Vice-Chairman of the Board of PH1 World Developers, Inc. Further, he is a Director and the Treasurer of Citicore Power Inc. and Citicore Renewable Energy Corporation.

Mr. Ferrer obtained his degree in Industrial Design from De La Salle University in 1996. He previously served as President of MWM Terminals, Inc.



MR. OLIVER Y. TAN
NON-EXECUTIVE DIRECTOR

Age: 47
Citizenship: Filipino
Term of Office: Yearly

Mr. Tan serves as Director and President of Citicore Power Inc., Citicore Energy REIT Corp., Citicore Renewable Energy Corporation, and Citicore-Megawide Consortium, Inc. Further, he is a Director and the Vice President of Citicore Holdings Investment Inc. He also serves as Director and Treasurer of Megawide Land, Inc. and Megawide Terminals, Inc.

Mr. Tan previously served as the Chief Finance Officer of Megawide Construction Corporation. He holds a degree in Business Administration from the Philippine School of Business Administration.

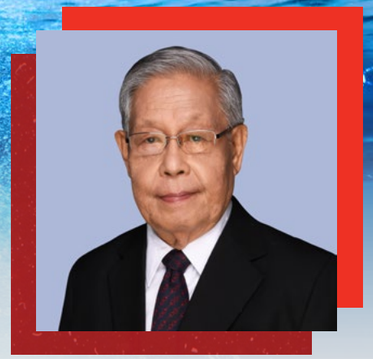


MR. RAMON H. DIAZ
NON-EXECUTIVE DIRECTOR

Age: 66
Citizenship: Filipino
Term of Office: Yearly

Mr. Diaz is a Director of Altria East Land Inc., Citicore Holdings Investment Inc., Citicore Power Inc., MWM Terminals, Inc. Megawide One Mobility Corporation (formerly "Citicore Infrastructure Holdings, Inc."), Citicore-Megawide Consortium, Inc., and Citicore Renewable Energy Corporation. Also, he serves as Director and Treasurer of Cebu2World Development, Inc.

Mr. Diaz was previously President and Chief Operating Officer of Metro Pacific Zamboanga Hospital Corporation. He also served as Chief Finance Officer of PT Internux (Indonesia), East Manila Hospitals Managers Corporation, Mt. Kitanglad Agri Services, Inc., Actron Industries, Inc., and Isla Communications Company Inc. Further, he was Chief Operating Officer of PT Jababeka Infrastruktur. He obtained his Bachelor of Science degree in Commerce, Major in Accounting, Magna Cum Laude, from the University of San Carlos and his Masters in Business Management from the Asian Institute of Management, as a scholar of the Ford Motor Company. He is a Certified Public Accountant.



RET. CHIEF JUSTICE HILARIO G. DAVIDE, JR.
INDEPENDENT DIRECTOR

Age: 89
Citizenship: Filipino
Term of Office: Yearly

Ret. Chief Justice Davide, Jr. is currently an Independent Director and Vice-Chairman of Manila Bulletin Publishing Corporation. He is also a Director and the Chairman of KOMPASS Credit and Financing Corporation. Further, he serves as Director of Philippine Trust Company (Philtrust Bank). He is also the Chairman of the Board of Trustees of Claudio Teehankee Memorial Foundation, Inc. and Heart of Francis Foundation, Inc. He is also a Trustee of Knights of Columbus of the Philippines Foundation, Inc., and Knights of Columbus Fr. George J. William, SJ Charities, Inc.

Ret. Chief Justice Davide, Jr. served as Chief Justice of the Supreme Court of the Philippines from November 1998 to December 2005. Before serving as Chief Justice, he was appointed as Chairman of the Commission on Elections (COMELEC) and Chairman of the Presidential Fact-Finding Commission tasked to investigate various coup attempts against the government. After his retirement from the Supreme Court, he served as the Permanent Representative of the Republic of the Philippines to the United Nations (UN) in New York from February 2007 to March 2010. He was an educator, legislator, and presidential adviser before his appointment as the country's top diplomat to the UN. Further, he was a Delegate to the 1971 Constitutional Convention. He was likewise a Commissioner of the 1986 Constitutional Commission which drafted the 1987 Constitution of the Philippines. Recognized for his accomplishments in government service, he was conferred the Ramon Magsaysay Award in 2002. He obtained his Bachelor of Laws from the University of the Philippines.



MR. CELSO P. VIVAS
INDEPENDENT DIRECTOR

Age: 77
Citizenship: Filipino
Term of Office: Yearly

Mr. Vivas is an Independent Trustee of Megawide Corporate Foundation, Inc. He is currently Lead Independent Director and Chairman of Audit and Risk Management Committee of Keppel Holdings, Inc. Further, he serves as Independent Director and Chairman of Audit and Risk Management Committee, Keppel Philippines Marine, Inc. He is also Independent Director and Member of the Audit Committee of Keppel Philippines Properties, Inc. He also serves as Independent Director of Keppel Subic Shipyard, Inc. Also, he serves as Independent Director, Chairman of Governance, Nomination, and Remuneration Committee, and Member of Audit and Risk Management Committee of Republic Glass Holdings, Inc. Mr. Vivas is also the President of Marubeni Foundation, Inc.

He was a Risk Consulting Partner and Assurance Business Advisory Partner of SGV & Co. until his retirement in 2001. He is a Certified Public Accountant and has over fifty (50) years of experience in the areas of audit, finance, enterprise risk management, and corporate governance. He obtained his Bachelor's Degree in Business Administration (Cum Laude) from the University of the East. He also received a Master's Degree in Business Management from the Asian Institute of Management (as a scholar of SGV & Co.). He is also a graduate of the Company Directors' Course from the Australian Institute of Company Directors (as a scholar of the Institute of Corporate Directors).

KEY OFFICERS

Corporate Office



EDGAR B. SAAVEDRA
CEO AND PRESIDENT



MANUEL LOUIE B. FERRER
EXECUTIVE DIRECTOR FOR INFRASTRUCTURE DEVELOPMENT



JEZ G. DELA CRUZ
CHIEF FINANCE OFFICER*



MARIA BELINDA B. MORALES
CHIEF HUMAN RESOURCES OFFICER



JAIME RAPHAEL C. FELICIANO
CHIEF BUSINESS DEVELOPMENT OFFICER



CHRISTOPHER A. NADAYAG
TREASURER AND GROUP COMPTROLLER



ATTY. RAYMUND JAY S. GOMEZ
CHIEF LEGAL OFFICER, COMPLIANCE OFFICER, AND DATA PROTECTION OFFICER

**Replaced Ramon Diaz*

KEY OFFICERS

Precast and Construction Solutions



MOHIT MALHI
CHIEF EXECUTIVE ADVISOR



MARTIN MIGUEL B. FLORES
CHIEF RISK OFFICER**



MARKUS HENNIG
EVP - PRECAST & CONSTRUCTION SOLUTIONS



JERALBINE R. NUGUID
AVP - PRECAST BUSINESS UNIT



ZHEENA E. OCAMPO
ACTING CHIEF AUDIT EXECUTIVE



ROLANDO S. BONDOY
HEAD OF INVESTOR RELATIONS



REXFORD D. ILLAGAN
AVP - RMC BUSINESS UNIT



TEOFILO FERNANDO G. MARZABAL
AVP - QA/QC



ATTY. ANTHONY LEONARD G. TOPACIO
AVP - CORPORATE LEGAL



JOHN REANER NOCUM
AVP - CORPORATE FINANCE AND PLANNING



MARIZEL P. RAHON
AVP - FINANCE COMPTROLLER



MARK PAUL D. FLORES
HUMAN RESOURCES HEAD***

***Concurrent Procurement Head of Megawide Construction*
Note: Atty. Melissa Ester E. Chavez-Dee replaced Atty. Teodulo Antonio G. San Juan Jr. as Corporate Secretary

****Replaced Mr. Roderick Reyes*

KEY OFFICERS

Engineering, Procurement, and Construction



DENNIS L. MAKALINTAL
HEAD - CELS



DENNIS M. SEMBRANO
AVP - SALES AND MARKETING HEAD



FREDERICK TAN
CHIEF OPERATING OFFICER



MANUEL ONGJUCO
HUMAN RESOURCES HEAD



MASASHI WATANABE
AVP - ENGINEERING HEAD



MELONA E. DABLO
SUPPLY CHAIN MANAGEMENT HEAD



RUEL L. ALMA
HEAD OF FMD



REYNALDO RODRIN
AVP - OPERATIONS



JULES RONQUILLO
AVP - OPERATIONS



KARL BENEDICT N. ONG
FORMWORKS DEPUTY HEAD



GASPAR C. CAYCO
FORMWORKS DEPUTY HEAD



GRANT LEE FELLOWES
PROJECT DIRECTOR



MELVINO FAUSTINO
PROJECT MANAGER, MMSP CP 104



BENA KRISTIE BALANDRA
AVP - SUPPLY CHAIN MANAGEMENT

KEY OFFICERS

Megawide Corporation Foundation Inc.



CELSO P. VIVAS
CHAIRMAN AND INDEPENDENT TRUSTEE



EDGAR B. SAAVEDRA
VICE-CHAIRMAN



TERESA CHUA-SAAVEDRA
PRESIDENT



MANUEL LOUIE B. FERRER
MEMBER OF THE BOARD



ATTY. CARMELA A. CASTRO
EXECUTIVE DIRECTOR



PAULETTE LUI
INDEPENDENT TRUSTEE



CHRISTOPHER A. NADAYAG
TREASURER

KEY OFFICERS

MWM Terminals, Inc.

JAIME RAPHAEL FELICIANO
PRESIDENT

MOHIT MALHI
CHIEF EXECUTIVE ADVISOR

RALPH GILBERT G. BINOS
DIRECTOR - TERMINAL OPERATIONS & FACILITIES MANAGEMENT

RUTH P. MORALES
HEAD - COMMERCIAL OPERATIONS

ALENA XANDRA A. TAN
HEAD - FINANCE & ACCOUNTING

MARIA ALTHEA N. MASANGKAY
HEAD - HR AND ADMIN

JOSE MARI T. SALVADOR
HEAD - CORPORATE AFFAIRS AND GOVERNMENT RELATIONS

Cebu2World Development, Inc.

MANUEL LOUIE B. FERRER
PRESIDENT

LYDWENA R. ECO
EXECUTIVE DIRECTOR FOR CORPORATE AFFAIRS

DANDIE C. ESPAÑOL
FINANCE AND ACCOUNTING MANAGER

MARIA RHODORA R. SAN DIEGO
COMMERCIAL MANAGER

MARIA THERESA A. MERCED
PUBLIC MARKET SUPERVISOR

MARYROSE H. CAMAJALAN
BUSINESS DEVELOPMENT OFFICER

RAYMOND B. DEJAN
OPERATIONS HEAD

JYNX KING R. CHANJUECO
MARKETING MANAGER

SARLYN V. ORLANES
HUMAN RESOURCES OFFICER

PH1 World Developers

GIGI ALCANTARA
PRESIDENT

SPIKE CHING
HEAD OF BUSINESS & PROJECT DEVELOPMENT

LESTER HARI
HEAD OF DESIGN & CONSTRUCTION

AMY TAGALICUD
VICE PRESIDENT - SALES

FERNANDO CUARTINA JR.
HEAD OF ACCOUNT MANAGEMENT

ROWELYN MERENCILLO
HEAD OF ACCOUNT MANAGEMENT - HORIZONTAL

PATRICK TONG
GENERAL MANAGER - PHI LANDSCAPES

MICHELE ZABAL
VP SALES AND MARKETING - PHI LANDSCAPES

JAMES LEE
HEAD OF HR, ADMIN, AND IT

ROGELIO RAMOS JR.
HEAD OF BRANDING

Remuneration of the Board

GRI 2-19, 2-20

Megawide is committed to aligning the remuneration of its Board members and key officers with the Company's long-term strategic objectives. The Governance, Nominations, and Compensation Committee (GNCC) plays a pivotal role in designing and overseeing a compensation framework that supports sustained business growth and shareholder value.

Guiding Principles:

- **Alignment with Long-Term Interests:** The GNCC ensures that compensation structures incentivize and reward contributions that drive Megawide's continued success.
- **Performance-Based Compensation:** The GNCC developed and implemented a structured policy linking remuneration to individual and company performance.
- **Transparency and Compliance:** Directors' compensation adheres to the company's bylaws and is subject to stockholder approval at the Annual Stockholders' Meeting. The Board also determines reasonable per diem payments for attending Board and committee meetings.

Key Responsibilities of the GNCC:

Beyond compensation, the GNCC oversees critical aspects of human capital management:

- **Succession Planning:** Managing talent pipelines, including a structured succession plan for the CEO and senior executives. The committee submits shortlisted candidates for Board approval and conducts an annual review of the emergency succession plan.
- **CEO Performance Evaluation and Compensation:** Assessing the CEO's performance and determining their annual salary, bonuses, incentives, and benefits based on company performance, shareholder returns, industry benchmarks, and past awards.
- **Senior Officer Compensation:** Reviewing and approving compensation packages for senior executives, ensuring alignment with industry standards and regulatory compliance.
- **Severance Packages:** Evaluating and approving severance or termination packages for current or former senior officers.
- **Benchmarking and Best Practices:** Conducting regular assessments of Board compensation levels to ensure competitiveness with similar publicly listed companies.
- **Self-Evaluation and Reporting:** Performing annual self-assessments of the GNCC's effectiveness and presenting findings to the Board. The committee also prepares and approves all required reports in compliance with SEC regulations.
- **Delegated Responsibilities:** Carrying out additional compensation-related tasks assigned by the Board.

Transparency in Action

For the year ended December 31, 2024, the total per diem paid to Directors in the form of Directors' Fees amounted to PHP7.5 million.

Board Committees

GRI 2-9, 2-12

Executive Committee

The Executive Committee is authorized to act on behalf of the Board in urgent matters requiring immediate attention, especially when convening a full Board meeting is not practical. It exercises the Board's fiduciary responsibilities and provides oversight of the company's business operations, ensuring alignment with corporate bylaws and strategic objectives.

In 2024, the Executive Committee was not convened as all Board and Committee meetings scheduled met the required quorum to proceed and cover the respective agenda.

Audit and Compliance Committee

The Audit and Compliance Committee supports the Board by ensuring oversight of the company's internal controls, audit functions, financial reporting, and related party transactions, helping to uphold transparency and regulatory compliance.

Name	Position	No. of Meetings	Meetings Attended
Celso P. Vivas	Chairman	4	4
Hilario G. Davide, Jr.	Vice Chairman	4	4
Ramon H. Diaz	Member	2	2
Oliver Y. Tan*	Member	2	2

*Replacement of Mr. Oliver Y. Tan with Mr. Ramon H. Diaz as Member of the Committee was effective on May 10, 2024

Finance Committee

The Finance Committee assists the Board in overseeing the company's financial management, including asset management, financial planning, and bidding activities, to ensure fiscal responsibility and sustainable growth.

Name	Position	No. of Meetings	Meetings Attended
Ramon H. Diaz	Chairman	2	2
Oliver Y. Tan	Vice Chairman	2	2
Hilario G. Davide, Jr.	Member	2	2
Celso P. Vivas	Member	2	2

Governance, Nominations, and Compensation Committee (GNCC)

The GNCC plays a key role in corporate governance by overseeing the nomination and election of Directors and key officers. It also ensures that compensation structures align with the company's strategic objectives and industry best practices.

Name	Position	No. of Meetings	Meetings Attended
Hilario G. Davide, Jr.	Chairman	1	1
Manuel Louie B. Ferrer	Vice Chairman	1	1
Celso P. Vivas	Member	1	1

Risk Oversight Committee

The Risk Oversight Committee helps the Board manage the company's Enterprise Risk Management (ERM) framework and security systems. It identifies and evaluates potential risks, assesses mitigation strategies, and ensures that risk management practices remain effective and adaptive to emerging challenges.

Name	Position	No. of Meetings	Meetings Attended
Celso P. Vivas	Chairman	2	2
Edgar V. Saavedra	Vice Chairman	2	2
Hilario G. Davide, Jr.	Member	2	2
Ramon H. Diaz	Member	2	2

Business Ethics and Corporate Policies

GRI 2-15, 2-23, 2-24, 2-26, 406-1
IF-EN-510a.3

At Megawide, strong corporate governance and ethical business practices are fundamental to our long-term success and sustainability. We are committed to conducting business with integrity, transparency, and accountability while adhering to the highest ethical standards and complying with all applicable laws and regulations.

Megawide's Framework for Ethical Conduct:

Megawide's commitment to ethical business practices remained strong in 2024. This dedication is rooted in our core values and reinforced by a robust framework of corporate policies that guide responsible conduct across all operations. These policies are regularly reviewed to address emerging risks and align with industry developments. To ensure organization-wide compliance, we maintained 100% communication and training coverage on anti-corruption policies. As a result, the company upheld its zero-confirmed-corruption record for the year.

Key Policies and Initiatives:

- **Anti-Bribery and Anti-Corruption:** We maintain a strict zero-tolerance policy against bribery and corruption, as outlined in our Code of Business Conduct and Ethics, Employee Code of Discipline, and Code of Conduct and Ethical Standards for Suppliers. Regular training ensures that employees and business partners understand and comply with these policies.
- **Whistleblower Protection:** We continue to enhance our whistleblower protection mechanisms by ensuring safe, confidential, and accessible reporting channels, supported by regular policy reviews and improved monitoring systems.
- **Conflict of Interest Management:** All employees, officers, and directors are required to submit annual Conflict of Interest Disclosure Forms to identify and proactively manage potential conflicts of interest.

2024 Highlights:

- **Zero Confirmed Corruption Cases:** No confirmed incidents of corruption were reported in 2024, reflecting the strength of our ethics and compliance program.
- **100% Compliance in Ethics Training:** All members of our governance body, employees, and business partners received training on anti-corruption policies and procedures, ensuring widespread awareness and adherence.

Policy Title	Description
Anti-Fraud Policy	Outlines the procedures and controls for preventing, detecting, reporting, and addressing fraudulent activities within the Company.
Board Charter	Defines the roles, responsibilities, composition, and qualifications of the Board and its members, as well as its operating procedures.
Board Self-Evaluation Policy	Enables the Board and its members to assess and measure their annual performance to ensure effectiveness and accountability.
Code of Conduct and Business Ethics	Articulates the Company's core values and ethical standards to guide the behavior and decisions of all personnel.
Code of Conduct and Ethical Standards for Suppliers	Communicates the values and ethical practices expected of suppliers when conducting business with the Company.
Conflict of Interest - Supplemental Guidelines	Reinforces the obligation of employees to avoid personal or financial interests that could compromise the Company's integrity or decision-making.
Data Privacy Manual	Describes the Company's policies and practices for safeguarding the personal data of clients, employees, partners, and stakeholders.
Employee Code of Discipline	Standardizes procedures for addressing administrative violations and imposing appropriate sanctions among Company personnel.
New Manual on Corporate Governance	Implements the SEC's Code of Corporate Governance for publicly listed companies and embeds best governance practices across the organization.
Quality, Environmental, Safety and Health Policy	Specifies the Company's commitments, controls, and actions to comply with quality, safety, health, and environmental regulations.
Related Party Transactions Policy	Establishes the framework for managing related party transactions with transparency, fairness, and regulatory compliance.
Trading Policy	Provides guidelines to ensure compliance with securities laws and regulations regarding the trading of Company shares by directors, officers, and employees.
Whistleblower Policy	Encourages the reporting of fraud, misconduct, and policy violations while ensuring confidentiality and protection for whistleblowers.

At Megawide, we uphold a culture of strong corporate governance and accountability. We are dedicated to developing, maintaining, and enforcing policies that promote ethical and responsible business practices.

ENTERPRISE RISK MANAGEMENT (ERM)

GRI 3-3

We recognize that a robust ERM program is essential for sustainable growth and long-term success. As a cornerstone of good corporate governance, our ERM framework enables us to proactively identify, assess, and manage potential uncertainties. This forward-looking approach helps protect our business, enhance stakeholder value, and support informed decision-making in an evolving risk landscape.

Our ERM framework is aligned with ISO 31000:2018, a globally recognized risk management standard, ensuring a structured and comprehensive approach. Tailored to Megawide's operational context, the framework is seamlessly integrated across business units and strategic planning processes.

Key Pillars of Our ERM Framework

Leadership & Commitment:
The Board Risk Oversight Committee, together with our President & CEO, actively champions a risk-aware culture, ensuring comprehensive oversight and integration of ERM throughout the organization.

Common Risk Language:
Our Megawide Business Risk Dictionary standardizes risk-related terminology, facilitating clear communication and a shared understanding of risks across the organization.

Integrated Risk Management:
We embed risk management principles into daily operations, reinforcing the philosophy that everyone is a risk manager and ensuring alignment between risk appetite and strategic objectives.

Continuous Improvement:
We regularly review and update our ERM framework, incorporating lessons learned, industry best practices, and evolving risk landscapes. Our Internal Audit team plays a critical role in assessing ERM maturity and identifying areas for enhancement.

We adhere to a well-structured ERM process that guides us through every stage of the risk management lifecycle:

1. **Establishing the Scope, Context, and Criteria:** We establish boundaries for risk management, considering both internal and external factors, and set clear criteria for evaluating risks.
2. **Risk Assessment:** We identify potential risks across all business areas, analyze impact and likelihood, and evaluate their significance against predefined criteria.
3. **Risk Assessment:** We implement appropriate risk mitigation strategies, including avoidance, reduction, transfer, or acceptance, while ensuring alignment with our risk appetite.
4. **Communication and Consultation:** We maintain open and transparent engagement with stakeholders, ensuring they are informed and involved in risk-related discussions.
5. **Review and Monitoring:** We continuously evaluate the effectiveness of risk management efforts and make necessary adjustments to address the dynamic risk environment.

FINANCIAL PERFORMANCE

GRI 3-3, 201-1

Megawide acknowledges its vital role in driving economic growth and development. We are dedicated to generating and distributing economic value responsibly and sustainably for our employees, suppliers, communities, and shareholders.

We report a strong financial performance in 2024, achieving an 18 percent year-on-year revenue growth to PHP22.1 billion. This underscores both our diverse business model and our ability to seize opportunities.

DISCLOSURE	Amount (million PHP) 2024	2023
Revenue	22,144.05	18,638.00
Direct Economic Value Distributed	14,511.14	14,957.00
Economic Value Retained	7,632.91	3,681.00

Employees

Employee wages and benefits increased 11 percent y-o-y, showcasing our commitment to offering competitive salaries and comprehensive benefits to our workforce.

Suppliers

Payments grew by 10 percent y-o-y, highlighting our dedication to supporting local suppliers and stimulating economic activity within our supply chain.

Shareholders

In 2024, dividends distributed to shareholders decreased by -35 percent y-o-y following the PHP2.0 billion dividends declared in 2023 from the airport transaction closing. This change reflects the transition from one-time special dividends to a focus on sustainable growth.

Communities

Contributions to government revenue through taxes increased by 27 percent compared to the previous year, contributing to vital public services and infrastructure development.

Reinvestment

Made key investments by three (3) percent compared to 2023, focusing on strengthening core businesses, expanding into high-growth areas, and enhancing operational efficiency. This is essential to ensuring long-term sustainability and continued economic value creation for all stakeholders.

Breakdown of direct value distributed (billion PHP)
GRI 201-1

	2024	2023	Change
Operating Cost	1,547.50	1,337.72	16%
Employee wages and benefits	2,520.31	2,267.42	11%
Payment to suppliers	6,985.79	6,373.85	10%
Dividends	2,908.70	4,485.44	-35%
Investment	330.99	320.91	3%
Taxes	217.85	171.88	27%
Total	**7,632.91**	**3,680.93**	**107%**

Economic Value Retained

In addition to delivering direct economic value, we retained PHP7.6 billion in 2024 – doubling from the previous year.

This value was vital for:

Driving Future Growth and Expansion

Investing in Innovation and Development

Reinforcing Financial Stability

Building Resilience Against Economic Uncertainty

Looking Ahead

We remain dedicated to sustaining strong financial performance while generating and distributing economic value responsibly and sustainably. Our commitment includes:

Investing in our people

Supporting our local communities

Engaging responsibly with our suppliers

Delivering value to our shareholders

Megawide strives to foster a cycle of sustainable and inclusive economic growth through these commitments, creating lasting value for all stakeholders.

AWARDS AND RECOGNITION

Megawide's commitment to excellence has been recognized through prestigious awards in 2024.

MEGAWIDE: A RECOGNIZED EMPLOYER OF CHOICE

Megawide's commitment to fostering an exceptional workplace has been recognized with two major employer awards in 2024, reinforcing our reputation as a top employer in the country.

Philippines Best Employer Brand Award

At the Philippines Leadership Awards 2024, Megawide received the Philippines Best Employer Brand Award for the third consecutive year. This recognition, endorsed by CHRO Asia and the World Federation of HR Professionals, highlights companies with outstanding HR strategies focused on talent development, employee engagement, and leadership excellence.

Best Employer for 2024 by Inquirer & Statista

Megawide was also named one of the Best Employers for 2024 by the Philippine Daily Inquirer and Statista. It ranked 89th overall—a significant jump from 200th place last year—and emerged as the top construction company in the country. The award was based on a nationwide survey evaluating employers on salary, benefits, work-life balance, and company reputation.

These distinctions affirm Megawide's focus on employee satisfaction, talent development, and a culture of innovation, positioning it as an industry leader in workplace excellence.

CEBU2WORLD HONORED AT PASIDUNGOG 2024 FOR TOURISM EXCELLENCE

Cebu2World Development, Inc. was recognized at the Cebu City Tourism Office's Pasidungog 2024, the city's first-ever tourism awards program, where The Barracks at Carbon Market was named 'Cebu's Best Culinary Experience.' This award highlights The Barracks' role in enriching Cebu's vibrant food scene and reinforces Carbon Market as a premier culinary and cultural destination.

DOLE SAFETY MILESTONE AWARD

The Department of Labor and Employment (DOLE) Region 4A has honored Megawide Construction Corporation with the Safety Milestone (SMILE) Award for achieving 20 million safe man-hours at the Megawide Industrial Complex Facility. This recognition highlights Megawide's unwavering commitment to workplace safety, maintaining zero lost-time accidents (LTA), and continuously enhancing its occupational safety and health (OSH) practices. As part of DOLE's initiative to promote and recognize industry leaders in safety, the SMILE Award is given to organizations that go beyond compliance, setting new benchmarks in construction safety. Megawide continues to reinforce a culture of safety, ensuring the well-being of its workforce and upholding exemplary industry standards.



PITX WINS 2024 'BANYO NG BAYAN' AWARD

In November 2024, PITX was honored with the 'Banyo ng Bayan' (People's Choice) Award at the Oro Inodoro Awards, a prestigious national recognition celebrating the best and most well-maintained public restrooms in the country.

The Banyo ng Bayan Award, a public-voted category of the Oro Inodoro Awards, recognizes restrooms that excel in cleanliness, accessibility, and overall user experience. Spearheaded by Maynilad Water Services, Inc. since 2016, the awards promote higher hygiene standards nationwide by honoring establishments that prioritize sanitation, sustainability, and responsible wastewater management.

Winning the Banyo ng Bayan Award solidifies PITX's reputation as one of the most commuter-friendly transport hubs in the Philippines, not just in terms of efficiency and accessibility but also in providing exceptional amenities for the traveling public.

ANNEX

I. ECONOMIC

A. Economic Performance
GRI 201-1

Disclosure	2024 (billion PHP)	2023 (billion PHP)	Change
Operating Cost	1,547.50	1,337.72	16%
Employee wages and benefits	2,520.31	2,267.42	11%
Payment to suppliers	6,985.79	6,373.85	10%
Dividends	2,908.70	4,485.44	-35%
Investment	330.99	320.91	3%
Taxes	217.85	171.88	27%
Total	**7,632.91**	**3,680.93**	**107%**

B. Procurement Practices
GRI 204-1

Disclosure	2024 (%)
Procurement budget used for significant locations of operations that is spent on local suppliers	75*

**Only estimated data is available for PCS unit spending on local suppliers.*

C. Anti-corruption
GRI 205-2

Disclosure	2024 (%)	2023 (%)
Percentage of directors to whom the organization's anti- corruption policies and procedures have been communicated to	100	100
Percentage of employees to whom the organization's anti- corruption policies and procedures have been communicated to	100	100
Percentage of Business partners to whom the organization's anti-corruption policies and procedures have been communicated to	100	100
Percentage of directors and management that have received anti-corruption training	100	100
Percentage of employees that have received anti-corruption training	100	100

Disclosure	2024 (%)	2023 (%)
Number of incidents in which directors were removed or disciplined for corruption	0	0
Number of incidents in which employees were dismissed or disciplined for corruption	0	0
Number of incidents when contracts with Business partners were terminated due to incidents of corruption	0	0
Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcome of such cases	0	0

II. ENVIRONMENTAL

A. Energy Management
GRI 2-4, 302-1

Direct Energy (GJ)*		Indirect Energy (GJ)*		Total Energy (GJ)	
2024	2023	2024	2023	2024	2023
145,778.92	120,479.55	141,508.60	100,360.94	287,287.51	220,840.49

**Energy consumption figures for 2023 and 2024 have been restated from kWh to GJ to align with updated methodologies and enhance year-on-year comparability.*

a. Energy Intensity
GRI 2-4, 302-3

Disclosure	Energy Intensity (GJ/mPeso)*		Energy Intensity (GJ/FTE)*		Energy Intensity (GJ/m2)*	
	2024	2023	2024	2023	2024	2023
Scope 1	6.40	3.63	38.76	17.96	0.36	0.17
Scope 2	6.39	6.46	38.73	32.00	0.36	0.30

**Energy consumption figures for 2023 and 2024 have been restated from kWh to GJ to align with updated methodologies and enhance year-on-year comparability.*

B. Emissions
GRI 2-4, 305-1, 305-2, 305-4

a. GHG Emissions

Disclosure	GHG Emissions (tCO_2e)*	
	2024	2023
Direct (Scope 1) GHG emissions	12,204.39	5,717.95
Indirect (Scope 2) GHG Emissions	27,260.06	19,333.42
Total	**39,464.45**	**25,050.37**

**Emissions for 2024 emissions were calculated using the IPCC Sixth Assessment Report (AR6), which applies updated GWPs based on the latest climate science. As a result, 2023 emissions have been restated accordingly to follow the same methodology and maintain data comparability.*

b. Emissions Intensity

Category	Emissions Intensity (tCO_2e/mPeso)		Emissions Intensity (tCO_2e/FTE)		Emissions Intensity (tCO_2e/m^2)	
	2024	2023*	2024	2023*	2024	2023*
Direct	0.55	0.31	3.34	1.52	0.03	0.01
Indirect	1.23	1.04	7.46	5.14	0.07	0.05

**Emissions intensity for 2024 are based on recalculated emissions using the GWPs from the IPCC AR6. To ensure year-on-year comparability, the 2023 emissions intensity values have also been restated using the same updated methodology.*

C. Water and Wastewater Management
GRI 2-4, 303-3, 304-4

Disclosure	Absolute Water (m^3)	
	2024	2023*
Water Withdrawn	350,461.92	112,464.67
Water Discharge	139,872.11	47,126.00
Water Consumption	210,589.81	65,338.67

**2023 water data has been restated from liters to cubic meters to ensure consistency in year-on-year reporting. The increase in water consumption in 2024 reflects the inclusion of additional EPC projects not covered in the 2023 reporting period.*

a. Water Intensity
GRI 2-4, 303-5

Disclosure	Water Intensity (m^3/mPeso)		Water Intensity (m^3/FTE)		Water Intensity (m^3/m^2)	
	2024	2023*	2024	2023*	2024	2023*
Water Withdrawn	15.83	6.03	95.91	29.87	0.89	0.28
Water Discharge	7.50	2.53	38.28	12.52	0.12	0.12
Water Consumption	11.30	3.51	57.63	17.35	0.17	0.17

**The 2023 water intensity data has been converted from liters to cubic meters to ensure consistency and alignment in year-on-year reporting.*

D. Waste Management and Intensity
GRI 2-4, 306-3

Disclosure	WASTE (tonnes)	
	2024*	2023
Non-Hazardous Waste	22,056.97	10,789.00
Hazardous Waste	14.82	3.00
Total	**22,071.80**	**10,792.00**

**The significantly higher waste figures in 2024 are primarily due to the inclusion of EPC projects, which were not reported in 2023.*

Disclosure	Water Intensity (tonnes/mPeso)		Water Intensity (tonnes/FTE)		Water Intensity (tonnes/m^2)	
	2024*	2023	2024*	2023	2024*	2023
Non-Hazardous Waste	0.99607	0.57887	6.03639	2.86560	0.05571	0.02730
Hazardous Waste	0.00067	0.000016	0.00406	0.00085	0.00004	0.00001
Total	**0.99674**	**0.57905**	**6.04045**	**2.86649**	**0.05575**	**0.02716**

**The significantly higher waste figures in 2024 are primarily due to the inclusion of EPC projects, which were not reported in 2023.*

III. SOCIAL

A. Gender Diversity
GRI 401-1, 405-1

a. Overall Diversity Indicator During the Reporting Period

Category	Total (#)		Total (%)	
	2024	2023	2024	2023
Male	2,827	3,007	77	80
Female	827	758	23	20
Total	**3,654**	**3,765**	**100**	**100**

b. Gender Diversity Indicator by Employee Category

a. Executive

Total (#)				Total (%)			
2024		2023		2024		2023	
Male	Female	Male	Female	Male	Female	Male	Female
49	31	63	25	61	39	72	28

b. Non-Executive

Total (#)				Total (%)			
2024		2023		2024		2023	
Male	Female	Male	Female	Male	Female	Male	Female
2,778	796	2,944	733	78	22	80	20

c. Age Distribution

Category	Total (#)		Total (%)	
	2024	2023	2024	2023
Under 30	986	1,201	27	32
30-50	2,289	2,245	63	60
Over 50	379	319	10	8
Total	**3,654**	**3,765**	**100**	**100**

d. New Hires (BUs Total)

Category	Total (#)		Total (%)	
	2024	2023	2024	2023
Under 30	591	389	43	47
30-50	726	405	52	49
Over 50	73	36	5	4
Total	**1,390**	**830**	**100**	**100**

e. Employee Turnover (BUs Total)

Category	Total (#)		Total (%)	
	2024	2023	2024	2023
Under 30	334	270	40	36
30-50	462	449	56	60
Over 50	35	33	4	4
Total	**831**	**752**	**100**	**100**

B. Employee Benefits
GRI 401-2, 402-3

List of Benefits	Y/N	% of female employees who availed for the year	% of male employees who availed for the year
Life insurance	Y	0	0
Health care	Y	88	85
Disability and invalidity coverage	Y	0	0
Parental leaves	Y	32	10
Retirement provision	Y	0	1
Stock ownership	Y	13	0
Vacation & Sick Leaves	Y	89	85

C. Employee Health and Safety
GRI 403-9, 403-10
IF-EN-320A.1

Disclosure		Total (#)	
		2024	2023
Total number of work-related injuries			
Fatalities	Number of fatalities due to work-related injuries	0	1
High-consequence injuries	Number of high-consequence injuries, excluding fatalities	5	2
Recordable injuries	Number of recordable work-related injuries	5	16
Total number of work-related ill health cases			
Fatalities	Number of fatalities due to work-related ill health	0	-
Recordable ill health	Number of recordable work-related ill health cases	58	336
Hours worked	Total number of hours worked	35,630,386	53,007,558

D. Training and Education
GRI 404-1

Total training hours provided to employees

By category	Total (hours)	
	2024	2023
Board	0	0
Executive	4,882	5,017
Non-Executive	44,186	49,464
By gender	**Total (hours)**	
	2024	2023
Female	12,273	20,016
Male	36,795	34,465

Average training hours provided to employees

By gender	Average (hours/employee)	
	2024	2023
Female	40	11
Male	64	26

E. Percentage of employees receiving regular performance and career development reviews
GRI 404-3

	HOLDCO		EPC		PCS		PH1		C2W		PITX	
Gender	F	M	F	M	F	M	F	M	F	M	F	M
%	100	100	100	99	100	100	100	100	15	12	100	100

F. Labor-Management Relations
GRI 402-1

Disclosure	2024	2023
% of employees covered with Collective Bargaining Agreements	N/A*	N/A*
Number of consultations conducted with employees concerning employee-related policies	33	33

**Megawide currently has no employee unions; therefore, matters related to freedom of association and collective bargaining are not applicable at this time.*

MANAGEMENT DISCUSSION AND ANALYSIS

Item 6. Management's Discussion and Analysis or Plan of Operation

FY2024 vs FY2023

Results of Continuing Operations

Review of results for the year ended December 31, 2024 as compared with the results for the year ended December 31, 2023.

Revenues increased by 18% or PhP 3.4 billion
Consolidated revenues for the period amounted to P22.1 billion, 18% or P3.4 billion higher than the same period last year. The improvement was across all segments, driven primarily by construction operations and contribution from real estate operations.

Construction revenues amounted to P21.0 billion – 16% more than 2023 – and contributed 95% to total consolidated revenues. The segment benefitted from robust construction activities and steady progress accomplishment of its existing order book.

Landport operations meanwhile delivered higher revenue of P355 million from office towers and commercial spaces, 2% more than the previous year, and contributed close to 2% to the total consolidated revenues.

Revenue from real estate operations amounted to P711 million, and this came from its ongoing projects such as My Enso Lofts, The Hive, Northscapes, Modan Lofts, and One Lancaster Park.

Direct Costs increased by 15% or PhP 2.5 billion
Consolidated direct costs amounted to P18.9 billion, 15% higher and consistent with the growth in revenues. Cost of construction comprised bulk of the increase in costs while cost of real estate operations amounted to P381 million. Meanwhile, landport-related costs reached P312 million, lower by P49 million, due to lower office occupancy attributed to the POGO ban.

Gross Profit increased by 45% or PhP 977 million
Consolidated gross profit reached to P3.2 billion, translating to a consolidated gross profit margin of 14%. The construction business contributed P2.8 billion while real estate development chipped in P330 million, with landport operations accounting for the balance of P43 million.

Other Operating Expenses increased by 15% or PhP 200 million
Other Operating Expenses during the period amounted to P1.5 billion. The increase was mainly due to the sales and marketing expenses associated with the ongoing and recently launched real estate projects under PH1.

Finance Costs increased by 24% or PhP 490 million
Finance costs amounted to P2.6 billion, higher by P490 million, attributed to a higher total loan balance from newly drawn working lines of the Group and the Bond issuance in April.

Finance Income decreased by 24% or PhP 251 million
Finance income amounted to P796 million, P251 million lower than the same period in 2023, due to limited income from money market placements.

Others – net increased by 42% or PhP 210 million
Others - net recorded an income, traced mainly to ancillary services and common area charges offered at PITX, income from scrap sales, and gain on disposals of property, plant and equipment as well as gain on sale of shares related to the airport transaction closing.

Tax Expense decreased by PhP 34 million
The Group realized a tax benefit amounting to P24 million, mainly related to temporary difference between the tax reporting and financial reporting bases used in revenue recognition.

Consolidated Net Income amounted to PhP538 million
Consolidated net income from continuing operations amounted to P538 million, 100% higher compared with the net income of P269 million in the same period last year. The performance was driven by a steady performance from construction operations.

Financial Condition

Review of financial conditions as of December 31, 2024 as compared with financial conditions as of December 31, 2023

ASSETS

Current Assets decreased by 6% or by PhP3.0 billion

The following discussion provides a detailed analysis of the decrease in current assets:

Cash and Cash Equivalents increased by 18% or PhP 902 million
The increase in cash and cash equivalents was due to effective management of cash resources to maintain a strong liquidity position, focusing on balancing outflows with available cash, while ensuring ongoing commitments are met.

Trade and Other Receivables increased by 15% or by PhP 2.9 billion
The increase in trade and other receivables is related to increase in construction receivables that were subsequently collected in the following month and increase in retention receivables, which will be collected upon completion of the project.

Construction Materials decreased by 54% or PhP 1.2 billion
The decrease in inventory levels during the period was due to accelerated construction activities from projects reaching critical milestones, which increased demand for materials, thereby reducing carrying value of construction materials.

Real estate inventories increased by 17% or PhP 653 million
The increase in real estate inventories is attributed to the costs incurred related to the Group's development and construction of its ongoing and recently launched projects.

Contract assets decreased by 40% or PhP 2.3 billion
The decrease in contract assets is attributed to timing difference on actual billing for portion of work-in-progress completed during the period, which can be billed and evaluated by the client upon completion of the said scope or activity.

Other Current Assets decreased by 9% or by PhP 1.0 billion
The decrease was mainly due to the recoupment of advances from suppliers and subcontractors prorated to their work progress during the period.

Non-Current Asset Held for Sale decreased by 100% or by P2.9 billion
The decrease in non-current asset held for sale pertains to the maturity and full discharge of the exchangeable notes on October 30, 2024, in accordance with the agreement dated September 2, 2022 among the Parent Company, GAIBV, and AIC.

Non-Current Assets amounted to P16.2 billion

The following discussion provides a detailed analysis of the decrease in non-current assets.

Financial Assets at Fair Value Through Other Comprehensive Income (FVTOC) remains at P4 million
FVTOC which represents shares of stocks held to unconsolidated entity and golf shares with no published market value references remains at P4 million for both periods.

Investments in Associates and Joint Ventures decreased by PhP 1.0 million
The decrease is a result of share in the net losses taken up on the Group's investment in various joint ventures and associates. This was offset by the additional investment in data center business.

Property, Plant and Equipment decreased by 6% or by PhP 379 million
The Group recognized depreciation charges on property, plant and equipment and procured certain pre-cast equipment to diversify capacity of Pre-Cast and Construction Solutions unit as well as various construction equipment to support specification requirement of the ongoing projects.

Investment Properties decreased by 1% or by PhP 49 million
The decrease is mainly related to the depreciation charges for the period and acquisitions of investment properties.

Deferred tax assets increased by 40% or by PhP 279 million
The increase was mainly due to temporary differences between the tax reporting and financial reporting bases used in revenue recognition.

Goodwill amounted to P3.8 billion
On July 12, 2023, the Parent Company executed a Share Purchase Agreement to acquire 100% of the outstanding capital stock of PH1 from Citicore for a total cash consideration of P5,200.0 million. The transaction resulted to a goodwill from acquisition as the consideration paid is higher than the fair value of net identifiable assets acquired.

Other Non-Current Assets increased by 10% or PhP 34 million
The increase was mainly due to the deposits for residential units which represent initial down payments made for the purchase of such units.

LIABILITIES AND EQUITY

Current Liabilities decreased by 27% or PhP 10.6 billion

The following discussion provides a detailed analysis of the decrease in current liabilities:

Interest-Bearing Loans and Borrowings-Current decreased by 13% or by PhP 2.8 billion
The decrease is mainly due to the repayments of corporate note, short term loans and lease liabilities during the period.

Trade and Other Payables increased by 5% or by PhP 219 million
The increase was mainly due to volume and timing of purchases and payments to suppliers and subcontractors.

Contract liabilities – current decreased by 8% or PhP 382 million
The decrease is mainly related to recoupment of downpayments from client.

Exchangeable notes decreased by 100% or by PhP 7.8 billion
The decrease in exchangeable notes pertains to the maturity and full discharge of the exchangeable notes on October 30, 2024, in accordance with the agreement dated September 2, 2022 among the Parent Company, GAIBV, and AIC.

Other Current Liabilities increased by 19% or by PhP 69 million
The increase is mainly due to the increase in tax liabilities of the Group such as government liabilities and output VAT.

Non-Current Liabilities increased by 71% or PhP 7.6 billion

The following discussion provides a detailed analysis of the increase in non-current liabilities:

Loans and Borrowings-Non-Current increased by 75% or PhP 7.2 billion
The increase is primary attributable to the issuance of fixed-rate bonds worth P5,000.0 million, inclusive of the P1,000.0 million oversubscription option, with the Philippine Dealing & Exchange Corp during the period. This will be used primarily by the Parent Company to refinance its short-term debts, fund its capital expenditures and other general corporate requirements. There was also a drawdown by C2W from the Omnibus Loan and Security Agreement to finance the development, design, construction and completion of the Carbon Market redevelopment project.

Contract liabilities – non-current increased by PhP 518 million
The increase is mainly related to the downpayments received for newly awarded contracts such as various solar plant projects, new phases for Modan Lofts Ortigas, the Caticlan Airport project and One Lancaster Park.

Post employment defined benefit obligation increased by 46% or by PhP 115 million
The post-employment defined benefit obligation increased due to experience adjustments and changes in financial assumptions.

Other non-current liabilities decreased by 46% or PhP 226 million
The decrease is mainly related application of the outstanding security deposits from tenants of the landport business.

Equity attributable to Parent increased by PhP 47 million
The increase was primarily attributed to the net profit of P538 million generated in 2024, offset by the declaration of P430 million cash dividends related to outstanding preferred shares. Moreover, the decrease in revaluation reserves – traced to the remeasurement of defined benefit obligation and forex translation adjustment – amounting to P38 million and P1.7 million, respectively. There was also an increase in the Deposit of Future Stock Subscription amounting to P90 million due to the reclassification of the Company's deposit to Citicore Holdings Investment Inc. – from liability to equity.

FY2023 vs FY2022

Results of Continuing Operations

Review of results for the year ended December 31, 2023 as compared with the results for the year ended December 31, 2022.

Revenues increased by 26% or PhP 3.8 billion
Consolidated revenues for the period amounted to P18.6 billion, 26% or P3.8 billion higher than the same period last year. The improvement was across all segments, driven primarily by construction operations and contribution from real estate operations.

Construction revenues amounted to P18.1 billion – 24% more than 2022 – and contributed 97% to total consolidated revenues. The segment benefitted from steady completion of existing projects, particularly Suncity's Westside City Resorts Complex and the Malolos Clark Railway Project Phase 1. New projects secured during the year included Hotel 101 in Libis and Lumbangan Solar Power Plant, bringing the order book to P43.1 billion as of end of the year.

Landport operations meanwhile delivered higher revenue of P347.8 million from office towers and commercial spaces, 35% more than the previous year, and contributed close to 2% to the total consolidated revenues due to Increasing foot traffic.

Direct Costs increased by 27% or PhP 3.5 billion
Consolidated direct costs amounted to P16.5 billion, 27% higher and consistent with the growth in revenues. Cost of construction comprised bulk of the increase in costs with landport related costs slightly lower, as a result of cost management amid a challenging office leasing environment. Cost of real estate operations amounted to P72.2 million and was mainly attributed to sales and marketing expenses associated with new project launches.

Gross Profit increased by 14% or PhP 260 million
Consolidated gross profit reached to P2.2 billion, translating to a consolidated gross profit margin of 12%. The construction business contributed P2.1 billion while real estate development chipped in P76.7 million – more than offsetting the P13.1 million loss incurred by landport operations.

Other Operating Expenses increased by 9% or PhP 108.9 million
Other Operating Expenses during the period amounted to P1.3 billion. The increase of P108.9 million is mainly due to increase in fixed costs in support of the Company growth plans for various infrastructure and development projects that it will be undertaking such as the execution of P18-billion CP104 of the Metro Manila Subway System Project, awarded to the Company, together with its Japanese consortium partners.

Impairment Losses decreased by 98% or PhP 1.7 billion
Impairment losses was down to P35.3 million from previous year's P1.7 billion, coming from discontinued projects arising from the pandemic. The Parent Company provided provisions and write-off on certain projects under contract asset during 2022, largely affected by the COVID-19 pandemic, which were not present in 2023.

Finance Costs increased by 24% or PhP 404.7 million
Finance costs amounted to P2.1 billion, higher by P404.7 million, attributed to a higher loan balance from newly drawn working lines and an elevated interest rate scenario throughout 2023.

Finance Income increased by 99% or PhP 521 million
Finance income by amounted to P1.05 billion and was P521 million more than the previous year. The improvement was attributed to more efficient treasury management via money market placements, taking advantage of attractive yields driven by higher interest rates.

Others – net increased by 215% or PhP 932.9 million
Others – net amounted to P499.2 million income and reversed the loss from the previous year, which was attributed to impairment losses on non-financial assets related to certain deferred fulfilment costs related to specific construction contracts and investments in associates that were affected by changes in the political and economic landscape in 2022.

Tax Expense increased by PhP 746.8 million or 108%
Consolidated profit before tax amounted to P326.8 million, reversing the pre-tax loss in 2022, which resulted in a tax expense of P57.6 million.

Consolidated Net Income amounted to PhP269 million
Consolidated net income from continuing operations amounted to P269 million, compared with a net loss of P1.9 billion in 2022. The performance was driven by recovery in construction operations and initial contribution from real estate operations, coupled with liability and treasury management, delivering a net interest income for the year.

Financial Condition

Review of financial conditions as of December 31, 2023 as compared with financial conditions as of December 31, 2022

ASSETS

Current Assets decreased by 7% or by PhP3.7 billion

The following discussion provides a detailed analysis of the increase in current assets:

Cash and Cash Equivalents decreased by 69% or PhP 10.9 billion
The decrease in cash and cash equivalents was mainly due to the retirement of preferred shares, acquisition of PH1 World Developers, as well as payment of interest cost and dividends and other working capital requirements.

Trade and Other Receivables increased by 4% or by PhP 795 million
The increase in trade and other receivables is related to timing difference in collections as substantial portion of work accomplishment has been billed towards the end of the year and hence are being reviewed by the client whereas some recently billed receivables are not yet due.

Construction Materials increased by 7% or PhP 153 million
The increase in inventory levels during the period was due to the new projects started during the period, as well as to comply with the Company's business strategy to maintain buffer levels of inventory at site.

Real estate inventories amounted to P3.9 billion
Real estate inventories pertain to cost incurred relating to the Group's development and construction of its residential condominium projects. On July 12, 2023, the Group executed a Share Purchase Agreement to acquire 100% of the outstanding capital stock of PH1 from Citicore for a total cash consideration of P5.2 billion. As a result of the acquisition of PH1, the acquisition date fair value of the real estate inventories amounting to P3.3 billion was recognized.

Contract assets increased by 10% or PhP 534 million
The increase in contract assets is attributed to timing difference on actual billing for portion of work-in-progress completed during the period, which can be billed and evaluated by the client upon completion of the said scope or activity.

Other Current Assets increased by 19% or by PhP 1.9 billion
The increase was mainly due to advances made to its suppliers and subcontractors for its new projects to lock in prices for major construction materials and scope of works. There is also increase in prepaid taxes related to the excess of creditable withholding tax payments over the current tax due.

Non-Current Asset Held for Sale remains at P2.9 billion
Total noncurrent assets held for sale pertains to the fair value of investment in GMCAC representing the Company's remaining 33 & 1/3% plus 1 share.

Non-Current Assets amounted to P16 billion

The following discussion provides a detailed analysis of the increase in non-current assets.

Financial Assets at Fair Value Through Other Comprehensive Income (FVTOC) remains at P4 million
FVTOC which represents shares of stocks held to unconsolidated entity and golf shares with no published market value references remains at P4 million for both periods.

Investments in Associates and Joint Ventures increased by 11% or by PhP 25.9 million
The increase is due to additional investment in data center business.

Property, Plant and Equipment decreased by 7% or by PhP 456 million
The Group recognized depreciation charges on property, plant and equipment amounting to P1.2 billion and procured certain pre-cast equipment to expand capacity of Pre-Cast and Construction Solutions and service units as well as various construction equipment to support specification requirement of the ongoing projects.

Investment Properties increased by 3% or by PhP 119.8 million
The increase is related to the additions in the landport property amounting to P25.8 million representing additional improvements in the commercial and parking area. The increase is also related to the additional land development cost amounting to P217.2 million. This was reduced by depreciation charges for the period amounting to PhP 123 million.

Deferred tax assets increased by PhP 8.4 million
The increase was mainly due to temporary difference arising from net operating loss carry over (NOLCO).

Goodwill amounted to P3.8 billion
On July 12, 2023, the Parent Company executed a Share Purchase Agreement to acquire 100% of the outstanding capital stock of PH1 from Citicore for a total cash consideration of P5,200.0 million. As a result of the acquisition, the Parent Company obtained controlling interest over PH1. The transaction resulted to a goodwill from acquisition as the consideration paid is higher than the fair value of net identifiable assets acquired.

Other Non-Current Assets increased by 18% or PhP 53.9 million
The increase was mainly due to the deposits for condominium units which represent initial downpayments made for the purchase of condominium units.

LIABILITIES AND EQUITY

Current Liabilities increased by 62% or PhP 14.8 billion

The following discussion provides a detailed analysis of the increase in current liabilities:

Interest-Bearing Loans and Borrowings-Current increased by 43% or by PhP 6.3 billion
The increase is due to availments made to support the working capital requirements of the Group and reclassification of the noncurrent portion of corporate note to current portion based on schedule payments within one year horizon. The increase was offset by the repayments of short-term loans and lease liabilities during the period.

Trade and Other Payables decreased by 13% or by PhP 679 million
The decrease was mainly due to volume and timing of purchases and payments to suppliers and subcontractors.

Contract liabilities – current increased by 37% or PhP 1.3 billion
The increase is related to downpayment from newly awarded projects such as Hotel 101 and Lumbangan Solar Power Plant. The increase is also due to the effect of consolidation of PH1. The acquisition date fair value of the contract liabilities amounting to P76.6 million was recognized during the period.

Exchangeable notes remains at PhP 7.8 billion
In 2022, the Parent Company issued Exchangeable notes in favor of AIC. The notes will mature on October 30, 2024 (exercise date) and are expected to be exchanged by AIC for the rest of the 33% puls 1 share of GMCAC's outstanding capital stock currently held by the Parent Company.

Other Current Liabilities increased by 17% or by PhP 50.6 million
The increase of P50.6 million is mainly due to the increase in tax liabilities of the Group including deferred revenue which represents advance payments from customers and concessionaires that are subject to refund or future billing applications within 12 months from the end of the reporting period.

Non-Current Liabilities decreased by 53% or PhP 12.2 billion

The following discussion provides a detailed analysis of the decrease in non-current liabilities:

Loans and Borrowings-Non-Current decreased by 27% or PhP 3.5 billion
Noncurrent portion of finance lease payables and corporate note were reclassified to current loans based on scheduled payments within one year horizon. Meanwhile, the decrease was offset by the effect of consolidation of PH1.
Contract liabilities –non current decreased by 73% or PhP 1.0 billion
The decrease is mainly related to reclassification to current portion of customer advances upon recoupment based on construction schedule.

Post employment defined benefit obligation increased by 5% or by PhP 12 million
The post-employment defined benefit obligation increased due to experience adjustments and changes in financial assumptions.

Other non-current liabilities increased by 33% or PhP 122 million
The increase is mainly related to deposits and advances received from tenants to be applied on future rentals due on the lease of the Group's investment properties.

Equity attributable to Parent decreased by 17% or by PhP 3.3 billion
The decrease in equity was due to the declaration of cash dividends amounting to PhP 2.4 billion to preferred and common stock shareholders, retirement of preferred shares series 2A amounting to P2.6 million. The decrease was offset by the issuance of preferred shares series 5 amounting to P1.5 million net income amounting to P283 million.

FY2022 vs FY2021

The Group presented its construction and landport segment as part of its continuing operations whereas the airport and airport merchandising segments were presented as part of discontinuing operations following the sale of shares from GMCAC and GMI in 2022.

Results of Continuing Operations

Review of results for the year ended December 31, 2022 as compared with the results for the year ended December 31, 2021.

Revenues decreased by 1% or PhP 203 million
Consolidated revenues for the period amounted to P14.8 billion, 1% or P203 million lower than the same period last year. The decrease was due to slowdown of construction operations and lower occupancy rate in the landport segment.

Construction revenues amounted to P14.58 billion and contributed 98% to the consolidated revenues. The segment experienced slowdown of operations as certain contracts were under renegotiation due to the impact of rising raw material prices and interest rates. Despite this, the Company maintains a healthy orderbook as it continued to secure new contracts from Suntrust Home Developers' Suncity West Side City project, Landers Aseana, Hampton O&P, and the DOTr's Malolos Clark Railway Phase 1 Project – a joint venture project with Hyundai Engineering & Construction Co., Ltd., and Dong-ah Geological Engineering Company Ltd.

Landport operations meanwhile delivered revenue of P258 million from office towers and commercial spaces and contributed 2% to the total consolidated revenues. The clamp down on Philippine Offshore Gaming Operators (POGO) continue to put pressure on office vacancy and lease rates, affecting tenancy at PITX and translated to lower revenues from the same period last year.

PITX however continued to serve as a transportation convergence point to serve commuters to and from different places of work.

Direct Costs increased by 3% or PhP 422 million
Direct costs amounted to P12.9 billion and were higher by 3% or P422 million. The movement was mainly related to rising prices of raw materials, services and higher labor costs, along with higher fixed costs and depreciation expenses.

Gross Profit decreased by 25% or PhP 624 million
Consolidated gross profit amounted to P1.9 billion in 2022, translating to a consolidated gross profit margin of 13%. The construction business contributed P2 billion or 106% of the Group's gross profit. Terminal operations contributed P-106 million or -6% to the total gross profit.

Other Operating Expenses increased by 5% or PhP 61 million
Other Operating Expenses amounted to P1.19 billion. The increase of P61 million is mainly to due to various professional fees and registration fees incurred for its bond and preferred shares issuances.

Impairment Losses increased by 708% or PhP 1.5 billion
Impairment Losses amounted to P1.7 billion as of the end of 2022. The Parent Company provided provisions and write-off on certain projects under contract asset during 2022. Despite several attempts to renegotiate contracts which were affected by COVID, it became apparent to management in 2022 that claims from these projects can no longer be collected and decided to terminate the project to manage the financial impact to the Group.

Finance Costs increased by 9% or PhP 142 million
Finance costs amounted to PhP 1.6 billion. The increase of P142 million is mainly due to interest expense from bonds payable amounting to P118 million.

Finance Income increased by 11% or PhP 53 million
Finance income amounted to P526 million. The increase of P53 million is mainly due to interest income from advances to related parties. This relates to the financing provided for the Group's business expansion and diversification program.

Others - net decreased by 204% or PhP 848 million
Others – net amounted to P433 million. The decrease in other income (charges) is mainly due to Impairment losses on non-financial assets amounting to P916 million. This relates to certain deferred fulfilment costs related to specific construction contracts and investments in associates that have doubtful recoverability based on changes in political and economic conditions in 2022.

Tax Expense decreased by PhP 781 million or 845%
The Group realized a tax income amounting to P689 million mainly relating to temporary difference arising from net operating loss carry over (NOLCO) and impairment losses on contract assets.

Results of Discontinued Operations

The airport business remains optimistic of a turnaround as vaccination has contained the virus, encouraging global and local air travel. Revenue during the period amounted to P1.7 billion. Passenger volume more than doubled from last year's pandemic level, although still fell short of pre-pandemic levels, with domestic passenger volume, which comprised 90% of traffic, rising to 4.9 million from last year's 1.2 million and international passenger volume soaring to 666 thousand from previous year's 164 thousand. Airport merchandising segment, which is ancillary to airport operations, likewise experienced a 532% improvement in sales to P148 million from P23 million last year.

The direct cost of airport operations increased by 131% to P508.9 million. The movement of direct cost was consistent with the revenue performance of the airport segment, taking into consideration fixed costs and depreciation expenses, despite reduced passenger volumes. The airport segments gross profit increased by 323% to P605.9 million.

Operating expenses increased from last year's P437 million to this year's P1.92 billion mainly due to repair cost incurred to restore the facility after the typhoon Odette in December 2022. The impact was offset by recovery from insurance claims of P1.0 billion and the recognition of gain on deconsolidation of subsidiaries amounting to P6.6 billion.

Consolidated Net Income Increased by 417% or PhP 3.7 billion
Consolidated net income from continuing and discontinued operations amounted to P2.8 billion compared with the consolidated net loss of P893 million in 2021. This is mainly due to recognized gain on deconsolidation of a subsidiary amounting to P6.6 billion, though offset by impairment losses on financial and nonfinancial assets amounting to P1.7 billion and P916 million, respectively.

Financial Condition

Review of financial conditions as of December 31, 2022 as compared with financial conditions as of December 31, 2021

ASSETS

Current Assets increased by 35% or by PhP14 billion

The following discussion provides a detailed analysis of the increase in current assets:

Cash and Cash Equivalents increased by 170% or PhP 9.9 billion
The increase in cash and cash equivalents was due to the proceeds from sale of investment in airport segment amounting to P7.2 billion.

Trade and Other Receivables increased by 8% or by PhP 1.39 billion
The increase in contract receivables is related to milestone payments of contractual agreements with customers, special payment arrangements to key clients, and timing difference in collections, as substantial portion of work accomplishment has been billed towards the end of the quarter and hence are being reviewed by the client, whereas some recently billed receivables are not yet due. Balance of trade and other receivables of airport segment amounting to P968.4 million was derecognized upon disposal.

Inventory of Construction Materials increased by 4% or PhP 81 million
The increase in inventory levels during the period was due to the new projects started during the period, as well as to comply with the Company's business strategy to maintain buffer levels of inventory at site, considering longer procurement lead time during the quarantine period imposed by the government.

Contract assets increased by 7% or PhP 329 million
The increase in contract assets is attributed to timing difference on actual billing for portion of work-in-progress completed during the period, which can be billed and evaluated by the client upon completion of the said scope or activity.

Other Current Assets decreased by 6% or by PhP 569 million
In 2022, the Group has written-off related deferred fulfilment costs amounting to P328.6 million. The decrease is partially offset by the advances made by the Parent to its suppliers and subcontractors for its new projects to lock in prices for steel required for structural development. The related input VAT also increased as a result of payments made to subcontractors. Balance of other current asset of airport segment amounting to P1.2 billion was derecognized upon disposal.

Non-Current Asset Held for Sale increased by 100%% or P2.9 billion
Total noncurrent assets held for sale pertains to the total assets of airport segment amounting to P2.9 billion. The increase is mainly due to deconsolidation in 2022 and reclassification of fair-value of GMCAC assets to this account.

Non-Current Assets amounted to P12 billion

The following discussion provides a detailed analysis of the decrease in non-current assets.

Financial Assets at Fair Value Through Other Comprehensive Income (FVTOC) remains at P4 million
FVTOC which represents shares of stocks held to unconsolidated entity and golf shares with no published market value references remains at P4 million for both periods.

Investments in Associates and Joint Ventures decreased by 73% or by PhP 630 million
The decrease is a result of share in the net losses taken up on the Group's investment in various joint ventures and associates and the write-off of investment in 2022.

Property, Plant and Equipment decreased by 6% or by PhP 433 million
The Group recognized depreciation charges on property, plant and equipment amounting to PhP 1.31 billion and procured certain pre-cast equipment to expand capacity of construction support and service units and various specialized equipment to support specification requirement of the ongoing projects.

Investment Properties increased by 5% or by PhP 206 million
The increase is mainly related to the additions in the landport property amounting to P327 million representing additional improvements in the commercial and parking area. This was reduced by depreciation charges for the period amounting to PhP 121 million, respectively.

Deferred tax assets increased by PhP 664 million
The increase was mainly due to temporary difference arising from net operating loss carry over (NOLCO).

Other Non-Current Assets decreased by 87% or PhP 2.1 billion
Balance of other non-current asset of airport segment amounting to P1.8 billion was derecognized upon disposal. Whereas the decrease of P0.3 million was mainly due to decrease in the deferred input VAT balance of the Group.

LIABILITIES AND EQUITY

Current Liabilities decreased by 13% or PhP 3.4 billion

The following discussion provides a detailed analysis of the decrease in current liabilities:

Interest-Bearing Loans and Borrowings-Current decreased by PhP 72 million
The decrease is due to repayments of short-term loans and lease liabilities. This was offset additional borrowings made to support the working capital requirements of the Group.

Trade and Other Payables decreased by 38% or by PhP 3.3 billion
The decrease is due to progress billings on work in progress contracts. The balance of trade and other payables of airport segment amounting to P2.3 billion was derecognized upon disposal.

Contract liabilities – current decreased by 3% or PhP 113 million
The decrease is mainly related to recoupment of downpayments from client.

Other Current Liabilities decreased by 15% or by PhP 41 million
The balance of other current liabilities of airport segment amounting to P94 million was derecognized upon disposal. While increase of P63 million is due to the increase in tax liabilities of the Group such as withholding taxes and output VAT.

Non-Current Liabilities decreased by 44% or PhP 23.5 billion

The following discussion provides a detailed analysis of the increase in non-current liabilities:

Loans and Borrowings-Non-Current decreased by 62% or PhP 21.65 billion
The balance of non-current portion of the interest-bearing loans of borrowings of the airport segment amounting to P25.8 billion was derecognized upon disposal. Noncurrent portion of finance lease payables and corporate note were reclassified to current loans based on scheduled payments within one year horizon. Meanwhile, the decrease was offset by the bonds raised in August 2022 amounting to P4.0 billion.

Exchangeable notes increased by PhP 7.8 billion
In 2022, the Parent Company issued Exchangeable notes in favor of AIC. The notes will mature on October 30, 2024 (exercise date) and are expected to be exchanged by AIC for the rest of the 33% puls 1 share of GMCAC's outstanding capital stock currently held by the Parent Company.
Contract liabilities –non current decreased by 32% or PhP 651 million
The decrease is mainly related to reclassification to current portion of customer advances upon recoupment based on construction schedule.

Post employment defined benefit obligation decreased by 21% or by PhP 63 million
The post-employment defined benefit obligation decreased due to experience adjustments and changes in demographic assumptions.

Deferred tax liabilities decreased by 100% or by PhP 873 million
The balance of deferred tax liabilities of the airport segment amounting to P971.6 million was derecognized upon disposal.

Other non-current liabilities decreased by 44% or PhP 288 million
The balance of other non-current liabilities of the airport segment amounting to P131.8 million was derecognized upon disposal as a result of the sale and deconsolidation of GMCAC. Landport also recognized reversal of deposit and advances from tenants during the year.

Equity attributable to Parent increased by 19% or by PhP 3.1 billion
The increase in equity was mainly due to total comprehensive income amounting to PhP 3.6 billion, dividend payments of PhP 490 million to preferred stock shareholders, deposits for future stock subscription of PhP 2.3 million, and increase in other reserves amounting to PhP 14.71 million.

Material Events and Uncertainties

There are no other material changes in Megawide's financial position by five percent (5%) or more and no condition that will warrant a more detailed discussion. Further, there are no material events and uncertainties known to management that would impact or change the reported financial information and condition of Megawide.

There are no known trends or demands, commitments, events or uncertainties that will result in or that are reasonably likely to result in increasing or decreasing Megawide's liquidity in any material way. Megawide does not anticipate having any cash flow or liquidity problems. It is not in default or breach of any note, loan, lease or other indebtedness or financing arrangement requiring it to make payments.

There are no material off-balance transactions, arrangements, obligations (including contingent obligations), and other relationships of Megawide with unconsolidated entities or other persons created during the reporting period.

Megawide has a capital commitment to utilize the proceeds from the issuance of its preferred shares amounting to One Billion Two Hundred Forty-Eight Million Three Hundred Seventy-Four Thousand Five Hundred Eighty-Six Pesos (PhP 1,248,374,586.08) for various PPP projects. Other than that, there are no material commitments for capital expenditures, events or uncertainties that have had or that are reasonably expected to have a material impact on the continuing operations of Megawide.

There were no seasonal aspects that had a material effect on the financial condition or results of operations of Megawide.

There are no material events subsequent to December 31, 2024 that have not been reflected in the consolidated audited financial statements or **Exhibit** "**2**" of the Company.

Liquidity and Capital Resources

As regards internal and external sources of liquidity, the Company's funding is sourced from internally generated cash flows, and from borrowings or available credit facilities from other local and international commercial banks.

There is no material commitment for capital expenditures other than those performed in the ordinary course of trade or business. Additionally, there is no significant element of income not arising from continuing operations.

There have not been any seasonal aspects that had a material effect on the financial condition or results of operations of Megawide.

Cash Flows

The following table sets forth information from Megawide's statements of cash flows for the period indicated:

(Amounts in PhP Millions)	For the years ended December 31		
Cash Flow	**2024**	**2023**	**2022**
Net cash provided by operating activities	554	(1,467)	(2,845)
Net cash used in investing activities	(1,124)	(6,269)	5,065
Net cash provided by financing activities	1,468	(3,287)	7,946

Key Performance Indicators (KPIs)

Megawide's KPIs are as follows:

Amounts in Php Billion, except Ratios and Earnings per Share	2024	2023	2022
Construction Order Backlog	PhP 43.5	PhP 43.07	PhP 50.85
Current Ratio[1]	1.68	1.29	2.25
Net Debt to Equity Ratio[2]	1.72	1.52	0.61
Book Value Per Share[3]	3.34	3.32	3.69
Earnings per Share[4]	0.05	(0.06)	1.53
Return on Assets[5]	0.01	0.00	0.04
Return on Equity[6]	0.03	0.01	0.15
Gross Profit Margin[7]	0.14	0.12	0.13

The KPIs were chosen to provide management with a measure of Megawide's sustainability on revenue growth (Construction Orders Backlog) financial strength (Current Ratio and Debt to Equity Ratio), and profitability (Earnings per Share, Return on Assets, Return on Equity, Gross Profit Margin).

Construction Orders Backlog corresponds to the value of any unfinished project phases. This provides a basis for near-term future sources of production and revenues for Megawide. Construction Order Backlog tends to increase when booked construction contracts or orders increase. A larger Construction Order Backlog is indicative of higher profits in the future.

[1] Current Assets/Current Liabilities
[2] Interest bearing loans and borrowings less cash and cash equivalents and financial assets valued through profit or loss/Stockholder's Equity
[3] Total Equity/Issued and Outstanding Shares
[4] Net Profit/Issued and Outstanding Shares
[5] Net Profit/Average Shares
[6] Net Profit/Average Equity
[7] Gross Profit/Revenue

Risk Management Objectives and Policies

Megawide is exposed to a variety of financial risks in relation to its financial instruments. Its risk management is coordinated with the Board of Directors and focuses on actively securing Megawide's short-to-medium term cash flows by minimizing the exposure to financial markets.

Megawide does not engage in the trading of financial assets for speculative purposes nor does it write options. The most significant financial risks to which it is exposed to are market risk, credit risk and liquidity risk. The detailed discussion of the impact of these risks are discussed in Note 32 of the consolidated audited financial statements or **Exhibit** "**2**".

Item 7. Financial Statements

Megawide's audited financial statements and the supplementary schedules to the same, which were submitted to the Bureau of Internal Revenue are attached hereto as **Exhibit** "**2**".

Item 8. Changes in and Disagreements with External Accountants on Accounting and Financial Disclosure

External Audit Fees and Services

The following table sets out the aggregate fees billed for each of the last three (3) fiscal years for professional services rendered by Megawide's external auditors:

Particulars	Nature	Audit Fees (amounts in ₱) As of December 2024 and for the years ended December 31, 2023 and 2022		
		2024	2023	2022
Punongbayan & Araullo	Audit of Financial Statements	-	3,885,000.00	3,885,000.00
Isla Lipana & Co.	Audit of Financial Statements	3,250,000.00	-	-
Punongbayan & Araullo	Summary of Application of Proceeds on Preferred Shares	450,000.00 (Q1 to Q3)	600,000.00 (Q1 to Q4)	600,000.00 (Q1 to Q4)
Isla Lipana & Co.	Summary of Application of Proceeds on Preferred Shares	150,000.00 (Q4)	-	-
Punongbayan & Araullo	Agreed Upon Procedures (PCAB Renewal)	-	-	35,000.00
Punongbayan & Araullo	Agreed Upon Procedures (Schedule of Estimated Capital Cost)	-	124,000.00	-
Punongbayan & Araullo	Financial Statement Quarterly Consolidated Review and Prospectus Circle-Up	3,000,000.00	-	3,700,000.00
Punongbayan & Araullo	Tax Opinion on Development Projects	-	-	250,000.00

The Board's Audit and Compliance Committee (ACC) Pre-Approval Policy

The ACC is composed of Mr. Celso P. Vivas, *Chairman of the ACC*, Chief Justice Hilario G. Davide (Ret.), *Vice Chairman of the ACC*, and Mr. Ramon H. Diaz*.

**Mr. Ramon H. Diaz replaced Mr. Oliver Y. Tan as a Member of the Committee effective May 10, 2024.*

The ACC is required to pre-approve all audit and non-audit services to be rendered by independent accountants and approve the engagement fee and any other compensation to be paid to such independent accountants. When deciding whether to approve these items, the ACC takes into account whether the provision of any non-audit service is compatible with the independence standards under the guidelines of the SEC. To assist in this undertaking, the ACC communicates with the external auditors with regard to any relationship or services that may impact their objectivity and independence and, if appropriate, recommends that the Board take the necessary action to ensure their independence.

Changes in and Disagreements with External Accountants on Accounting and Financial Disclosure

The name of the handling partner for the auditor of Megawide is as follows:

Auditor	Year	Handling Partner
Punongbayan & Araullo	2022	2017 to 2022 – *Mailene Sigue-Bisnar*
Punongbayan & Araullo	2023	2023 – *Endel Mata*
Isla Lipana & Co.	2024	2024 to Present – Pocholo Domondon

CHII, the parent company of Megawide, adopted a policy to align with the 2014 European Union Audit Regulation standard on mandatory audit firm rotation. The policy prescribes that an Independent Auditor shall be replaced after a maximum duration of 10 years, extendable to a maximum of 24 years, subject to meeting certain conditions.

Further, the replacement is being sought to ensure consistency and alignment in financial reporting processes and audit methodologies across the group, as PWC serves as the auditor of the parent company, CHII.

Following the adoption of the 2014 European Union Independent Auditor Tenure (IAT) best practice, Regulation by Megawide' s parent company, CHII, Megawide's Board of Directors approved the engagement of PwC Isla Lipana & Co. as the Company's independent auditor for 2024. The appointment of the new independent auditor was submitted to our stockholders for approval. On December 10, 2024, this was approved by the stockholders during the Special Stockholders' Meeting held on the same date.

AUDITED FINANCIAL STATEMENTS

MEGAWIDE

STATEMENT OF THE ACTING CHIEF AUDIT EXECUTIVE
ON THE ADEQUACY OF THE INTERNAL CONTROL SYSTEM
OF MEGAWIDE CONSTRUCTION CORPORATION
For the Year Ended 31 December 2024

I, ZHEENA E. OCAMPO, as the Acting Chief Audit Executive of Megawide Construction Corporation ("Megawide"), including its subsidiaries and affiliates (collectively the "Megawide Group"), hereby states that:

- With the guidance and supervision of the Audit and Compliance Committee ("ACC") of the Board of Directors ("Board") of Megawide, the Internal Audit Department ("IAD") has been focused on enhancing and strengthening the internal control system of the Megawide Group by providing independent assurance and recommendations in a systematic and disciplined approach, which are designed to add value and improvements to the Megawide Group's business and operations.
- The Megawide Group's present internal control system appears strong and able to provide reasonable assurance on the accomplishment of its overall business objectives, which include:
  i. producing reliable financial reports;
  ii. developing effective enterprise risk management ("ERM") programs across its departments and business units; and
  iii. complying with corporate governance, financial, legal, and tax reporting requirements.
- The management of the Megawide Group and its process owners have consistently adopted the recommendations of the IAD for the improvement of its internal control systems and for the effectiveness of its ERM programs.
- The IAD has complete independence with respect to the departments and business units in the Megawide Group that it is auditing. In fact, the Board and the management of the Megawide Group have not placed any limitations or restrictions on the scope of the audit of the IAD.
- Lastly, the Board, through the ACC, and the Office of the Chief Executive Officer have provided the IAD with general direction and guidance on the scope of its work and the activities covered in its 2024 annual Audit Plan.

Prepared by:

MS. ZHEENA E. OCAMPO
Acting Chief Audit Executive
Date: 15 April 2025

Concurred by:

MR. CELSO P. VIVAS
Chairman of the ACC
Date: 15 April 2025

MR. EDGAR B. SAAVEDRA
Chairman, Chief Executive Officer, and President
Date: 16 April 2025

MEGAWIDE

REPORT OF THE AUDIT AND COMPLIANCE COMMITTEE
TO THE BOARD OF DIRECTORS
For the Year Ended 31 December 2024

This report covers the activities of the Audit and Compliance Committee ("ACC") of the Board of Directors (the "Board") of Megawide Construction Corporation ("Megawide") for the year ended 31 December 2024, pursuant to the provisions of Megawide's New Manual on Corporate Governance Manual.

During the year, the ACC met every three (3) months and its regular agenda included the following:

a. Approval of its previous minutes;
b. Report or updates on the audit activities of the Internal Audit Department ("IAD"), focusing on the control environment and the enterprise risk management ("ERM") program;
c. Review of Megawide's material Related Party Transactions; and
d. Review of Megawide's Quarterly and Annual Reports, which are submitted to the Securities and Exchange Commission ("SEC").

The ACC also performed the following for the audit year of 2024:

a. Reviewed and approved the 2024 IAD Risk-Based Internal Audit Plan.
b. Evaluated the non-audit work furnished by Punongbayan & Araullo ("P&A") as of September 30, 2024, including the non-audit fees paid, particularly, on its impact on the total annual audit fees and consultancy expenses of Megawide. As determined by the ACC, the non-audit work performed by P&A did not appear to be in conflict with their duties as external auditor, nor posed a threat to their independence.
c. On November 11, 2024, the ACC recommended the appointment of Isla Lipana & Co. ("PwC") as the independent auditor of Megawide for the year-ended 2024, in accordance with the Independent Auditor Tenure policy, which was later approved by the Board and ratified by the shareholders during the special stockholder's meeting held last December 10, 2024.
d. Reviewed and approved all the audit fees and services provided by Megawide's external auditor, PwC.
e. Evaluated the non-audit work furnished by PwC, including the non-audit fees paid, particularly, on its impact on the total annual audit fees and consultancy expenses of Megawide. As determined by the ACC, the non-audit work performed by PwC did not appear to be in conflict with their duties as external auditor, nor posed a threat to their independence.
f. Reviewed and discussed with PwC the scope and methodology of their audit, the results of their examination, and the quality of their financial reports.
g. Evaluated the performance, independence, and qualifications of PwC in the conduct of their audit. In this regard, the ACC received a letter from PwC confirming their independence and containing other matters that require disclosure under applicable auditing standards.
h. On behalf of the ACC and before the audit was finalized, the Chairman of the ACC, Mr. Celso P. Vivas, had a meeting with PwC, through its engagement partner, Mr. Pocholo C. Domondon, and his team. The said meeting was not attended by any of Megawide's Executives or Officers, as required by the rules and regulations of the SEC and the Manual. Mr. Vivas asked PwC if there are any unresolved critical and/or material audit issues. PwC confirmed that there are no unresolved audit issues.
i. After PwC presented Megawide's 2024 Consolidated Audited Financial Statements, the ACC reviewed the same and recommended its approval to the Board. Upon careful deliberation, the Board approved Megawide's 2024 Consolidated Audited Financial Statements.

MEGAWIDE

AUDIT AND COMPLIANCE COMMITTEE

By:

MR. CELSO P. VIVAS
Chairman of the ACC
Date: 14 April 2025

Noted by:

MR. EDGAR B. SAAVEDRA
Chairman of the Board, Chief Executive Officer, and President
Date: 11 April 2025

MEGAWIDE

STATEMENT OF MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL STATEMENTS

The management of **Megawide Construction Corporation and its subsidiaries** (the Group) is responsible for the preparation and fair presentation of the financial statements including the schedules attached therein, for the years ended December 31, 2024, 2023 and 2022, in accordance with the prescribed financial reporting framework indicated therein, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intend to liquidate the Company or to cease operations, or has no realistic alternative to do so.

The Board of Directors is responsible for overseeing the Group's financial reporting process.

The Board of Directors reviews and approves the financial statements, including the schedules attached therein, and submits the same to the stockholders.

Isla Lipana & Co., the independent auditors appointed by the stockholders, has audited the financial statements of the Group in accordance with Philippine Standards on Auditing, and in their report to the stockholders, have expressed their opinion on the fairness of presentation upon completion of such audit.

ENGR. EDGAR B. SAAVEDRA
Chairman of the Board of Directors,
Chief Executive Officer, and President
195-661-064-000

JEZ G. DELA CRUZ
Group Chief Financial Officer
215-462-291-000

MEGAWIDE

SUBSCRIBED AND SWORN TO before me this APR 30 2025 at _____ affiants exhibiting to me their valid Tax Identification Numbers stated above.

Signed this APR 30 2025 day of April 2025.

Doc. No. 496;
Page No. 101;
Book No. III;
Series of 2025.

ATTY. NEIL KIRBY L. ADA
NOTARY PUBLIC
ROLL NO. 77893
QUEZON CITY PHILIPPINES

DOCUMENTARY STAMP TAX PAID
Serial No.: 2537553l Date: APR 30 2025

NEIL KIRBY L. ADA
Notary Public for and in Quezon City
Notarial Commission No. NP-260 (2025-2026)
Until 31 December 2026
No. 20 N. Domingo Street, Barangay Valencia, Quezon City
Roll No. 77893
PTR No. 7033091 / 01.06.2025 / Quezon City
IBP No. 499859 / 01.06.2025 / Batangas Chapter

Independent Auditor's Report

To the Board of Directors and Shareholders of
Megawide Construction Corporation
(A Subsidiary of Citicore Holdings Investment, Inc.)
20 N. Domingo Street
Brgy. Valencia, Quezon City

Our Opinion

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of Megawide Construction Corporation (the "Parent Company") and Subsidiaries (together, the "Group") as at December 31, 2024, and its consolidated financial performance and its consolidated cash flows for the year ended December 31, 2024 in accordance with Philippine Financial Reporting Standards (PFRS) Accounting Standards.

What we have audited

The Group's financial statements comprise:

- the consolidated statement of financial position as at December 31, 2024;
- the consolidated statement of income for the year ended December 31, 2024;
- the consolidated statement of total comprehensive income for the year ended December 31, 2024;
- the consolidated statement of changes in equity for the year ended December 31, 2024;
- the consolidated statement of cash flows for the year ended December 31, 2024; and
- the notes to the consolidated financial statements, comprising material accounting policy information and other explanatory information.

Basis for Opinion

We conducted our audit in accordance with Philippine Standards on Auditing (PSA). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Consolidated Financial Statements* section of our report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We are independent of the Group in accordance with the Code of Ethics for Professional Accountants in the Philippines (Code of Ethics), together with the ethical requirements that are relevant to our audit of the consolidated financial statements in the Philippines, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics.

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Our Audit Approach

As part of designing our audit, we determined materiality and assessed the risks of material misstatement in the consolidated financial statements. In particular, we considered where management made subjective judgments; for example, in respect of significant accounting estimates that involved making assumptions and considering future events that are inherently uncertain. As in all of our audits, we also addressed the risk of management override of internal controls, including among other matters, consideration of whether there was evidence of bias that represented a risk of material misstatement due to fraud.

We tailored the scope of our audit in order to perform sufficient work to enable us to provide an opinion on the consolidated financial statements as a whole, taking into account the structure of the Group, the accounting processes and controls, and the industry in which the Group operates.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements of the current period. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Key audit matter	How our audit addressed the key audit matter

Revenue on Construction Contracts based on Percentage of Completion (PoC) as a measure of progress
 	
The Group's revenue from construction contracts and the related cost of construction amounting to P21,018.6 million and P18,235.3 million, respectively, represent 95% and 96% of its total revenues and total direct costs, respectively, in 2024. The Group uses the percentage of completion method to determine the appropriate amount of contract revenues to be recognized for the reporting period. It uses the input method (i.e., based on the Group's efforts or inputs to the satisfaction of a performance obligation) in determining the percentage of completion in accordance with PFRS 15, Revenue from Contracts with Customers.
	Our audit procedures to address the risk of material misstatement relating to revenue and cost recognition on construction contracts, which was considered to be a significant risk, included the following:
	
	• Performed understanding and walkthrough on the Group's processes and controls over the recognition and measurement of contract revenues and costs.
	• Evaluated the appropriateness of the Group's revenue recognition on construction contracts based on the requirements of PFRS 15 which include the following:
	  ○ reviewed significant construction contracts, including contractual terms and conditions to ensure these contracts are appropriately accounted for in accordance with PFRS 15;
	  ○ evaluated whether the methodology by which management determines the percentage of completion (i.e., input method) is appropriate and consistent with the Group's satisfaction of its performance obligation;

Key audit matter	How our audit addressed the key audit matter
In our view, the revenue and cost recognition of construction contracts is significant to our audit due to the materiality of the contract revenues to the total revenues of the Group, the complexity of the application of PFRS 15 in construction contracts, and the application of significant management judgment and high estimation uncertainty in measuring construction revenue based on the stage of completion of the construction project. The determination of percentage of completion is dependent on the proper recognition of actual construction costs incurred and the reasonableness of estimated construction costs. An error in the application of the requirements of PFRS 15 and of management judgment and estimate could cause a material misstatement in the consolidated financial statements.	• determined proper accounting for contract costs whether these are considered as incremental costs of obtaining a contract, costs to fulfil the contract or mobilization costs; and, • determined whether performance obligations are distinct for proper allocation of transaction price. • Tested the schedules of contracts for ongoing and completed projects as of the end of the reporting period such as, but not limited to, verifying the mathematical accuracy of the schedules, agreeing beginning balances on a per project basis, recalculating ending balances based on incurred contract costs for the current period, and agreeing contract prices, on a sample basis, to construction contracts. We have also considered impact of change and variation orders particularly on project scope, contract price and total construction costs, and also ascertained completeness thereof; • Performed tie-out procedures and mathematical accuracy on contract revenues and costs to ensure consistency with current period developments, stage of completion, and expected project results. Investigated variances from expectations to identify discrepancies; • Tested the completeness and accuracy of contract costs by examining on a sample basis, contract costs incurred during the period by corroborating with supporting documents such as bill of materials, billing invoices and receipts, recalculating the billed amount using the contract costs and completion percentage by cross-referencing these with the construction contract and accomplishment reports, and searching for unrecorded costs by examining subsequent disbursements related to the projects by reviewing billing and supplier invoices near the reporting period. We have also evaluated accuracy and reasonableness of cost allocation across projects including overhead, and ensured consistency in approach from previous years. In addition, we executed cutoff procedures to ensure accurate recognition of contract revenues and costs within the appropriate period.

Key audit matter	How our audit addressed the key audit matter
	• Recomputed total estimated cost as the product of total contract price and cost ratio derived from the examined contracts and comparing with project cost estimates certified by the Group's engineers. We have ascertained the capability, competence and objectivity of projects engineers who prepared the budgets. Substantiated the milestone percentage by agreeing the details with underlying project accomplishment reports approved by the customers. • Performed reasonableness testing and validation of key inputs and assumptions used in the project budgeting and project costing activities. In addition, performed recalculation of percentage of completion using output method and compared with the recognized PoC based on management's calculation using input method. Investigated variances from expectations to identify discrepancies. • Comparing the percentage of total costs incurred to date over the total estimated costs of the project versus percentage of completion determined by engineers of the Group and customers based on physical progress and project plan. Material variances were discussed with management to identify cause and reasonableness; and • Conducted physical inspections of selected construction projects to assess and verify that the actual physical completion aligns with the costs incurred.

Other Information

Management is responsible for the other information. The other information comprises the information included in the Group's Securities and Exchange Commission (SEC) Form 20-IS (Definitive Information Statement), SEC Form 17-A, and Annual Report for the year ended December 31, 2024, but does not include the consolidated financial statements and our auditors' report thereon. The SEC Form 20-IS (Definitive Information Statement), SEC Form 17-A and Annual Report are expected to be made available to us after the date of this auditor's report.

Our opinion on the consolidated financial statements does not cover the other information and we will not express any form of assurance conclusion thereon.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

When we read the SEC Form 20-IS (Definitive Information Statement), SEC Form 17-A and Annual Report, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance and the SEC.

Other Matter

The consolidated financial statements of the Group as at December 31, 2023 and for the years ended December 31, 2023 and 2022 were audited by another firm of auditors whose report dated April 12, 2024 expressed an unmodified opinion on those statements.

Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with PFRS Accounting Standards, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Group's financial reporting process.

Auditors' Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with PSA will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with PSA, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation

- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the Group as a basis for forming an opinion on the consolidated financial statements. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the consolidated financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

The engagement partner on the audit resulting in this independent auditor's report is Pocholo C. Domondon.

Isla Lipana & Co.

Pocholo C. Domondon
Partner
CPA Cert. No. 108839
P.T.R. No. 0011401; issued on January 3, 2025 at Makati City
T.I.N. 213-227-235
BIR A.N. 08-000745-128-2024; issued on November 9, 2024; effective until November 8, 2027
BOA/PRC Reg. No. 0142, effective until November 14, 2025

Makati City
April 30, 2025

Statement Required by Rule 68
Securities Regulation Code (SRC)

To the Board of Directors and Shareholders of
Megawide Construction Corporation
(A Subsidiary of Citicore Holdings Investment, Inc.)
20 N. Domingo Street
Brgy. Valencia, Quezon City

We have audited the consolidated financial statements of Megawide Construction Corporation (the "Parent Company") and Subsidiaries (together, the "Group") as at and for the year ended December 31, 2024, on which we have rendered the attached report dated April 30, 2025. The supplementary information shown in Schedules A, B, C, D, E, F, and G, recon of Retained Earnings Available for Dividend Declaration and the Map showing the relationships between and among the Parent Company and its Ultimate Parent Company, Middle Parent, Subsidiaries or Co-subsidiaries, and Associates, as additional components required by the Revised Rule 68 of the SRC, are presented for purposes of filing with the Securities and Exchange Commission and are not required parts of the basic consolidated financial statements. Such supplementary information is the responsibility of management and has been subjected to auditing procedures applied in the audit of the basic consolidated financial statements. In our opinion, the supplementary information has been prepared in accordance with the Revised Rule 68 of the SRC.

Isla Lipana & Co.

Pocholo C. Domondon
Partner
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Makati City
April 30, 2025

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Statement Required by Rule 68
Securities Regulation Code (SRC)

To the Board of Directors and Shareholders of
Megawide Construction Corporation
(A Subsidiary of Citicore Holdings Investment, Inc.)
20 N. Domingo Street
Brgy. Valencia, Quezon City

We have audited in accordance with Philippine Standards on Auditing, the consolidated financial statements of Megawide Construction Corporation (the "Parent Company") and Subsidiaries (together, the "Group") as at and for the year ended December 31, 2024, and have issued our report thereon dated April 30, 2025. Our audit was made for the purpose of forming an opinion on the basic consolidated financial statements taken as a whole. The Supplementary Schedule on Financial Soundness Indicators, including their definitions, formulas, calculations, and their appropriateness or usefulness to the intended users, are the responsibility of the Group's management. These financial soundness indicators are not measures of operating performance defined by Philippine Financial Reporting Standards (PFRS) Accounting Standards and may not be comparable to similarly titled measures presented by other companies. This schedule is presented for the purpose of complying with the Revised Rule 68 of the SRC issued by the Securities and Exchange Commission, and is not a required part of the basic consolidated financial statements prepared in accordance with PFRS Accounting Standards. The components of these financial soundness indicators have been traced to the Group's consolidated financial statements as at and for the year ended December 31, 2024, and no material exceptions were noted.

Isla Lipana & Co.

Pocholo C. Domondon
Partner
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Megawide Construction Corporation and Subsidiaries
(A Subsidiary of Citicore Holdings Investment, Inc.)

Consolidated Statement of Financial Position
As at December 31, 2024
(With comparative figures as at December 31, 2023)
(All amounts in Philippine Peso)

	Notes	2024	2023
Assets			
Current asset			
Cash and cash equivalents	3	5,780,839,900	4,878,885,375
Trade and other receivables - net	4	22,028,537,213	19,155,918,525
Construction materials	5	1,044,446,803	2,279,339,095
Real estate inventories	5	4,526,132,734	3,872,921,997
Contract assets - net	6	3,385,788,211	5,640,188,614
Other current assets	9	10,382,431,128	11,413,433,469
		47,148,175,989	47,240,687,075
Non-current asset classified as held for sale	7	-	2,879,769,625
Total current assets		47,148,175,989	50,120,456,700
Non-current asset			
Financial assets at fair value through other comprehensive income	31	3,544,472	3,544,472
Investments in associates	8	256,096,148	257,238,656
Property, plant and equipment - net	11	5,898,965,573	6,277,619,514
Investment properties - net	12	4,868,163,697	4,818,851,826
Goodwill	13	3,797,069,546	3,797,069,546
Deferred tax assets - net	24.3	976,399,193	697,716,301
Other non-current assets	9	388,341,413	354,643,437
Total non-current assets		16,188,580,042	16,206,683,752
Total assets		63,336,756,031	66,327,140,452
Liabilities and Equity			
Current liabilities			
Trade and other payables	15	4,872,693,155	4,653,528,987
Interest-bearing loans and borrowings	16	18,285,881,142	21,043,827,635
Contract liabilities	17	4,519,512,582	4,901,660,540
Exchangeable note	7	-	7,763,200,000
Other current liabilities	18	425,709,547	357,162,259
Total current liabilities		28,103,796,426	38,719,379,421
Non-current liabilities			
Interest-bearing loans and borrowings	16	16,716,115,759	9,558,175,928
Contract liabilities	17	892,644,800	373,702,943
Retirement benefit obligation	22.2	364,361,679	249,417,261
Other non-current liabilities	18	267,896,526	493,691,152
Total non-current liabilities		18,241,018,764	10,674,987,284
Total liabilities		46,344,815,190	49,394,366,705
Equity	25		
Equity attributable to shareholders of the Parent Company:			
Capital stock		2,549,302,137	2,545,302,137
Additional paid-in capital		18,460,789,667	18,460,789,667
Deposit on future stock subscription		90,233,592	-
Treasury shares		(11,237,703,576)	(11,237,703,576)
Revaluation reserves - net		139,520,464	175,787,119
Retained earnings		6,460,568,054	6,471,907,771
Total equity attributable to shareholders of the Parent Company		16,462,710,338	16,416,083,118
Non-controlling interests		529,230,503	516,690,629
Total equity		16,991,940,841	16,932,773,747
Total liabilities and equity		63,336,756,031	66,327,140,452

The notes on pages 1 to 108 are integral part of these consolidated financial statements.

Megawide Construction Corporation and Subsidiaries
(A Subsidiary of Citicore Holdings Investment, Inc.)

Consolidated Statement of Income
For the year ended December 31, 2024
(With comparative figures for the years ended December 31, 2023 and 2022)
(All amounts in Philippine Peso)

	Notes	2024	2023	2022
Continuing operations				
Revenues	19			
Construction operations	19.1	21,018,607,822	18,141,512,176	14,583,321,979
Landport operation	19.2	355,254,018	347,752,350	258,328,537
Real estate operations	19.3	711,088,802	148,891,156	-
		22,084,950,642	18,638,155,682	14,841,650,516
Direct costs	20			
Construction operations	20.1	18,235,311,244	16,025,103,508	12,557,581,615
Landport operations	20.2	312,139,363	360,846,338	364,306,388
Real estate operations	20.3	380,891,651	72,152,014	-
		18,928,342,258	16,458,101,860	12,921,888,003
Gross profit		3,156,608,384	2,180,053,822	1,919,762,513
Income and expenses				
Finance costs	23.1	(2,551,514,378)	(2,061,753,031)	(1,657,069,895)
Other operating expenses	21	(1,502,441,522)	(1,302,452,109)	(1,193,636,156)
Finance income	23.2	795,800,673	1,047,012,781	526,021,744
Impairment losses on receivables and contract assets	6, 21	(45,056,864)	(35,268,976)	(1,722,576,955)
Others - net	23.3	708,687,467	499,182,645	(433,680,565)
		(2,594,524,624)	(1,853,278,690)	(4,480,941,827)
Profit (loss) before tax		562,083,760	326,775,132	(2,561,179,314)
Tax income (expense)	24	(23,609,434)	(57,618,451)	689,157,079
Net profit (loss) from continuing operations		538,474,326	269,156,681	(1,872,022,235)
Discontinued operations				
Profit Before Tax		-	-	4,888,130,450
Tax expense	24	-	-	(183,362,300)
Net profit from discontinued operations		-	-	4,704,768,150
Net profit		538,474,326	269,156,681	2,832,745,915
Net profit (loss) attributable to:				
Shareholders of the Parent Company:				
Continuing operations		525,934,452	283,490,119	(1,871,908,063)
Discontinued operations		-	-	5,449,613,779
		525,934,452	283,490,119	3,577,705,716
Non-controlling interests:				
Continuing operations		12,539,874	(14,333,438)	(114,172)
Discontinued operations		-	-	(744,845,629)
		12,539,874	(14,333,438)	(744,959,801)
		538,474,326	269,156,681	2,832,745,915
Earnings (loss) per share	28			
Basic and diluted				
Continuing operations		0.05	(0.06)	(1.17)
Discontinued operations		-	-	2.71
		0.05	(0.06)	1.54

The notes on pages 1 to 108 are integral part of these consolidated financial statements.

Megawide Construction Corporation and Subsidiaries
(A Subsidiary of Citicore Holdings Investment, Inc.)

Consolidated Statement of Total Comprehensive Income
For the year ended December 31, 2024
(With comparative figures for the years ended December 31, 2023 and 2022)
(All amounts in Philippine Peso)

	Notes	2024	2023	2022
Net profit		538,474,326	269,156,681	2,832,745,915
Other comprehensive income (loss)				
Item that will be reclassified subsequently to profit or loss				
Foreign currency translation adjustment		1,732,426	(5,740,368)	(17,785,487)
Item that will not be reclassified subsequently to profit or loss				
Remeasurements of post-employment defined benefit plan	22.2	(50,655,638)	42,358,465	106,253,260
Tax expense	24	12,656,557	(10,589,616)	(25,535,309)
		(37,999,081)	31,768,849	80,717,951
Other comprehensive income (loss) - net of tax		(36,266,655)	26,028,481	62,932,464
Total comprehensive income		502,207,671	295,185,162	2,895,678,379
Total comprehensive income attributable to:				
Shareholders of the Parent Company:				
Continuing operations		489,667,797	309,518,600	(1,808,975,599)
Discontinued operations		-	-	5,447,968,969
		489,667,797	309,518,600	3,638,993,370
Non-controlling interests:				
Continuing operations		12,539,874	(14,333,438)	(114,172)
Discontinued operations		-	-	(743,200,819)
		12,539,874	(14,333,438)	(743,314,991)
		502,207,671	295,185,162	2,895,678,379

The notes on pages 1 to 108 are integral part of these consolidated financial statements.

Megawide Construction Corporation and Subsidiaries
(A Subsidiary of Citicore Holdings Investment, Inc.)

Consolidated Statement of Changes in Equity
For the year ended December 31, 2024
(With comparative figures for the years ended December 31, 2023 and 2022)
(All amounts in Philippine Peso)

	Attributable to Shareholders of the Parent Company (Note 25)								
	Common stock	Preferred stock	Additional paid-in capital	Deposit on future stock subscription	Treasury shares	Revaluation reserves	Other reserves	Retained earnings	Total	Non-controlling interests (Note 25)	Total
Balance at January 1, 2022	2,399,426,127	128,626,010	16,987,855,617	-	(8,615,690,576)	94,011,896	(22,474,837)	5,555,676,962	16,527,431,199	2,673,476,480	19,200,907,679
Comprehensive income											
Net income for the year	-	-	-	-	-	-	-	3,577,705,716	3,577,705,716	(744,959,801)	2,832,745,915
Other comprehensive income	-	-	-	-	-	61,287,654	-	-	61,287,654	1,644,810	62,932,464
Total comprehensive income (loss)	-	-	-	-	-	61,287,654	-	3,577,705,716	3,638,993,370	(743,314,991)	2,895,678,379
Transaction with shareholders											
Declaration of cash dividends	-	-	-	-	-	-	-	(489,629,428)	(489,629,428)	-	(489,629,428)
Deposit on future stock subscription	-	-	-	2,250,000	-	-	-	-	2,250,000	-	2,250,000
Effect of disposal of subsidiaries	-	-	-	-	-	(5,540,912)	37,187,923	(31,647,011)	-	(2,734,679,232)	(2,734,679,232)
Total transactions with shareholders	-	-	-	2,250,000	-	(5,540,912)	37,187,923	(521,276,439)	(487,379,428)	(2,734,679,232)	(3,222,058,660)
Transactions with non-controlling interests											
Increase in non-controlling interest from conversion of shareholder loans to capital stock	-	-	-	-	-	-	-	-	-	816,875,000	816,875,000
Increase in other reserves during the year	-	-	-	-	-	-	(14,713,086)	-	(14,713,086)	(9,808,724)	(24,521,810)
Balance at December 31, 2022	2,399,426,127	128,626,010	16,987,855,617	2,250,000	(8,615,690,576)	149,758,638	-	8,612,106,239	19,664,332,055	2,548,533	19,666,880,588
Comprehensive income											
Net income for the year	-	-	-	-	-	26,028,481	-	283,490,119	283,490,119	(14,333,438)	269,156,681
Other comprehensive income	-	-	-	-	-	26,028,481	-	-	26,028,481	-	26,028,481
Total comprehensive income (loss)	-	-	-	-	-	26,028,481	-	283,490,119	309,518,600	(14,333,438)	295,185,162
Transaction with shareholders											
Retirement of preferred shares (Series 2A)	-	-	-	-	-	-	-	-	-	-	-
Declaration of cash dividends	-	-	-	-	(2,622,013,000)	-	-	(2,423,688,587)	(2,423,688,587)	-	(2,622,013,000)
Issuance of preferred shares (Series 5)	-	15,000,000	1,472,934,050	-	-	-	-	-	1,487,934,050	-	(2,423,688,587)
Issuance of preferred shares (Series 3)	-	2,250,000	-	-	-	-	-	-	-	-	1,487,934,050
Deposit on future stock subscription	-	-	-	(2,250,000)	-	-	-	-	-	-	-
Total transactions with shareholders	-	17,250,000	1,472,934,050	(2,250,000)	(2,622,013,000)	-	-	(2,423,688,587)	(3,557,767,537)	-	(3,557,767,537)
Transactions with non-controlling interests											
Increase in non-controlling interests	-	-	-	-	-	-	-	-	-	528,475,534	528,475,534
Balance at December 31, 2023	2,399,426,127	145,876,010	18,460,789,667	-	(11,237,703,576)	175,787,119	-	6,471,907,771	16,416,083,118	516,690,629	16,932,773,747
Impact of adoption of significant financing component and borrowing cost (Note 34.1)	-	-	-	-	-	-	-	(106,627,357)	(106,627,357)	-	(106,627,357)
Restated balance, January 1, 2024	2,399,426,127	145,876,010	18,460,789,667	-	(11,237,703,576)	175,787,119	-	6,365,280,414	16,309,455,761	516,690,629	16,826,146,390
Comprehensive income											
Net income for the year	-	-	-	-	-	-	-	525,934,452	525,934,452	-	525,934,452
Other comprehensive income	-	-	-	-	-	(36,266,655)	-	-	(36,266,655)	12,539,874	(23,726,781)
Total comprehensive income (loss)	-	-	-	-	-	(36,266,655)	-	525,934,452	489,667,797	12,539,874	502,207,671
Transactions with shareholders											
Retirement of preferred shares (Series 2A)	-	-	-	-	-	-	-	-	-	-	-
Declaration of cash dividends	-	-	-	-	-	-	-	(430,646,812)	(430,646,812)	-	(430,646,812)
Issuance of preferred shares (Series 3)	-	4,000,000	-	-	-	-	-	-	4,000,000	-	4,000,000
Deposit on future stock subscription	-	-	-	90,233,592	-	-	-	-	90,233,592	-	90,233,592
Total transactions with shareholders	-	4,000,000	-	90,233,592	-	-	-	(430,646,812)	(336,413,220)	-	(336,413,220)
Balance at December 31, 2024	**2,399,426,127**	**149,876,010**	**18,460,789,667**	**90,233,592**	**(11,237,703,576)**	**139,520,464**	**-**	**6,460,568,054**	**16,462,710,338**	**529,230,503**	**16,991,940,841**

The notes on pages 1 to 108 are integral part of these consolidated financial statements

Megawide Construction Corporation and Subsidiaries
(A Subsidiary of Citicore Holdings Investment, Inc.)

Consolidated Statement of Cash Flows
For the year ended December 31, 2024
(With comparative figures for the years ended December 31, 2023 and 2022)
(All amounts in Philippine Peso)

	Notes	2024	2023	2022
Cash flows from operating activities				
Profit before tax		562,083,760	326,775,132	2,326,951,136
Adjustments for:				
Finance costs	23.1	2,551,514,378	2,061,753,031	3,377,239,001
Depreciation and amortization	9, 11,12	1,635,606,972	1,413,957,948	1,713,375,467
Finance income	23.2	(795,800,673)	(1,047,012,781)	(539,605,711)
Equity in net losses on associates and joint ventures	8, 23	40,447,508	35,748,149	15,743,230
Impairment losses	4, 6, 8, 9, 21	45,056,864	35,268,976	2,638,252,142
Gain on disposals of property, plant and equipment	11	(17,092,645)	(8,038,783)	(3,407,646)
Gain on deconsolidation of subsidiaries	7.2	-	-	(6,569,065,060)
Gain on sale of noncurrent assets held for sale	7	(4,883,430,375)	-	-
Unrealized mark-to-market gain in interest rate swap	7, 16	-	-	(43,247,266)
Retirement benefit expense	22.2	64,655,601	56,467,279	65,453,171
Operating profit (loss) before working capital changes		(796,958,610)	2,874,918,951	2,981,688,464
Decrease (increase) in trade and other receivables		(2,349,166,062)	940,865,816	(1,869,952,921)
Decrease (increase) in construction materials		1,234,892,292	(153,172,858)	(95,910,817)
Increase in real estate inventories		(715,782,230)	(592,185,240)	-
Decrease (increase) in contract assets		2,297,018,515	(533,880,829)	(2,036,208,937)
Decrease (increase) in other current assets		733,376,967	(2,022,822,885)	(265,358.,921)
Decrease in other non-current assets		-	173,158,846	395,472,512
Increase (decrease) in contract liabilities		(18,914,829)	99,146,589	(932,931,503)
Increase (decrease) in trade and other payables		107,789,116	(2,689,337,918)	(1,033,265,964)
Increase (decrease) in other liabilities		(170,412,458)	43,631,299	(21,517,953)
Cash generated from (absorbed by) operations		321,842,701	(1,859,678,229)	(2,877,986,040)
Cash paid for income tax		-	(1,051,801)	(3,920,211)
Benefits paid		(366,821)	(2,092,224)	(25,835,775)
Interest received		232,602,771	395,412,414	62,995,548
Net cash from (used in) operating activities		554,078,651	(1,467,409,840)	(2,844,746,478)
Cash flows from investing activities				
Acquisition of a subsidiary	13	-	(5,200,000,000)	-
Acquisitions of property, plant and equipment, and computer software license	9, 11	(987,132,141)	(825,940,002)	(1,109,762,695)
Acquisitions of investment properties	12	(150,021,186)	(242,898,606)	(327,602,398)
Proceeds from sale of property, plant and equipment	11	25,582,205	35,002,256	105,252,731
Financing granted to related parties	26	(1,471,841)	(66,916,040)	-
Investment in an associate	8	(39,305,000)	(61,691,000)	-
Financing collected from related parties	26	28,199,568	93,590,404	54,389,121
Proceeds from sale of subsidiaries	7	-	-	7,236,799,800
Additions to concession assets	10	-	-	(730,769,591)
Decrease in investment in trust fund		-	-	(163,541,216)
Net cash used in investing activities		(1,124,148,395)	(6,268,852,988)	5,064,765,752
Cash flows from financing activities				
Proceeds from loans and borrowings	16, 32	26,144,234,278	15,962,201,900	20,482,038,343
Repayment of loans and borrowings	16, 32	(21,763,585,803)	(13,648,402,830)	(16,612,813,627)
Redemption of preferred shares	25	-	(2,622,013,000)	-
Dividends paid	25	(430,646,812)	(2,447,047,836)	(436,629,428)
Interest paid	16, 32	(2,486,318,492)	(2,019,607,748)	(3,227,733,770)
Proceeds from issuance of preferred shares	25	4,000,000	1,487,934,050	-
Proceeds from issuance of exchangeable note	7	-	-	7,763,200,000
Payment of debt and equity issuance cost		-	-	(24,521,810)
Deposit on future stock subscription	25	-	-	2,250,000
Net cash from (used in) financing activities		1,467,683,171	(3,286,935,464)	7,945,789,708
Net increase (decrease) in cash and cash equivalents		897,613,427	(11,023,198,292)	10,165,808,982
Effect of changes in foreign exchange rate on cash and cash equivalents		4,341,098	(14,925,696)	(9,436,680)
Effect of consolidation (deconsolidation) of subsidiaries	8	-	158,812,124	(244,263,093)
Cash and cash equivalents at beginning of year		4,878,885,375	15,758,197,239	5,846,088,030
Cash and cash equivalents at end of year		5,780,839,900	4,878,885,375	15,758,197,239

The notes on pages 1 to 108 are integral part of these consolidated financial statements.

INDICES

GRI Content Index

Megawide Construction Corporation has reported the information cited in this GRI content index for the period 01 January 2024 to 31 December 2024 in accordance with the GRI Standards.

GRI STANDARD	DISCLOSURE	LOCATION/ DIRECT ANSWER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-1 Organizational details	3			
	2-2 Entities included in the organization's sustainability reporting	This ASR reports on the operations of the following strategic business units (SBUs): 1. Megawide Construction Corporation (MCC) a. Corporate Office (HoldCo) b. Precast and Construction Solutions (PCS) c. Engineering, Procurement, and Construction (EPC) 2 MWM Terminals Inc. (MWMTI) 3. PH1 World Developers Inc 4. C2W Cebu2World Development, Inc.			
	2-3 Reporting period, frequency and contact point	3			
	2-4 Restatements of information	45-51 and 89-91			
	2-5 External assurance	This report has not undergone external assurance.			
	2-6 Activities, value chain and other business relationships	8-13			
	2-7 Employees	59-60			
	2-8 Workers who are not employees		2-8	No data available/ incomplete	Information is unavailable because the initial data was not validated due to time constraints. Improvements on a more efficient data gathering process will be discussed before the preparation of the next report.
	2-9 Governance structure and composition	68 and 80			
	2-10 Nomination and selection of the highest governance body	Governance, Nominations and Compensation Committee Charter			
	2-11 Chair of the highest governance body	The Chairman of the Board also serves as the Company's President and Chief Executive Officer. Any potential conflicts of interest are addressed by the Board and its Committees through strict implementation of the Manual on Corporate Governance and related policies on conflicts of interest and related party transactions.			
	2-12 Role of the highest governance body in overseeing the management of impacts	42 and 68			
	2-13 Delegation of responsibility for managing impacts		2-13	The information is proprietary or sensitive.	Information is unavailable as there are currently no systems in place to track this. In time for the next report, internal systems will be reassessed to determine if the necessary information can be obtained
	2-14 Role of the highest governance body in sustainability reporting	Manual of Corporate Governance			
	2-15 Conflicts of interest	82			

GRI STANDARD	DISCLOSURE	LOCATION/ DIRECT ANSWER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Critical concerns are reported to the Board as an agenda item during the regular board meeting or, if warranted, during the special board meeting.			
	2-17 Collective knowledge of the highest governance body	The Board of Directors undergo annual training on corporate governance which includes ESG topics to advance collective knowledge.			
	2-18 Evaluation of the performance of the highest governance body	The Board carries out an annual self-evaluation, and the results are reported and taken into account during the election of Board members at the Annual Stockholders Meeting (ASM).			
	2-19 Remuneration policies	80			
	2-20 Process to determine remuneration	80			
	2-21 Annual total compensation ratio		2-21	The information is proprietary or sensitive.	Information is unavailable as there are currently no systems in place to track this. In time for the next report, internal systems will be reassessed to determine if the necessary information can be obtained.
	2-22 Statement on sustainable development strategy	5-7			
	2-23 Policy commitments	82-83			
	2-24 Embedding policy commitments	82-83			
	2-25 Processes to remediate negative impacts		2-25	No data available/ incomplete	Information is unavailable as there are currently no systems in place to track this. In time for the next report, internal systems will be reassessed to determine if the necessary information can be obtained.
	2-26 Mechanisms for seeking advice and raising concerns	37 and 82			
	2-27 Compliance with laws and regulations	55			
	2-28 Membership associations	League of Corporate Foundations (LCF)			
	2-29 Approach to stakeholder engagement	31			
	2-30 Collective bargaining agreements		2-30	Disclosure not applicable	This disclosure is not applicable as Megawide does not have a labor union; however, the company remains committed to open communication with its employees through internal channels and regular engagement activities.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	35			
	3-2 List of material topics	35			
ECONOMIC PERFORMANCE					
GRI 3: Material Topics 2021	3-3 Management of material topic	85-86			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	85-86			
	201-2 Financial implications and other risks and opportunities due to climate change	64			
	201-3 Defined benefit plan obligations and other retirement plans	The company provides government-mandated retirement benefits (e.g., SSS, PhilHealth, Pag-IBIG). The company maintains a retirement plan/provision for its employees; however, specific details of the plan are not publicly disclosed at this time.			
	201-4 Financial assistance received from government	The company did not receive any financial assistance from the government during the reporting period, reflecting its self-sustaining operations.			

GRI STANDARD	DISCLOSURE	LOCATION/ DIRECT ANSWER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
INDIRECT ECONOMIC IMPACTS					
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	62-63			
	203-2 Significant indirect economic impacts	62-63			
SUPPLY CHAIN MANAGEMENT					
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	88			
CORPORATE GOVERNANCE AND RISK MANAGEMENT AND COMPLIANCE WITH LAWS AND REGULATIONS					
GRI 3: Material Topics 2021	3-3 Management of material topic	68			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	No significant corruption-related risks were identified across Megawide's operations during the reporting period.			
	205-2 Communication and training about anti-corruption policies and procedures	88			
	205-3 Confirmed incidents of corruption and actions taken	No confirmed incidents of corruption was reported in 2024.			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Megawide had no legal actions related to anti-competitive behavior, anti-trust, or monopoly practices in 2024			
GRI 207: Tax 2019	207-1 Approach to tax	Megawide complies with Philippine tax laws and regulations, including those set by the Bureau of Internal Revenue (BIR), ensuring transparent and responsible tax practices.			
	207-2 Tax governance, control, and risk management				
	207-3 Stakeholder engagement and management of concerns related to tax				
	207-4 Country-by-country reporting				

GRI STANDARD	DISCLOSURE	LOCATION/ DIRECT ANSWER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
MATERIALS SOURCING AND EFFICIENCY					
GRI 3: Material Topics 2021	3-3 Management of material topic	51			
GRI 301: Materials 2016	301-1 Materials used by weight or volume		301-1	No data available	The company currently does not track or report data on materials used by weight or volume.
	301-2 Recycled input materials used	Megawide is committed to minimizing waste through reduction, recycling, reuse, and the safe handling and disposal of materials used in construction.			
GRI 301: Materials 2016	301-3 Reclaimed products and their packaging materials		301-3	Disclosure not applicable	This disclosure is not applicable as the company's operations do not involve products or packaging materials that are reclaimed or reused
ENERGY AND ENVIRONMENTAL IMPACT AND MANAGEMENT					
GRI 3: Material Topics 2021	3-3 Management of material topic	47			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	47 and 89			
	302-2 Energy consumption outside of the organization		302-2	No data available	Megawide is in the process of improving its monitoring systems to better track energy consumption outside the organization and provide this data in future reports
	302-3 Energy intensity	47 and 89			
	302-4 Reduction of energy consumption		302-4	No data available	Megawide currently does not have sufficient data to quantify reductions in energy consumption but is working to establish better measurement systems for future reporting.

GRI STANDARD	DISCLOSURE	LOCATION/ DIRECT ANSWER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
	302-5 Reductions in energy requirements of products and services		302-5	No data available	Megawide currently does not have detailed data on reductions in energy requirements of its products and services but is developing processes to track and report this information in the future.
WATER MANAGEMENT, COMPLIANCE WITH LAWS AND REGULATIONS, AND ENVIRONMENTAL IMPACT AND MANAGEMENT					
GRI 3: Material Topics 2021	3-3 Management of material topic	49			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	49-50			
	303-2 Management of water discharge-related impacts	49-50			
	303-3 Water withdrawal	49 and 90			
	303-4 Water discharge	49 and 90			
	303-5 Water consumption	49 and 90			
BIODIVERSITY					
GRI 3: Material Topics 2021	3-3 Management of material topic	55			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected area		304-1	No data avaliable/ incomplete	Megawide is enhancing its site assessment processes to better identify and report on operational sites located in or near protected areas and areas of high biodiversity value for future disclosures.
	304-2 Significant impacts of activities, products and services on biodiversity	55			
	304-3 Habitats protected or restored		304-3	No data available	The company's operations are primarily urban development projects that do not involve the protection or restoration of natural habitats, making this disclosure not applicable.
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	The company's developments do not impact habitats of protected or endangered species as defined by IUCN or national conservation lists.			
EMISSIONS, COMPLIANCE WITH LAWS AND REGULATIONS AND ENVIRONMENTAL IMPACT AND MANAGEMENT					
GRI 3: Material Topics 2021	3-3 Management of material topic	45			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	45 and 89			
	305-2 Energy indirect (Scope 2) GHG emissions	45 and 89			
	305-3 Other indirect (Scope 3) GHG emissions		305-3	No data available	Emissions on (Scope 3) GHG emissions are not tracked in 2024.
	305-4 GHG emissions intensity	46 & 89			
	305-5 Reduction of GHG emissions		305-5	No data available	Megawide does not have available data on reduction of GHG emissions in 2024.
	305-6 Emissions of ozone-depleting substances (ODS)		305-6	No data available	The company's operations do not involve the use or release of ozone-depleting substances, making this disclosure not applicable.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		305-7	No data available	Megawide does not currently have a tracking or monitoring system for NOx, SOx, and other significant air emissions, as these are not material to its construction-focused operations.

GRI STANDARD	DISCLOSURE	LOCATION/ DIRECT ANSWER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
WASTE MANAGEMENT AND COMPLIANCE WITH LAWS AND REGULATIONS					
GRI 3: Material Topics 2021	3-3 Management of material topic	51			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	51			
	306-2 Management of significant waste-related impacts	51			
	306-3 Waste generated	51 and 90			
GRI 306: Waste 2020	306-4 Waste diverted from disposal		306-4	No data available	Megawide does not have detailed disposal data that is not yet available for this reporting period; however, the company plans to enhance its data collection systems next year to improve waste tracking and reporting.
	306-5 Waste directed to disposal		306-5	No data available	
CLIMATE CHANGE MITIGATION AND ADAPTATION & EMISSIONS					
GRI 3: Material Topics 2021	3-3 Management of material topic	55			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		308-1	No data available	The company is currently developing supplier environmental screening processes to integrate sustainability criteria into procurement.
	308-2 Negative environmental impacts in the supply chain and actions taken	64			
EMPLOYEE DEVELOPMENT AND COMPLIANCE WITH LAWS AND REGULATIONS					
GRI 3: Material Topics 2021	3-3 Management of material topic	59			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	59 and 91			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	59 and 93			
	401-3 Parental leave	62 and 93			
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	2 weeks			
OCCUPATIONAL HEALTH AND SAFETY AND COMPLIANCE WITH LAWS AND REGULATIONS					
GRI 3: Material Topics 2021	3-3 Management of material topic	57			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	57-58			
	403-2 Hazard identification, risk assessment, and incident investigation	57			
	403-3 Occupational health services	57-58			
	403-4 Worker participation, consultation, and communication on occupational health and safety	57			
	403-5 Worker training on occupational health and safety	53			
	403-6 Promotion of worker health	57			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	57-58			
	403-8 Workers covered by an occupational health and safety management system	Megawide has a standards-based OHS management system in place for 4 out of its 6 business units, covering all employees and project workers in those units, with safety policies also applied to contractors, suppliers, and visitors to ensure consistent practices across operations.			
	403-9 Work-related injuries	57 and 93			
	403-10 Work-related ill health	57 and 93			

GRI STANDARD	DISCLOSURE	LOCATION/ DIRECT ANSWER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
EMPLOYEE DEVELOPMENT					
GRI 3: Material Topics 2021	3-3 Management of material topic	59			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	61 and 94			
	404-2 Programs for upgrading employee skills and transition assistance programs	39, 59, and 61			
	404-3 Percentage of employees receiving regular performance and career development reviews	94			
DIVERSITY AND EQUAL OPPORTUNITIES					
GRI 3: Material Topics 2021	3-3 Management of material topic	59			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	59 and 91			
	405-2 Ratio of basic salary and remuneration of women to men	Women employees of Megawide earn on average 7% more than men, with an overall basic salary and remuneration ratio of 1.2:1 across all employee categories.			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	60 and 82			
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING					
GRI 3: Material Topics 2021	3-3 Management of material topic	67			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	67			

GRI STANDARD	DISCLOSURE	LOCATION/ DIRECT ANSWER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
LABOR/MANAGEMENT AND COMPLIANCE WITH LAWS AND REGULATIONS					
GRI 3: Material Topics 2021	3-3 Management of material topic	65			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	65 and 67			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	65 and 67			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures		410-1	No data available	The company is working on establishing data collection for future reporting.
COMMUNITY ENGAGEMENT AND LOCAL COMMUNITIES					
GRI 3: Material Topics 2021	3-3 Management of material topic	65			
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	No operational violations were identified during the reporting period.			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	38, 62-66			
	413-2 Operations with significant actual and potential negative impacts on local communities	62-66			

GRI STANDARD	DISCLOSURE	LOCATION/ DIRECT ANSWER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
SUPPLY CHAIN MANAGEMENT					
GRI 3: Material Topics 2021	3-3 Management of material topic	Code of Conduct and Ethical Standards for Suppliers			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Code of Conduct and Ethical Standards for Suppliers			
	414-2 Negative social impacts in the supply chain and actions taken	Code of Conduct and Ethical Standards for Suppliers			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling		417-1	Disclosure not applicable.	This disclosure is not applicable as the company's operations do not involve product labeling or specific service labeling requirements.
	417-2 Incidents of non-compliance concerning product and service information and labeling		417-2	Disclosure not applicable.	
	417-3 Incidents of non-compliance concerning marketing communications		417-3	Disclosure not applicable.	
DATA PRIVACY AND SECURITY, TECHNOLOGY, INNOVATION, AND MODERNIZATION, AND COMPLIANCE WITH LAWS AND REGULATIONS					
GRI 3: Material Topics 2021	3-3 Management of material topic	Megawide has established a Data Privacy Manual in compliance with the Data Privacy Act of 2012 and maintains a centralized finance system to support efficient and secure financial operations.			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no substantiated complaints concerning breaches of customer privacy or losses of customer data in the reporting period.			

SASB Content Index

Megawide Corporation has reported the information presented in this SASB Content Index for the period January 1, 2024 to December 31, 2024, in alignment with the SASB Standards for Engineering & Construction Services.

CODE	METRIC	CATEGORY	UNIT OF MEASURE	LOCATION/DIRECT ANSWER
ENVIRONMENTAL IMPACTS OF PROJECT DEVELOPMENT				
IF-EN-160a.1	Number of incidents of non-compliance with environmental permits, standards and regulations	Quantitative	Number	55
IF-EN-160a.2	Discussion of processes to assess and manage environmental risks associated with project design, siting and construction	Discussion and Analysis	N/A	Megawide is committed to improving its environmental performance by strengthening management systems, increasing transparency with stakeholders, and adopting sustainable practices like using renewable energy and reducing waste.
STRUCTURAL INTEGRITY & SAFETY				
IF-EN-250a.1	Amount of defect- and safety-related rework costs	Quantitative	Presentation currency	Megawide reported no defect- or safety-related rework costs and no monetary losses from legal proceedings related to such incidents.
IF-EN-250a.2	Total amount of monetary losses as a result of legal proceedings associated with defect- and safety-related incidents 1	Quantitative	Presentation currency	
WORKFORCE HEALTH & SAFETY - OCCUPATIONAL HEALTH & SAFETY				
IF-EN-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	Rate	93
LIFECYCLE IMPACTS OF BUILDINGS & INFRASTRUCTURE				
IF-EN-410a.1	Number of (1) commissioned projects certified to a third-party multi-attribute sustainability standard and (2) active projects seeking such certification	Quantitative	Number	Currently, the company does not have commissioned or active projects certified or pursuing certification under third-party multi-attribute sustainability standards.

CODE	METRIC	CATEGORY	UNIT OF MEASURE	LOCATION/DIRECT ANSWER
IF-EN-410a.2	Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design	Discussion and Analysis	N/A	53
CLIMATE IMPACTS OF BUSINESS MIX				
IF-EN-410b.1	Amount of backlog for (1) hydrocarbon-related projects and (2) renewable energy projects	Quantitative	Presentation currency	Megawide currently has no outstanding backlog for hydrocarbon-related, renewable energy, or climate change mitigation projects.
IF-EN-410b.2	Amount of backlog cancellations associated with hydrocarbon-related projects	Quantitative	Presentation currency	
IF-EN-410b.3	Amount of backlog for non-energy projects associated with climate change mitigation	Quantitative	Presentation currency	
BUSINESS ETHICS				
IF-EN-510a.1	(1) Number of active projects and (2) backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Quantitative	Number, Presentation currency	Megawide incurred no monetary losses from legal actions involving bribery, corruption, or anti-competitive practices, and no confirmed corruption incidents were reported in 2024.
IF-EN-510a.2	Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption and (2) anti-competitive practices	Quantitative	Presentation currency	Megawide reported no monetary losses from legal proceedings related to bribery, corruption, or anti-competitive practices. No
IF-EN-510a.3	Description of policies and practices for prevention of (1) bribery and corruption, and (2) anti-competitive behaviour in the project bidding processes	Quantitative	N/A	65 and 82

CODE	ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	LOCATION/DIRECT ANSWER
IF-EN-000.A	Number of active projects	Quantitative	Number	As of 2024, Megawide has twenty-one (21) active buildings including infrastructure projects.
IF-EN-000.B	Number of commissioned projects	Quantitative	Number	Megawide has one (1) commissioned project for the 2024 period.
IF-EN-000.C	Total backlog	Quantitative	Presentation currency	As of 2024, the company has a total of 45 active backlog projects.

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- Corporate Affairs, Communication and Branding
- Facilities Management
- Finance
- Human Resources
- Information Technology
- Internal Audit
- Investor Relations
- Legal
- Office of the Corporate Secretary
- Security
- Engineering, Procurement and Construction
- Precast and Construction Solutions
- Megawide Foundation
- MWM Terminals Inc.
- Cebu2World Development Inc.
- PH1 World Developers

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COMMON STOCK
The Company's common stock (MWIDE) is listed and traded in the Philippine Stock Exchange

SHAREHOLDER SERVICES AND ASSISTANCE
Stock Transfer Service, Inc. serves as the Company's stock transfer agent registrar.

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