

REGROUNDING

FOR A FIRST-WORLD PHILIPPINES



About the Report

GRI 2-1, 2-3

About the Cover

The report cover portrays a deliberate shift from a phase of momentum of movement toward a more grounded and solid stage of growth and expansion.

Capturing an athlete in a starting stance—fingers pressed into the sand, body coiled and fixed on the path ahead—the visual reflects a precise moment of emergence. It is the brief pause before motion begins: grounded, deliberate, and ready to move with purpose.

Set within a shoreline where land meets water, the cover conveys conditions that are fluid and unpredictable, where effective movement requires preparation, balance, and resilience. This transition reflects Megawide's progression into a new chapter defined by deeper foundations, stronger execution, and broader development reach, particularly through our expanding role in social infrastructure and the Pambansang Pabahay Para sa Pilipino (4PH) housing developments.

After rising through challenges, Regrounding reflects a deliberate return to the essentials that enable sustainable progress: discipline, focus, and a strong foundation. Each step forward, each action taken, and each effort invested moves Megawide closer to shaping a future envisioned in our pursuit of a First-World Philippines, guided by engineering excellence, innovation, and a shared purpose for lasting impact.

Reporting Framework

Megawide's 2025 Annual and Sustainability Report (ASR) has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and in line with the Philippine Securities and Exchange Commission's (SEC) Sustainability Reporting Guidelines for Publicly-Listed Companies. This report also aligns with the Sustainability Accounting Standards Board (SASB) Standards for Engineering and Construction Services. Relevant disclosures are mapped to the United Nations Sustainable Development Goals (UN SDGs) to demonstrate how Megawide's programs and initiatives contribute to broader sustainable development priorities.

Reporting Period and Cycle

This report covers Megawide's financial and sustainability performance from January 1 to December 31, 2025. It is published annually and provides a comprehensive overview of our activities, achievements, and future direction.

Scope of the Report

This report covers the financial and sustainability performance of Megawide Construction Corporation (MCC) and selected subsidiaries and strategic business units (SBUs) included in the Company's 2025 reporting boundary. The scope includes MCC—covering the Corporate Office, Precast and Construction Solutions (PCS), and Engineering, Procurement, and Construction (EPC) Head Office—as well as MWM Terminals, Inc. (MWMTI); Cebu2World Development, Inc. (C2W); and PH1 World Developers, Inc. (PH1).

For financial disclosures, Megawide reports based on the consolidated reporting scope. For selected 2025 environmental indicators, coverage varies by topic or metric and is based on the specific offices, business units, or operating sites included in each indicator's reporting boundary. Compared to 2024, these selected environmental disclosures exclude operational project sites outside the EPC Head Office. Any exclusions, limitations, or changes in coverage are disclosed in the relevant sections.

For selected social indicators, the 2025 reporting scope excludes project-based employees and covers only regular employees within the included offices, SBUs, and operating units.

The information and data in this report are subject to continuous improvement as Megawide strengthens the Company's sustainability data collection, validation, and reporting processes.

Contact Information

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Coverage of the Previous Report
January 1, 2024 to December 31, 2024
[2024 Annual and Sustainability Report](#)

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Message from the Chairman and Chief Executive Officer (CEO)

GRI 2-22

2025 marked a pivotal year for Megawide Construction Corporation as we built on the momentum from 2024 to position the Company for sustained long-term growth. Amid an evolving operating landscape, we maintained momentum by focusing on our core competencies and competitive advantages. Our strengths in EPC, supported by integrated operations and innovative PCS, enabled us to progress into multi-sector development that will help address the country's critical infrastructure needs while advancing our vision of engineering a First-World Philippines.

DELIVERING GROWTH

During the year, we strengthened both our operational and financial foundations. Our consolidated net income rose 24 percent to PHP669 million, driven by consolidated revenues of PHP17.7 billion, and kept us on track with our near- and medium-term targets, assuming the impact of the Middle East crisis will not be prolonged and disruptive.

These results were achieved by re-grounding our portfolio on the essentials to maintain a cycle-resilient, stable, and scalable business platform. We continue to build on these to ensure our long-term viability and value creation.

Our construction business recorded a diverse and healthy order book of PHP50 billion, comprised of end-user focused residential projects; high-value, big-ticket, private commercial, industrial, and infrastructure contracts; and essential socialized housing portfolio under the government's expanded 4PH program. This pipeline will provide revenue visibility and stability in the medium to long-term.

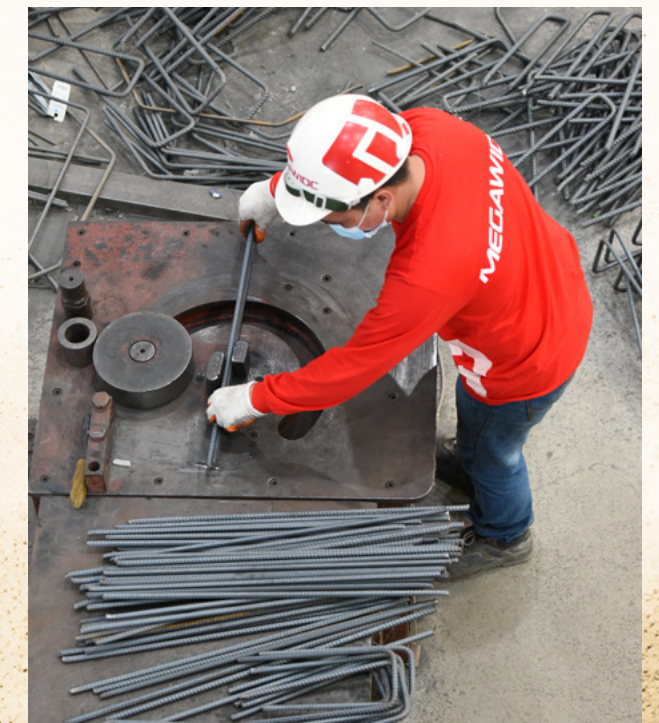
In our real estate development, we initiated participation in the government's 4PH program in 2024 through our Avesta project in Imus, Cavite. Our collaboration with Pag-IBIG Fund in 2025 deepened our involvement in the expanded 4PH program, reinforcing our role in helping address the country's housing needs. Meanwhile, the continued redevelopment of the Carbon Market highlights our ability to combine economic revitalization, sustainability, and social impact in a single integrated project. These initiatives anchor our social infrastructure development portfolio.

We likewise continued to grow our Transport-Centric Development (TCD) leg through the South Luzon Integrated Terminal Exchange (SLITX) and the Baguio City Integrated Terminal (BCIT), as well as the ongoing initial phase of the Cavite Bus Rapid Transit (CBRT)

“

Our strengths in EPC, supported by integrated operations and innovative PCS, enabled us to progress into multi-sector development that will help address the country's critical infrastructure needs while advancing our vision of engineering a First-World Philippines.”

system project. These projects are expected to complement PITX, which we continued to enhance through innovations such as the Office-in-Transit (OFIX) concept and constant diversification of commercial tenants. As soon as operations reach full scale, these assets are expected to generate recurring streams and overall support urban mobility and commercial activity.





Our growth strategy remains grounded on opportunities aligned with our core strengths, supported by financial prudence and operational discipline, to drive long-term value creation.”

ENHANCING CAPITAL STRUCTURE

We continuously optimized our capital structure and enhanced our balance sheet by closing out of PHP9.4 billion in outstanding advances, including accrued interest, with parent and affiliate companies Citicore Holdings Investment, Inc. and Citicore Power, Inc. The upfront cash portion was used to pare down short-term obligations, while the balance, in the form of Citicore Renewable Energy Corp. shares, will serve as currency for future monetization intended for further shareholder value creation.

Our growth strategy remains grounded on opportunities aligned with our core strengths, supported by financial prudence and operational discipline, to drive long-term value creation.

To this end, we will continue pursuing de-levering initiatives that will reduce our short-term obligations, lower interest expenses, strengthen liquidity, and boost profitability. At the same time, we will continue to sharpen our operational focus and project execution to deliver on our commitments with First-World quality, cost efficiency, and speed-to-market.

BUILDING SUSTAINABLE LONG-TERM VALUE

Sustainability remains central to how we create value. Through the precast technology, we reduce construction waste, shorten project timelines, and lower emissions, particularly in large-scale multi-sector infrastructure developments. Our foray into the expanded 4PH is a prime showcase of these features, while promoting social sustainability and economic viability through decent and affordable housing.

In addition, our expanding TCD portfolio supports mass transport systems that help ease congestion and reduce carbon emissions, while our general real estate developments promote more sustainable urban growth in emerging cities.

The redevelopment of the Carbon Market further demonstrates how we integrate environmental, economic, and social value through tangible and intangible investments. Across our operations, we continue to embed lower-carbon solutions that strengthen resilience and long-term competitiveness.

DRIVING INNOVATION AND ENGINEERING EXCELLENCE

Innovation and execution remain key drivers of our growth. In 2025, we advanced socialized housing development under the expanded 4PH program by leveraging financial and technical innovation in collaboration with our partners, including the Pag-IBIG Fund.

Alongside these achievements, we continued to invest in technologies that improve efficiency, product quality, and speed to market. Among these is the Sumitomo-Mitsui Quick RC Integrated Method (SQRIM)—a cutting-edge system currently employed in one of our ongoing projects, which prioritizes speed, efficiency, and flawless finish to set a new bar in modern construction methodology.

Furthermore, in our TCD roll-out, each project follows these distinct and innovative design principles—efficiency, open spaces, modularity, and sustainable materials—to minimize costs, optimize development timetable, and adhere to our ESG mandate while constantly being responsive to evolving urban needs.

POSITIONED FOR THE NEXT PHASE

At the core of our operations is a sound governance framework that strengthens risk management, supports operational efficiency, and safeguards our brand reputation and financial standing as an institution as we pursue our growth aspirations.

As we look ahead, Megawide is preparing for our next phase of growth. Our priorities remain clear: delivering our expanded 4PH commitments, augmenting our precast production capacity, growing our TCD portfolio, and prudently reinforcing our financial position.

These objectives will be supported by strategic partnerships, collaborative execution, operational efficiency, and financial discipline to ensure that we will be able to build on the gains of the previous years.

We are confident that the actions we are taking today will drive sustainable, responsible, and recurring earning streams while reinforcing our commitment to developing infrastructure that uplifts communities, advocates economic progress, and contributes to a more sustainable future for generations to come.

Last year, we adjusted our dividend payout policy as we aspire to distribute a bigger portion of the value we created to our shareholders. With our productive financial performance sustained since 2023, we are in a strong position to realize this next year.

To our stakeholders, partners, and employees, we thank you for your continued trust and support as we move forward together in Engineering a First-World Philippines.


EDGAR B. SAAVEDRA
Chairman and CEO



We are confident that the actions we are taking today will drive sustainable, responsible, and recurring earning streams while reinforcing our commitment to developing infrastructure that uplifts communities, advocates economic progress, and contributes to a more sustainable future for generations to come.”



ABOUT MEGAWIDE

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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 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.

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.

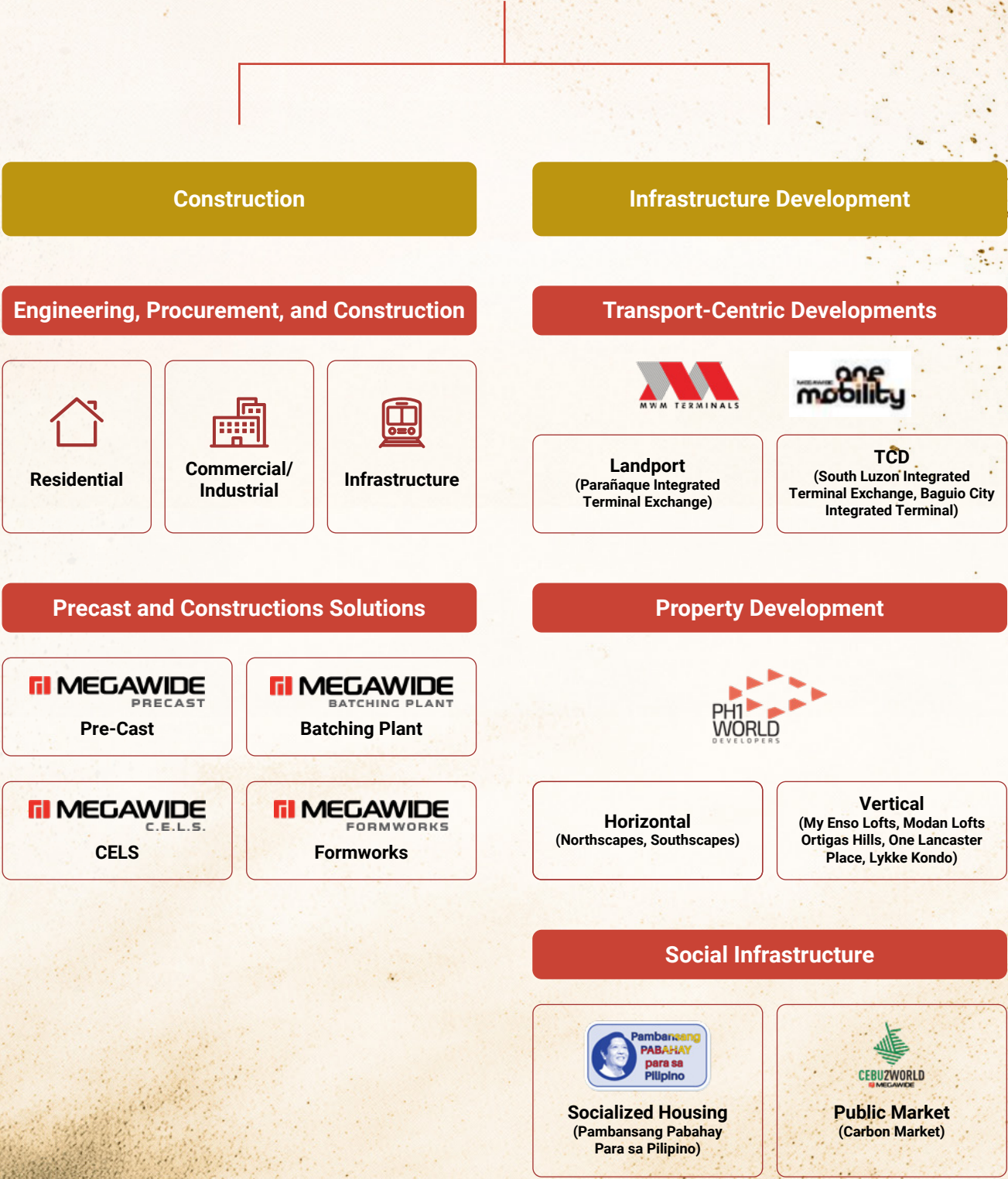


COMMUNITY
Our actions affect the communities we work with, so we partner with them to ensure that we can leave a lasting positive social impact through our projects.

Business Segments



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





CONSTRUCTION

Our EPC segment remains a core pillar of our business, supported by an integrated operating model that combines construction services with manufacturing and supply capabilities. This enables us to deliver high-quality residential, commercial, industrial, and infrastructure projects with efficiency, speed-to-market, and sustainability.

Construction covers both the service side—construction, enlargement, and repair of buildings and infrastructure such as roads, bridges, rail systems, and waterworks—and the manufacturing and supply side through precast products, ready-mix concrete, formworks, and equipment leasing.

We continue to diversify our EPC order book across horizontal and vertical residential developments, commercial and industrial buildings, and transport infrastructure, including airports and rail systems, reinforcing our role in national development.



ENGINEERING, PROCUREMENT, AND CONSTRUCTION (EPC)

Our EPC segment serves as the backbone of our project delivery, integrating engineering excellence with modern construction methodologies and innovative technologies. It supports our ability to execute large-scale and complex developments across multiple sectors while maintaining quality, operational efficiency, and sustainability.

PRECAST AND CONSTRUCTION SOLUTIONS (PCS)

Our PCS division complements EPC by strengthening our manufacturing and supply chain capabilities. PCS supports both internal projects and external clients by delivering modular and standardized construction solutions that enhance build quality, consistency, and efficiency.

Procurement and supply chain practices within PCS are closely linked to operational planning and production continuity, supported by structured forecasting, delivery scheduling, and digitalized reporting systems. These enable more efficient material sourcing, inventory management, and project execution.

Through advanced construction technologies and integrated processes, PCS enables faster project delivery, cost efficiency, and more sustainable construction practices across our developments.

INFRASTRUCTURE DEVELOPMENT

Megawide's development platform expands beyond traditional construction, covering transport-centric developments, property and real estate, and social infrastructure. This integrated approach allows us to participate across the infrastructure value chain—from design and construction to development, operations, and long-term asset management.



TRANSPORT-CENTRIC DEVELOPMENTS

Our transport-oriented development portfolio is anchored on our participation in Public-Private Partnership (PPP) programs, involving the development, operations, and maintenance of key infrastructure assets such as PITX, CBRT system, SLITX, and the BCIT.

Landport *PITX*

PITX remains our flagship asset, serving as the country's first landport and a key mobility hub connecting Metro Manila to provincial routes. Beyond transportation, it functions as a commercial and business center, supporting retail, office, and logistics operations.

In 2025, PITX was recognized by the Land Transportation Franchising and Regulatory Board (LTFRB) as "The Most Women and Children Friendly Integrated Terminal," highlighting our commitment to providing a safe, inclusive, and accessible transport environment. It continues to focus on delivering safe, efficient, and comfortable travel, while strengthening connectivity to key destinations such as airports.

Cavite Bus Rapid Transit *CBRT*

We continue to advance the development of the CBRT system as part of our broader transport infrastructure platform. The project is being undertaken through a PPP under a 30-year Build-Operate-Transfer (BOT) joint venture with the Provincial Government of Cavite and Maplecrest Group, Inc. with an estimated project cost of PHP1.8 billion.

Designed as a BRT and point-to-point (P2P) system, CBRT will connect key areas within Cavite to Metro Manila through PITX. The project's phased development includes multiple terminals and stations, supporting increasing ridership and long-term transport capacity within the province.

Transport-Centric Developments *SLITX, BCIT*

Our transport infrastructure portfolio also includes the SLITX and the BCIT, which remain part of our strategic pipeline and long-term infrastructure development initiatives. SLITX is being developed as an intermodal terminal in Carmona, Cavite, along the South Luzon Expressway (SLEX), integrating terminal facilities, passenger areas, transport bays, internal roads, parking, as well as commercial and logistics-related components to support efficient mobility and connectivity in the South Luzon corridor.

BCIT is intended to support Baguio's transport system through the development of an integrated terminal facility that will improve traffic management and commuter experience within the city. The project remains in the development stage, with an estimated project cost of PHP1.2 billion, and forms part of our pipeline of transport-centric developments.





PROPERTY DEVELOPMENT

Our expansion into property development through PH1 strengthens our integrated business model by combining construction expertise with real estate development capabilities. This vertical integration enables us to deliver end-to-end solutions while creating synergies across EPC, PCS, and development platforms.



Horizontal Northscapes, Southscapes

PH1's horizontal developments include Northscapes San Jose del Monte and Southscapes in Cavite, forming part of our growing real estate pipeline.

These projects emphasize affordability, sustainability, and community-centered design. In 2025, EPC also recorded a milestone of one million safe man-hours at Northscapes San Jose del Monte, reflecting active project execution and strong safety performance.



Vertical My Enso Lofts (MEL), Modan Lofts Ortigas Hills (MLOH), One Lancaster Park (OLP), Lykke Kondo

On the other hand, the vertical portfolio includes MEL, MLOH, and OLP, which continue to anchor our presence in key urban locations.

These developments focus on modern, flexible, and efficient living spaces, supported by innovative design features such as the proprietary Add-Loft concept, green building practices, and resident-centric planning.



SOCIAL INFRASTRUCTURE

We continue to expand our social infrastructure platform through large-scale, community-focused developments. This includes our participation in the government's expanded 4PH program and the ongoing redevelopment of the Carbon Market in Cebu. These initiatives support access to essential services such as housing, public markets, transport, livelihood opportunities, and urban services, contributing to more inclusive and resilient communities.

Socialized Housing 4PH

Our participation in the expanded 4PH program reflects our commitment to helping address the country's housing backlog by supporting the delivery of up to 100,000 affordable, quality, and durable housing units. By leveraging advanced precast technology, we support improved construction efficiency, faster project delivery, and greater scalability across developments. Several projects under the program are located in key growth areas, particularly in Cavite, where demand for accessible housing continues to increase. Among these, Avesta serves as our maiden offering under the 4PH initiative, embodying our vision of providing modern, resilient, and community-centered homes for Filipino families.

Public Market Carbon Market

Meanwhile, the Carbon Market redevelopment, through C2W, continues to modernize public market infrastructure and operations while serving as a catalyst for urban renewal. Ongoing developments include key components such as Puso Village and the Tourism Zone, which aim to improve the market environment for vendors, customers, and surrounding communities, while contributing to economic, environmental, and social transformation within the district.



Key Milestones

STRATEGIC PARTNERSHIPS



- **Partnership with Pag-IBIG Fund (2025):** In December, we formalized our partnership with Pag-IBIG Fund through an Investment and Partnership Agreement to accelerate the rollout of the government's 4PH program and expand access to affordable housing nationwide.
- **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 69 MW carrier-neutral data center in Silang, Cavite. The project is set to be developed in phases over five years.
- **Metro Manila Subway Contract (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.
- **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

- **Order Book:** Order Book reached PHP50 billion by end-2025.
- **New contracts:** Megawide was awarded the construction/development of Hotel 101, Caticlan Airport, MLOH, and OLP in 2024.
- **New contracts:** We bagged two new multi-billion peso high rise Megaworld Projects - Uptown Modern and One Portwood.



● SLITX



● CBRT



● BCIT

PCS

Internal and External Growth:
Strengthened procurement and supply chain processes to support production continuity and newly secured contracts through forecasting, material planning, supplier agreements, and digitalized workflows (Odoo and SAP).



PHirst Park Homes



Metro Manila Subway System

Real Estate Development
Coordination and alignment across project planning, execution, and delivery for PH1 projects to support collaboration with EPC and PCS across the project lifecycle.



Northscapes



Southscapes



OLP



Avesta Residences



MEL



MLOH

Key Milestones

ONGOING PROJECTS



Citicore Solar Power Plants



Hotel 101 Libis



Avesta Residences (4PH Project)

LEADERSHIP DEVELOPMENT AND CULTURE-BUILDING



Executive Leadership Huddle Kick-Off 2025 (February 7): We brought together our leaders to align on fearless leadership, psychological safety, and high-performance culture, setting the tone for intentional culture-building across the organization.



Investors in People Philippines (IIP) Leaders and Culture Champions Workshops (March 21 and April 4): We conducted workshops to translate employee feedback into concrete leadership and culture initiatives, strengthening engagement and supporting our long-term goal of becoming a great place to work.



Project Management Excellence Training for Megawide Leaders (March 5, 7, and 11): We conducted leadership training to strengthen project management capabilities, reinforcing the integration of technical expertise and collaborative leadership in delivering complex infrastructure projects.



Financial Literacy Workshops with Ateneo Center for Continuing Education (June): We partnered with the Ateneo Center for Continuing Education to equip leaders with financial literacy and data-driven decision-making capabilities.



MegaConversation (August 28): We launched MegaConversation: Leading with Candor, creating a structured platform for open, two-way dialogues among senior leaders to surface challenges, co-create solutions, strengthen leadership alignment, and build a more unified One Megawide culture.

AWARDS AND DISTINCTIONS

Our commitment to operational and workplace excellence continues to be recognized through industry and institutional awards.



- Finance Asia Awards 2025
 - Best CEO (Gold) - Edgar Saavedra
 - Best CFO (Silver) - Jez Dela Cruz
 - Best Managed Company in the Philippines (Silver)
 - Most Committed to ESG (Silver)
 - Best Small Cap Company (Silver)



- Hubexo Asia Awards Philippines 2025 (PH1 World Developers, Inc.)
 - Top 10 Developers



- LTFRB (PITX)
 - Most Women and Children-Friendly Integrated Terminal



- Safety Recognition Awards (PCS)
 - Safety Milestone of 9,000,000 Safe-work hours without Lost time Incident - Urban Deca Cubao
 - Safety Milestone of 1,000,000 Safe-work hours without Lost time Incident - Northscapes SJDM

Our commitment to operational and workplace excellence continues to be recognized through industry and institutional awards.

PHILIPPINE DAILY
INQUIRER

BEST
EMPLOYERS

2025

IN COOPERATION WITH statista

PH BEST EMPLOYER - PHILIPPINE DAILY INQUIRER AND STATISTA

In the 2025 Best Employers list drawn up by the Philippine Daily Inquirer and German market research firm Statista, Megawide ranked #30 among the Philippines' Best Employers. This distinction was conferred accordingly at the Hilton Manila Hotel last November 11, 2024.

Garnering a total score of 8.69 points based on employee reviews, the award reflects our continued commitment to fostering a workplace culture grounded in employee well-being, talent development, and innovation in line with responsible corporate citizenship.



LTFRB'S "THE MOST WOMEN AND CHILDREN FRIENDLY INTEGRATED TERMINAL" (PITX)



In 2025, the Land Transportation Franchising and Regulatory Board (LTFRB) recognized PITX as “The Most Women and Children Friendly Integrated Terminal”—highlighting its commitment to providing a safe, inclusive, and accessible transport environment. As the country’s first landport connecting passengers to key destinations nationwide, this recognition marks a significant milestone that reflects our passenger-centric values.

With an average footfall of over 100,000 passengers daily, PITX continuously strives to address passengers’ diverse needs through thoughtfully designed facilities and services, which include:



Accessible terminal services:
An assured bus seating system, strategically located public information displays, and ample seating are available throughout PITX to improve passenger convenience and accessibility.



Hassle-free technologies:
Automated boarding pass scanners and real-time schedule updates ensure smooth boarding for passengers.



Sustainable and inclusive restrooms:
Eco-friendly wastewater management practices are integrated into clean and comfortable restrooms. PITX also provides a gender-neutral restroom to better accommodate gender nonconforming passengers.



Passenger-friendly spaces:
Dedicated breastfeeding areas offer added comfort to mothers, while a multi-faith meditation room is available for passengers of different religious backgrounds. Pay lounges with shower facilities can also be accessed by passengers who need to freshen up after long hours of travel.

STRATEGIC PRIORITIES AND FUTURE OUTLOOK

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Our sustainability framework is anchored on our vision of building a First-World Philippines. We recognize that long-term progress requires balancing economic performance with social inclusion, environmental stewardship, and strong governance.

We continue to refine our short-, medium-, and long-term priorities to support business resilience, stakeholder value creation, and sustainable national development. These priorities guide how we allocate resources, manage risks, and deliver impact across our operations and communities.



Alignment With Vision and Mission

Our vision of a First-World Philippines serves as both direction and discipline in how we operate. It reflects our belief that infrastructure development must enable accessible mobility, resilient communities, inclusive growth, and a healthier environment.

Building on the momentum of our Regrounding theme, we continue to enhance how we anticipate risks and deliver solutions that respond to evolving business, environmental, and social conditions.



PROACTIVELY MITIGATING RISKS:

We continue to strengthen our risk management practices to anticipate emerging challenges and respond effectively, ensuring operational resilience and long-term sustainability.



IMPLEMENTING TARGETED SOLUTIONS:

We pursue practical and forward-looking solutions across infrastructure development, community engagement, and environmental management, ensuring that our initiatives create measurable and lasting impact.

Sustainability Goals



Short-term:
1–3 years

- **Establish a robust sustainability baseline:** We conduct a comprehensive assessment of our environmental footprint, including greenhouse gas (GHG) emissions, to establish a baseline that will guide our sustainability strategy and performance tracking.
- **Strengthen governance and risk management:** We continue to enhance our governance frameworks, policies, and controls to promote transparency, strengthen accountability, and support business continuity.
- **Forge strategic partnerships for better impact:** Through Megawide Corporate Foundation, Inc. and our SBUs, we collaborate with government, communities, and partners to deliver environmental and social initiatives aligned with priority development areas.
- **Improve data collection and ESG reporting systems:** We aim to strengthen systems for monitoring, measuring and reporting sustainability performance to improve data accuracy, transparency, and alignment with evolving reporting standards.



Medium-term:
3–5 years

- **Reduce environmental footprint:** We are identifying and implementing measures to reduce emissions, improve energy efficiency, and optimize resource use across our operations.
- **Operationalize sustainability policies:** We continue to integrate sustainability considerations into day-to-day operations and decision-making processes across business units.
- **Scale community development programs:** We will expand targeted programs in education, disaster response, environmental protection, and livelihood development, aligned with local needs and national priorities, including the UN SDGs.
- **Advance sustainable infrastructure and innovation:** We will continue to adopt innovative construction methods, digital technologies and resource-efficient solutions that improve operational resilience and minimize environmental impacts.



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.

2025 BUSINESS REVIEW

GRI 2-6



ENGINEERING, PROCUREMENT, AND CONSTRUCTION (EPC)

Our EPC segment remained a key driver of our business, demonstrating resilience and execution strength across a diversified portfolio of infrastructure and real estate projects. We continued to support both external clients and internal developments, reinforcing our integrated model across the Megawide Group.

EPC activities continued to center on the delivery of ongoing projects across key sectors. In 2025, the segment generated revenues of PHP14.8 billion, contributing 83 percent to total consolidated revenue. Meanwhile, EPC held an order book of PHP50 billion, equivalent to a projected burn rate of 2–3 years.



Citicore Solar Power Plants, Hotel 101, Caticlan Airport, Metro Manila Subway

PROGRESS HIGHLIGHTS:

- We sustained a strong project pipeline from contracts secured in 2024 while resuming work on key developments in 2025, including the Westside Site B, Ascott Hotel, Meridian Tower, and Hotel 101 Bridgetowne Libis, where we deployed the SQRIM. These projects demonstrate continued demand across transport, energy, and property sectors, supported by both third-party and internal developments.



SUSTAINABILITY HIGHLIGHTS:

- We strengthened our use of precast construction methods and supported greater construction efficiency in renewable energy developments, particularly through Citicore projects. These efforts contribute to reduced carbon impact while supporting long-term sustainable growth.

PRECAST AND CONSTRUCTION SOLUTIONS (PCS)

Our PCS segment continued to strengthen its role as an enabler of efficient and scalable construction, supporting both EPC operations and external clients through integrated manufacturing and supply capabilities. In 2025, this translated into sustained project support across both internal and external developments, alongside continued expansion into new market segments.

PCS revenues reached PHP3.8 billion, reflecting a -33 percent change from the previous year. External clients accounted for 42 percent of total revenues, indicating a shift in sales mix compared to 2024, when external clients comprised 61 percent of the total.



PHirst Park Homes, Northscapes, Metro Manila Subway, Malolos-Clark Railway Project



PROGRESS HIGHLIGHTS:

- We supported major infrastructure and housing developments through supply and build contracts, including PHirst Park Homes and rail projects, while advancing tunneling and precast works for the Metro Manila Subway and railway systems.



SUSTAINABILITY HIGHLIGHTS:

- In 2025, we enhanced procurement and supply chain processes through production cost forecasting, material planning and scheduling, strategic sourcing, and the digitalization of workflows using Odoo and SAP. These improvements strengthened inventory discipline, operational efficiency, and production continuity across projects.

INFRASTRUCTURE DEVELOPMENT

Our infrastructure development platform reflects our integrated approach across transport-oriented developments, property and real estate, and social infrastructure, supported by both operational assets and project pipelines.

PROPERTY/REAL ESTATE

Our expansion into property development through PH1 continues to strengthen our integrated platform, enabling us to deliver sustainable and accessible housing solutions at scale.



OLP, Southscapes, Lykke Kondo, MEL, MOLH

**PROGRESS HIGHLIGHTS:**

- | We advanced key developments, including Southscapes Trece Martires and OLP, while breaking ground for Avesta in Imus—our maiden project under the government’s expanded 4PH program. These developments reflect our focus on affordable, well-designed communities in high-growth areas.

**SUSTAINABILITY HIGHLIGHTS:**

- | We continued to integrate energy-efficient design, space optimization, and green building practices across PH1 developments, supporting more efficient use of space, improved livability, and more resource-conscious building practices, in line with UN SDG 11 on sustainable cities and communities. Our participation in the 4PH program further strengthens our contribution to addressing the national housing needs.

TRANSPORT-CENTRIC DEVELOPMENT



Landport (PITX)

**PROGRESS HIGHLIGHTS:**

- | PITX continued to serve as a major mobility hub, with sustained passenger traffic and commercial activity reinforcing its role as an integrated, multimodal transport hub with centralized passenger systems, retail spaces, and access to key road networks that support more convenient travel between Metro Manila and provincial destinations.

**SUSTAINABILITY HIGHLIGHTS:**

- | The terminal launched the Innovative Electric Shuttle Service in partnership with GET Philippines — a significant step toward modernizing the transport system with sustainable solutions.

Cavite Bus Rapid Transit (CBRT)



PROGRESS HIGHLIGHTS:

- I We continued to advance the CBRT system as part of our transport infrastructure pipeline, supporting more efficient and reliable public transport solutions.



SUSTAINABILITY HIGHLIGHTS:

- I The project supports green recovery by lowering carbon footprints in Cavite's urban areas. It is also designed to include integrated, cashless and contactless ticketing systems to improve user experience.



Transport-Centric Developments (SLITX, BCIT)



PROGRESS HIGHLIGHTS:

- I We sustained planning and development efforts for SLITX and BCIT, expanding our pipeline of transport-centric developments designed to improve connectivity and support regional growth. Each project in the roll-out emphasizes efficient design, modular construction methods, and open public spaces to optimize cost and program timelines.



SUSTAINABILITY HIGHLIGHTS:

- I Sustainable design at the terminal includes the use of glued-laminated timber as well as passive energy-saving materials to reduce heat gain and minimize the need for excessive air conditioning. It also includes provisions for electric vehicles (EVs) and a mixed electric-diesel bus fleet to enable a gradual transition.

SOCIAL INFRASTRUCTURE

PUBLIC MARKET (CARBON MARKET)

Our Carbon Market redevelopment continues to transform a historic marketplace into a modern, inclusive, and sustainable urban destination.



Block-2 Building, Puso Village



PROGRESS HIGHLIGHTS:

- | We advanced the development of Carbon Market, including preparations for the Block-2 Building and continued activation of Puso Village as a commercial, heritage, and cultural district.



SUSTAINABILITY HIGHLIGHTS:

- | We strengthened community development through initiatives such as Paleng-QR PH, free public WiFi, and the Carbon Learning Hub, promoting financial inclusion, education, and engagement. Placemaking initiatives, including CEBLOOM 2025 and seasonal activations, further enhanced community participation and economic activity.

SOCIALIZED HOUSING

We continued to expand our participation in national housing initiatives to support the delivery of affordable and durable homes.

Avesta Residences



PROGRESS HIGHLIGHTS:

- | Through our partnership with Pag-IBIG Fund and participation in the expanded 4PH program, we advanced developments such as Avesta in Imus City, Cavite, with over 1,000 homes planned across all phases. We also engaged communities through initiatives like the Dasmariñas Caravan.



SUSTAINABILITY HIGHLIGHTS:

- | By leveraging precast construction and modern building solutions such as Avesta, we support the delivery of affordable and durable housing at speed, improving construction efficiency and consistency while enabling broader access to housing.



04 FEATURED PROJECTS

GRI 203-1



Pambansang Pabahay Para Sa Pilipino Program (4PH) - Jenara, Jab, Avesta

Our participation in the government's expanded 4PH program supports the delivery of affordable, durable housing at scale, leveraging our integrated capabilities across construction, precast manufacturing, and property development.



Key Highlights:

Project Development:

Avesta Residences in Imus City, Cavite forms part of our participation in the expanded 4PH program, with over 1,000 homes planned across all phases. The development contributes to the delivery of affordable housing within a structured, multi-phase community.

Housing Access and Delivery:

The project supports broader access to housing by providing practical and well-planned residential communities aligned with national housing priorities. It reflects ongoing efforts to expand housing availability in key growth areas.

Integrated Project Execution:

Our role in construction and development enables coordinated project delivery, supporting consistent build quality and efficient implementation across large-scale housing developments.

Parañaque Integrated Terminal Exchange (PITX)

PITX continues to serve as a key multi-modal transport hub, connecting Metro Manila to provincial and in-city routes while supporting commercial and commuter convenience.



Key Highlights:

Sustained Mobility Hub:

PITX continued to experience sustained passenger traffic and commercial activity, reaching 60.28 million passengers in 2025—up from 51.56 million in 2024—representing a 17 percent year-on-year increase. This reinforces its role as a major mobility hub within the country's transport network, supporting both commuter flow and on-site economic activity.

Integrated Transport Systems:

The terminal's centralized passenger systems, retail spaces, and access to key road networks enable more convenient travel between Metro Manila and provincial destinations. These features contribute to improved transport efficiency and user experience.

Carbon Market

Carbon Market’s ongoing redevelopment continues to transform a historic public marketplace into a modern, inclusive, and community-centered design that supports economic activity and social development.



Key Highlights:

Urban Renewal:

We advanced the redevelopment of Carbon Market, including preparations for the Block-2 Building and continued activation of Puso Village as a commercial, heritage, and cultural district. These developments contribute to the area’s evolution into a more structured and dynamic urban space.

Economic and Community Activation:

Placemaking initiatives such as CEBLOOM 2025 and seasonal activities encouraged community participation and supported local economic activity. These events help attract visitors while providing additional opportunities for vendors.

Digital and Social Inclusion:

Programs such as Paleng-QR PH, free public Wi-Fi, and the Carbon Learning Hub promote financial inclusion, education, and community engagement. These initiatives support both vendors and residents in adapting to more modern and accessible systems.

PH1 World Developers (MEL, MLOH, OLP, Lykke Kondo etc.)

PH1 continues to strengthen our property development platform by delivering well-designed communities with more accessible price points that respond to the country’s evolving housing needs across key growth areas.



Key Highlights:

Project Milestones:

We advanced developments such as Southscapes and OLP in Imus, Cavite, while marking the topping-off of MLOH in Taytay, Rizal, in November 2025 as a key construction milestone. These developments reflect continued progress across both vertical and horizontal residential projects.

Pipeline Expansion:

Our portfolio continues to grow across projects including MEL, MLOH, Northscapes, Southscapes, and Avesta Residences. This expanding pipeline supports broader housing availability across multiple market segments, while also prioritizing our strategic focus on expanding horizontal developments to address growing demand for integrated residential communities.

Accessible Communities:

Our developments are strategically positioned in key growth areas, providing access to transport networks, commercial centers, and essential services. This supports more connected and livable communities for residents.

Malolos Clark Railway Project and Metro Manila Subway System

We continue to support the development of major rail infrastructure projects that enhance connectivity, mobility, and economic activity across regions.

Key Highlights:

Malolos Clark Railway Project:

We continue to support the development of the Malolos Clark Railway Project, in partnership with Hyundai Engineering & Construction Co., Ltd. and Dong-ah Geological Engineering Company Ltd., contributing to infrastructure that strengthens connectivity between Metro Manila and Central Luzon. The project is expected to improve mobility and support regional economic activity.

Metro Manila Subway System:

Under the Tokyu-Tobishima Megawide Joint Venture, we are advancing works for the Metro Manila Subway Project, including the construction of underground stations and related infrastructure. This supports the development of the country's first underground rail system.

Precast Construction Benefits:

Our use of precast construction methods enhances efficiency by reducing on-site work, minimizing material waste, and accelerating construction timelines. These approaches also contribute to improved safety performance.

Durable and Resilient Infrastructure:

Precast components are designed for durability and long-term performance, supporting infrastructure that remains reliable over time. This contributes to sustainable and resilient transport systems.



Hotel 101 Libis

Construction works for Hotel 101 Bridgetowne Libis, Quezon City, resumed in 2025 for DoubleDragon-Hotels of Asia, Inc., demonstrating renewed momentum in our hospitality and commercial development portfolio under our EPC segment.



Key Highlights:

Project Resumption:

Construction works for Hotel 101 Bridgetowne Libis resumed in 2025, marking continued progress following prior project delays. This reflects ongoing execution across our commercial development pipeline.

Build Methodology:

The deployment of SQRIM technology in our precast systems enables streamlined construction by integrating high-strength, quality-assured reinforced concrete with precise, reliable connections. This methodology delivers superior finish quality and structural performance, while optimizing labor and overall project costs.

Commercial Portfolio Growth:

The project forms part of our broader portfolio in hospitality and mixed-use developments. It supports diversification within our EPC segment across different asset classes.

Transport-Centric Developments (TCD) as Sustainable Design

Our TCDs integrate infrastructure with commercial and community spaces, supporting efficient mobility and sustainable urban growth. Each project's design responds to its unique urban context, emphasizing flexibility, accessibility, and user experience. We focus on creating welcoming public realms and seamless connections, with sustainable features tailored to complement the specific needs and opportunities of each site.



Key Highlights:

Integrated Mobility Platform:

PITX remains the Company's established landport platform, while our participation in transport systems such as the CBRT and BCIT reflects our broader role in advancing integrated and efficient transport solutions.

Improved Connectivity:

These developments support more efficient movement across key corridors, with the CBRT intended to improve mobility between Cavite and Metro Manila, while BCIT supports more organized transport flow within Baguio and its surrounding routes.

Sustainable Urban Development:

By integrating transport infrastructure with commercial and community components, our developments support more inclusive and sustainable urban growth. This approach enhances both mobility and local economic activity.

5 SUSTAINABILITY AT MEGAWIDE



At Megawide, Corporate Social Responsibility (CSR) forms part of our broader sustainability approach embedded across the Company. Guided by our commitment to advancing a First-World Philippines, we continue to strengthen our economic, environmental, social, and governance (EESG) agenda by integrating sustainability into both strategy and operations.

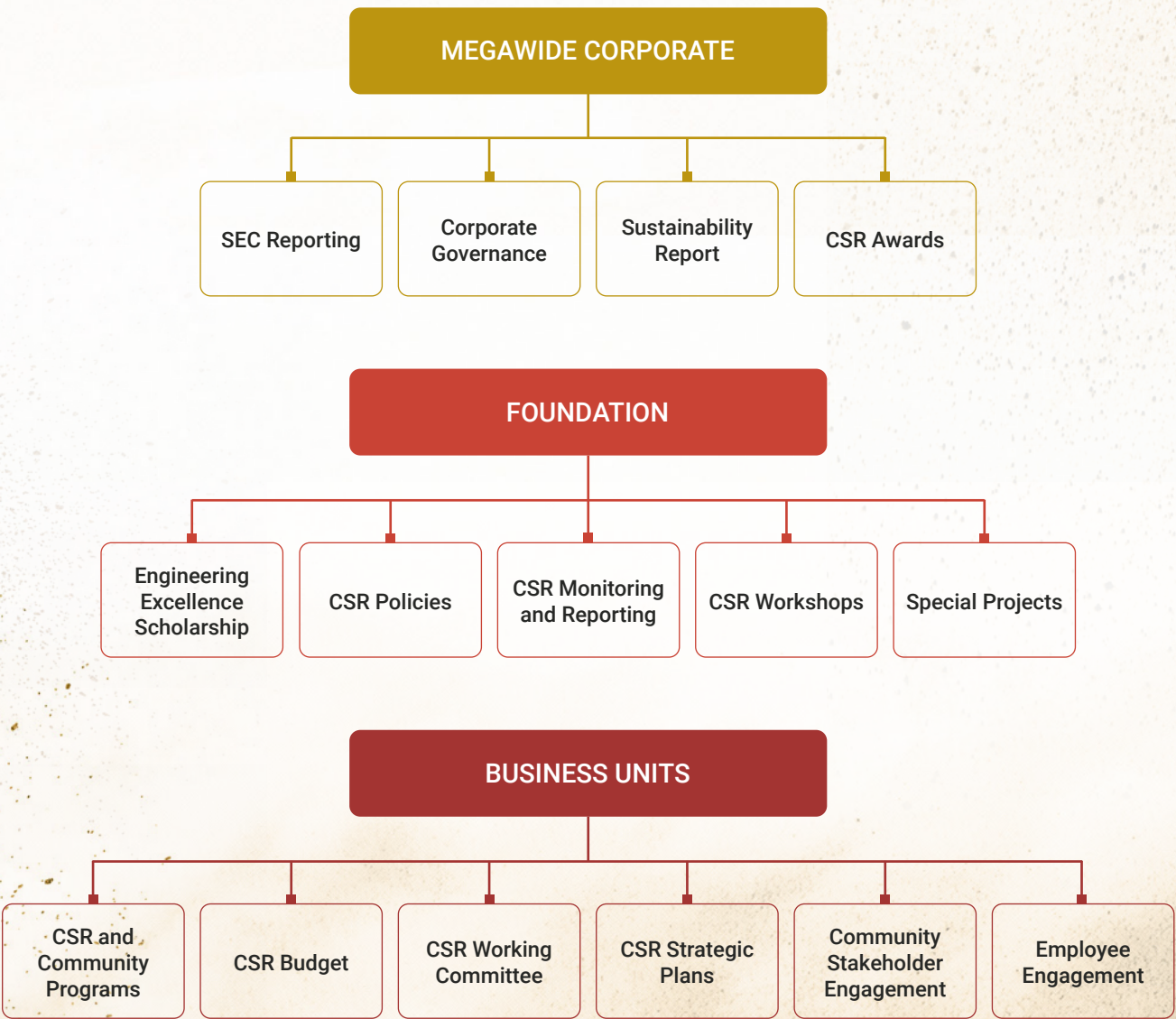
We operationalize this through our Sustainability and Foundation Framework, which provides a structured approach to aligning our governance, reporting, and social development initiatives. By empowering our SBUs and the Foundation to lead and implement programs within their respective areas, we ensure that our sustainability efforts are cohesive, measurable, and responsive to the needs of the communities we serve.

Sustainability and Foundation Framework

GRI 2-13

Our Sustainability and Foundation Framework defines how we translate our EESG commitments into action. It outlines the roles and responsibilities across the organization—from corporate-level governance and reporting to program implementation through our foundation and business units.

Through this framework, we ensure that our initiatives are aligned with our strategic priorities while remaining grounded in real, on-the-ground impact.



Sustainability Pillars/Focus Areas

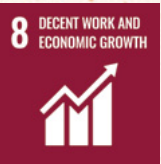
GRI 2-22, 2-23

Our sustainability efforts are anchored in key focus areas that reflect our core strengths and priorities as an organization. These pillars guide how we design and implement programs, ensuring that our initiatives create meaningful and lasting value across economic, environmental, and social dimensions.

Alignment with the United Nations Sustainable Development Goals (UN SDGs)

We align our sustainability initiatives with the UN SDGs, ensuring that our efforts contribute to broader global development priorities. By mapping our key business activities—including construction and manufacturing, transport-oriented operations, real estate development, and public market modernization—with relevant SDGs, we strengthen the impact and relevance of our actions within a broader economic, environmental, and social context.

This approach also enables us to identify areas where we can create the most value, particularly in infrastructure development, workforce generation, environmental management, and community engagement, while supporting national and global development goals.



SDG 8: Decent Work and Economic Growth

Our operations contribute to job creation, skills development, and economic activity across the communities we serve. Through our key business activities, we support employment opportunities and local enterprise growth. We also implement training programs and uphold occupational health and safety standards to support safe and productive working environments.



SDG 9: Industry, Innovation, and Infrastructure

We contribute to the development of resilient infrastructure and the adoption of innovative solutions across our operations. Through construction and manufacturing, we deliver infrastructure projects and integrate engineering technologies that support efficiency and long-term sustainability. Our transport-oriented operations enhance connectivity and mobility, while initiatives such as the Carbon District or public market modernization advance urban infrastructure and innovation in public spaces.



SDG 11: Sustainable Cities and Communities

Our projects support the development of more inclusive, resilient, and livable communities. Through transport hubs such as PITX, residential developments under PH1, and public market modernization efforts in the Carbon District, we contribute to improved mobility, housing access, and shared public spaces. These initiatives are supported by stakeholder engagement, environmental management practices, and project planning approaches that consider community needs and long-term sustainability.

Stakeholder Engagement

GRI 2-29

We recognize that meaningful stakeholder engagement is essential to understanding the impacts of our operations and identifying the issues that matter most to our stakeholders. Through a structured, ongoing engagement approach, we integrate stakeholder insights into our sustainability priorities, risk management, and overall business strategy.

In 2025, we conducted a stakeholder identification, prioritization, and review of stakeholder concerns to assess the continued relevance of previously identified issues and capture emerging priorities aligned with our evolving operational and strategic context.

The process involved identifying stakeholder groups based on their relationship with the Company, assessing their level of influence and interest through a power-interest framework, and reviewing stakeholder concerns and sustainability topics relevant to our operations. Previously identified stakeholder concerns were also reviewed and validated using publicly available disclosures, regulatory filings, press releases, and other credible sources to ensure alignment with the Company's current operational and strategic developments. This process ensures that stakeholder perspectives remain integrated into our decision-making and sustainability reporting.



Stakeholder Groups

Our stakeholder groups were identified based on their level of influence and interest in our operations, as well as their role across our value chain. This identification process was informed by previous engagement results, a review of our operational footprint, and benchmarking against industry peers.

These include both internal and external stakeholders:



These stakeholder groups were further assessed using a power-interest framework to identify priority stakeholders and focus our engagement and response strategies where they are most critical.

Engagement Results and Responses

The 2025 review reaffirmed the continued relevance of key stakeholder concerns in the previous year, particularly those related to the Company's evolving operational, financial, and strategic developments.

Stakeholders emphasized the need to strengthen corporate governance and oversight, enhance workforce capability and safety programs, improve operational coordination and system performance, support financial performance monitoring and business stability, and strengthen supply chain coordination and stakeholder engagement.

In response, we continue to implement targeted measures aligned with these priorities. These include strengthening board composition and oversight mechanisms,

including the appointment of an additional director and enhanced internal audit and risk management oversight; advancing workforce development and safety programs through structured training; academic partnerships; improving operational systems and digital workflows through the continued implementation of our integrated EPC operating model; and reinforcing supply chain coordination and stakeholder engagement practices through improved procurement, logistics planning, and cross-functional collaboration.

These actions demonstrate the Company's commitment to addressing stakeholder concerns while supporting operational efficiency, effective governance, risk management, and long-term value creation.

Engagement Mechanism

GRI 2-26

We utilize various engagement channels and communication mechanisms to support transparent, inclusive, and ongoing dialogue with stakeholders. These mechanisms enable us to gather feedback, communicate operational and sustainability-related updates, address stakeholder concerns, and strengthen stakeholder relationships across our value chain.

Stakeholder engagement forms part of the Company's materiality assessment, stakeholder review, and ongoing business and sustainability processes, and is conducted through formal and informal communication channels across our operations and business units.

CHANNELS AND TOOLS:



Surveys and Questionnaires:
Gathering stakeholder feedback to support stakeholder analysis, materiality assessment, and the identification of key concerns and sustainability priorities



Meetings, Workshops and Consultations:
Conducting discussions and engagement activities with employees, communities, and suppliers to support collaboration and issue resolution



Digital Platforms and Communication Channels:
Utilizing the Company's website, social media, email communications, and digital reporting channels to provide updates and engagement opportunities



Annual and Sustainability Reports:
Communicating our EESG performance, sustainability initiatives, material topics, and strategic priorities



Grievance and Feedback Mechanisms:
Providing formal channels for stakeholders to raise concerns, provide feedback, and support accountability and responsible business conduct, including through Human Resources, Legal, Internal Audit, and whistleblowing processes

Materiality Assessment

GRI 3-1, 3-2

Our materiality assessment is a key component of our sustainability strategy, enabling us to identify and prioritize the most significant economic, environmental, and social impacts of our operations. It provides a structured basis for determining the sustainability topics that are most relevant to our business and stakeholders, and guides our disclosures, performance management, and strategic decision-making.

In 2025, we identified key sustainability impacts through a review and analysis of various sources, including previous sustainability disclosures, peer benchmarking in the engineering and construction industry, stakeholder concerns and prioritization results, and updates from our 2025 disclosures, press releases, regulatory filings, and operational developments.

These inputs were used to identify actual and potential positive and negative impacts of our operations across

economic, environmental, and social dimensions, forming the basis for determining our material sustainability topics in accordance with the GRI Standards and SASB for the engineering and construction industry. The identified impacts also reflect key themes from the 2025 stakeholder review, particularly in governance, workforce management, operational performance, safety, and supply chain coordination, ensuring alignment between stakeholder priorities and our sustainability focus areas.

As part of this process, the identified impacts and corresponding material topics were reviewed and validated to confirm their relevance and alignment with the Company's business context and operations. This validation process ensured that our material topics remain accurate, complete, and responsive to evolving business conditions and stakeholder expectations.

2025 Material Topics

Based on our 2025 materiality review, we identified 22 material topics that reflect our most significant impacts and stakeholder priorities. These topics are grouped across economic, environmental, and social dimensions and serve as the foundation for our sustainability disclosures and performance tracking.

The review for the reporting period refined the Company's material topics to better reflect our current business context, stakeholder priorities, and operational developments, with an emphasis on governance, economic performance, environmental management, workforce-related issues, community impacts, and innovation. In particular, Procurement Practices was identified as a material topic, presented together with Supply Chain Management as a consolidated topic, while Local Communities and Community Engagement were also combined to strengthen the presentation of community-related impacts and initiatives.

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

These material topics are aligned with applicable GRI and SASB Standards and collectively guide our sustainability strategy, disclosures, and performance monitoring, enabling us to manage risks, capture opportunities, and deliver long-term value to our stakeholders.

Megawide Foundation

GRI 3-3, 203-1, 413-1

Complementing Megawide's sustainability priorities, our social development initiatives are implemented through Megawide Foundation, which serves as the social development arm of the Company. Established to create opportunities for marginalized and underserved communities, the Foundation leverages Megawide's expertise and resources to deliver programs that generate meaningful and sustainable impact.

Guided by a shared commitment to inclusive growth and nation-building, the Foundation implements initiatives focused on its core program pillars: Education, Environment, and Disaster and Emergency Assistance. Through initiatives under each pillar, the Foundation supports learning and development opportunities, environmental stewardship, and community development and resilience across the communities it serves.



Megawide Scholarship Program (MSP)

The MSP continues to support students as one of the Foundation's key initiatives, providing financial assistance and holistic development opportunities to scholars pursuing degrees relevant to the engineering and construction industry.

Beyond financial support, the program is designed to equip scholars with the skills, values, and resilience needed for their future careers. Through MeGabay sessions, where scholars participate in workshops and activities focused on leadership, career readiness, and personal development, scholars are supported in their personal and professional growth. Additionally, the program provides internship opportunities and structured learning engagements that help them prepare for future roles in the industry.



WALK-THE-LINE (PCS)

In 2025, Walk-the-Line was formalized as the Foundation's official immersion platform, strengthening its efforts to bridge academic learning and industry practice. While site visits were previously conducted upon request from partner schools, the initiative now provides a structured approach to bringing students directly to Megawide project sites.

Through guided tours of operational sites and precast facilities, students gain firsthand exposure to construction processes, engineering technologies, and project management practices. In 2025, the initiative engaged multiple academic institutions, including plant tours for architecture and engineering students, supporting experiential learning and equipping them with practical knowledge relevant to future industry roles.

Building on its education initiatives, the Foundation also implements programs that address broader community needs. These include support for public school communities and other community-based initiatives delivered in collaboration with partners and local stakeholders to ensure relevance and long-term sustainability.

Under its Environment pillar, the Foundation implements initiatives that apply Megawide's technical expertise to support environmental protection and community development.

Among these is EConstruction, a key initiative that applies the Company's engineering and construction expertise to community-based infrastructure projects. Through this program, technical knowledge is translated into practical solutions that help address gaps in basic facilities while supporting more resilient and sustainable communities.



In 2025, the Foundation conducted several projects under the EConstruction initiative, which included the installation of a rainwater catchment facility in Sitio Bakay, in Barangay Bagong Silangan, Quezon City. This project provided the 3,504 residents with access to clean water and helped mitigate flooding in the area. In partnership with Good Neighbors Philippines, the Sitio Bakay community also underwent climate adaptation learning sessions, which reinforced community ownership by engaging residents directly in the management and long-term stewardship of the facility.

Another project involved the renovation of White Cross Children's Home in San Juan, which serves as a home to around 100 children. The initiative focused on upgrading the girls' dormitory, including improvements to the sleeping quarters, kitchen, and multi-purpose areas to support a safer and more functional living environment for the residents. The project also incorporated the use of upcycled materials as part of the Foundation's environmental efforts. In addition, MSP scholars contributed to the initiative through the creation of a mural at the Milagrosa Dormitory, supporting efforts to create a more welcoming and engaging space for the children.

Strategic Business Unit Corporate Social Responsibility (SBU CSR)

The Foundation works closely with Megawide's SBUs to implement CSR initiatives across the Company, enabling programs to benefit from technical expertise, operational support, and employee participation.

Through these collaborations, SBUs contribute to initiatives that support education, community development, and environmental stewardship, while providing opportunities for employees to engage in meaningful volunteer activities. This integrated approach strengthens the reach and impact of CSR programs across Megawide's host communities.



ADOPT-A-SCHOOL PROJECT (PCS)

The Foundation formalized its Adopt-a-School partnership in collaboration with PCS, marking a more sustained and structured approach to supporting public school communities. The program focused on the provision of technological resources—including computers and digital tools—to help strengthen classroom learning, improve lesson delivery, and support students' access to digital education.

This was complemented by ongoing educational support through classroom monitoring, coordination with school stakeholders, and the provision of supplementary learning materials. PCS personnel actively supported program implementation by facilitating activities and maintaining close engagement with the school community, reinforcing collaboration between the Foundation and its partner schools.

Through these combined efforts, the program supports improved learning conditions by expanding access to technology and strengthening school resources.



WATER FILTRATION DONATION PROJECT (PCS)

The Foundation also continues to support initiatives that improve access to clean and safe drinking water in underserved communities through partnerships with external organizations. One such activity is the Water Filtration Donation Project in Barangay San Juan, Taytay, Rizal, which provides households with access to clean and potable drinking water.

The project contributes to improved health conditions by helping reduce exposure to waterborne illnesses, while also easing the financial burden on families who would otherwise need to purchase purified water. To support long-term functionality, PCS and the Foundation worked closely with barangay officials to conduct orientation and training sessions on the proper use and maintenance of the water filtration system.

Through sustained coordination with the local community, the initiative strengthens stakeholder engagement and supports the continued delivery of community-based solutions.

More information on the Foundation and its programs and initiatives can be found in the [Megawide Foundation 2025 Annual Report](#).

06 ENVIRONMENTAL PERFORMANCE



We manage our environmental performance by integrating sustainable resource use, regulatory compliance, and considerations across our operations and projects. As a construction and engineering company, our activities are resource-intensive, requiring significant energy, water, and material inputs, which we actively monitor and manage to minimize environmental impact and improve resource efficiency.

Our approach focuses on optimizing resource use, strengthening monitoring systems, and implementing operational controls across our value chain, particularly in energy consumption, emissions management, water and wastewater management, and waste handling. These efforts are aligned with our broader sustainability strategy, including improving operational efficiency and supporting our long-term decarbonization goals.

Energy Management

GRI 3-3, 103-1, 103-2, 103-4

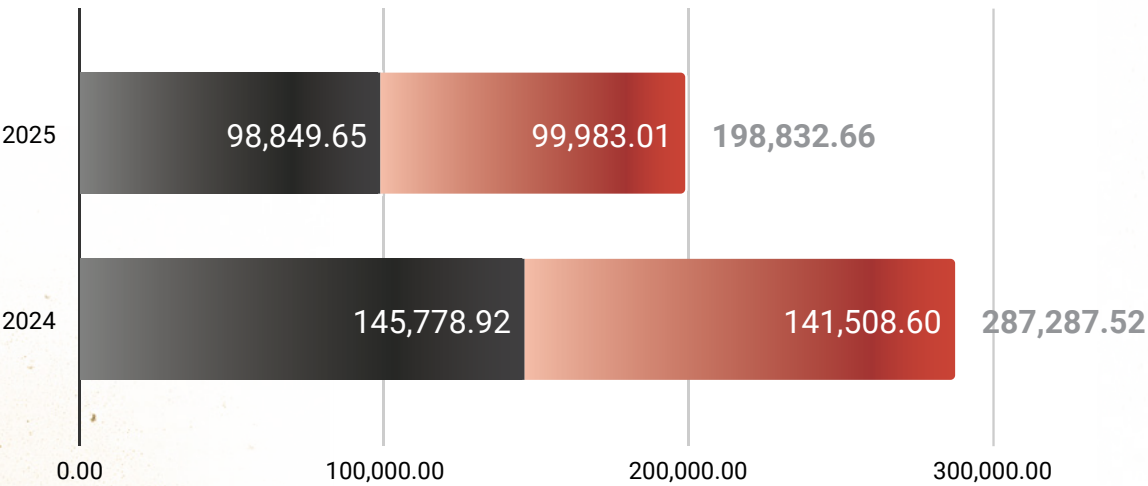
We recognize that efficient energy management is crucial for minimizing environmental impact, enhancing operational efficiency, and managing costs. As a company with energy-intensive operations across construction, manufacturing, and infrastructure, we implement measures to monitor consumption, improve efficiency, and explore more sustainable energy sources.

We manage energy use across offices, plant operations, transportation, and facilities through structured monitoring, operational controls, and efficiency measures, including optimization of air conditioning systems, lighting, and other equipment, and equipment use. These efforts are supported by metering devices, regular tracking of consumption, particularly in plant operations, and the integration of energy efficiency into facility improvements and project design.

Energy management is implemented across SBUs based on operational requirements. At the Corporate Office, the Facilities Management Department (FMD) oversees energy optimization through responsible use of building systems and equipment. In PCS operations, energy consumption is tracked daily and integrated into plant processes, with energy efficiency applied in manufacturing, logistics, and facility improvements, alongside the evaluation of renewable energy options. At MWMTI, energy use is driven by PITX operations, and in 2025, the facility conducted its first Energy Audit and transitioned to a more cost-efficient renewable energy provider. PH1 incorporates energy-efficient features such as solar panel rooftops, insulated walls, and tinted windows into its developments, while EPC Head Office and C2W continue to strengthen monitoring and improve energy use across facilities.

Energy Consumption Breakdown (GJ)^a

■ Direct Energy ■ Indirect Energy

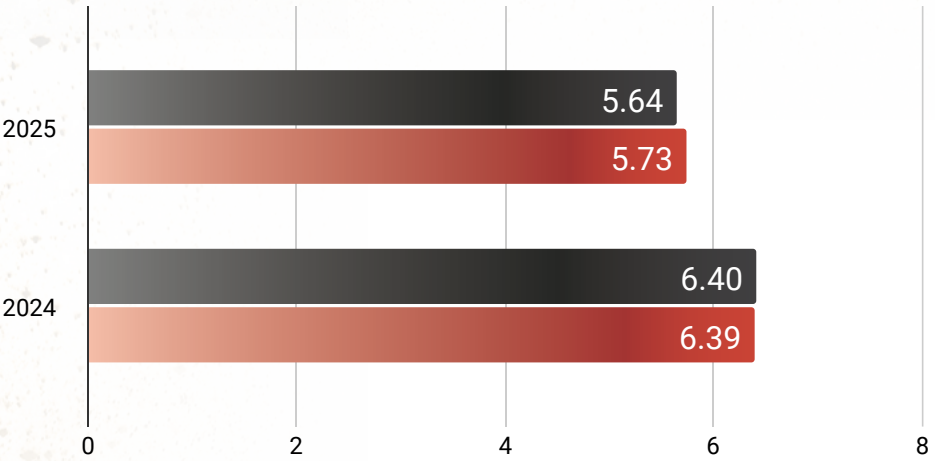


^a2025 energy consumption covers only the EPC Head Office and selected SBUs, namely Corporate Office, PCS, PH1, and PITX. It excludes other ongoing and operational project sites in the 2024 scope, as well as C2W operations. As such, 2025 reported energy consumption is significantly lower than in 2024. The year-on-year variance also reflects higher generator fuel use at PITX in 2024 during two Meralco Grid De-Loading activations participated in amid the April 2024 energy crisis.

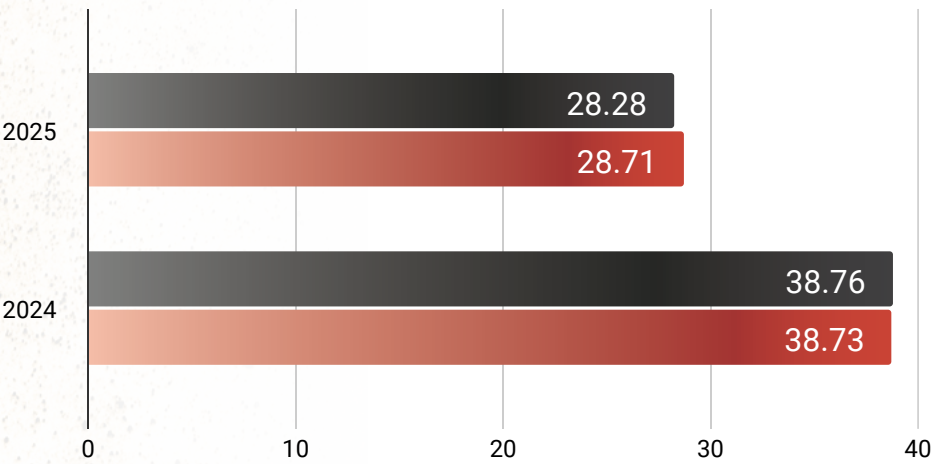
ENERGY INTENSITY^a

■ Direct Energy ■ Indirect Energy

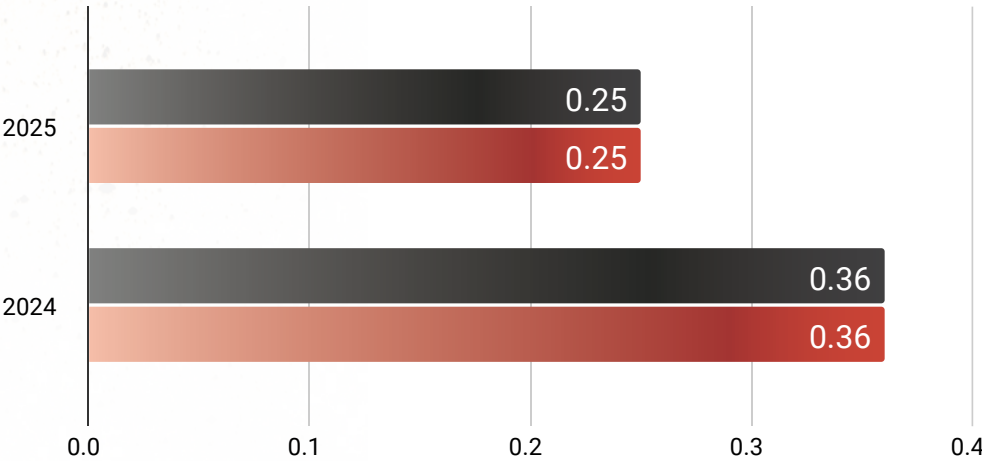
Energy Intensity (GJ/mPeso)



Energy Intensity (GJ/FTE)



Energy Intensity (GJ/m²)



^a2025 energy consumption covers only the EPC Head Office and selected SBUs, namely Corporate Office, PCS, PH1, and PITX. It excludes other ongoing and operational project sites in the 2024 scope, as well as C2W operations. As such, 2025 reported energy consumption is significantly lower than in 2024. The year-on-year variance also reflects higher generator fuel use at PITX in 2024 during two Meralco Grid De-Loading activations participated in amid the April 2024 energy crisis.



GHG Emissions

GRI 3-3, 102-5, 102-6, 102-8, 305-1, 305-2, 305-4

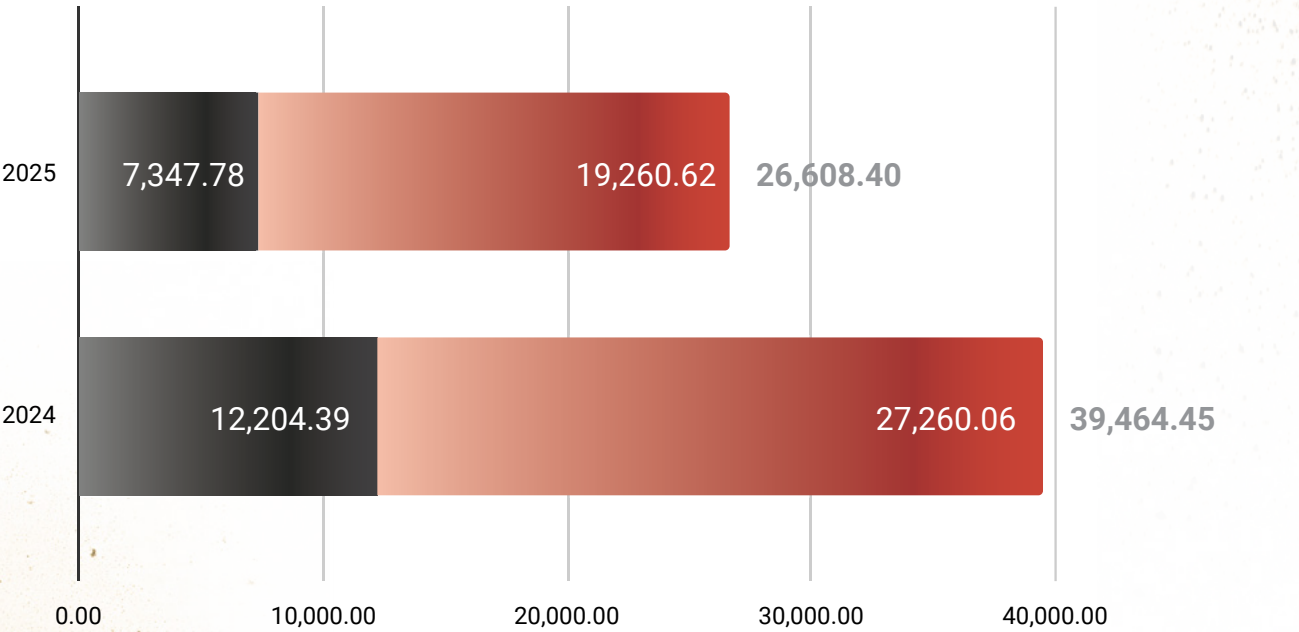
Reducing GHG emissions is a key priority in our response to climate change. Our emissions are primarily driven by electricity consumption and fuel use across operations and transportation.

In 2025, we strengthened emissions management through enhanced monitoring of purchased electricity and fuel consumption, enabling improved identification of key emission sources and supporting targeted reduction measures. These include optimizing equipment use, improving operational efficiency, and integrating energy-efficient technologies and renewable energy options across operations.

Emissions management is implemented across business units based on operational requirements. PCS integrates energy efficiency into plant operations and decision-making processes, while MWM TI's 2025 Energy Audit identified opportunities to improve energy use across PITX facilities. These efforts support the Company's approach to managing emissions through monitoring, operational improvements, and continuous efficiency measures.

GHG Emissions (tCO₂e)^a

■ Direct (Scope 1) GHG emissions ■ Indirect (Scope 2) GHG Emissions

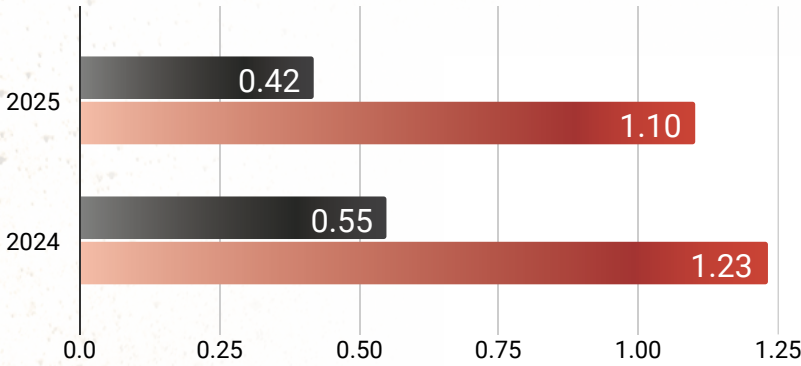


^a2025 Scope 1 GHG emissions cover only the EPC Head Office and selected SBUs, namely Corporate Office, PCS, PH1, and PITX. Data from other ongoing and operational project sites outside the EPC Head Office, which were part of the 2024 scope, as well as C2W operations, are not included. As a result, 2025 coverage and results are significantly lower than in 2024. The year-on-year variance also reflects higher generator fuel use at PITX in 2024 during two Meralco Grid De-Loading activations amid the April 2024 energy crisis.

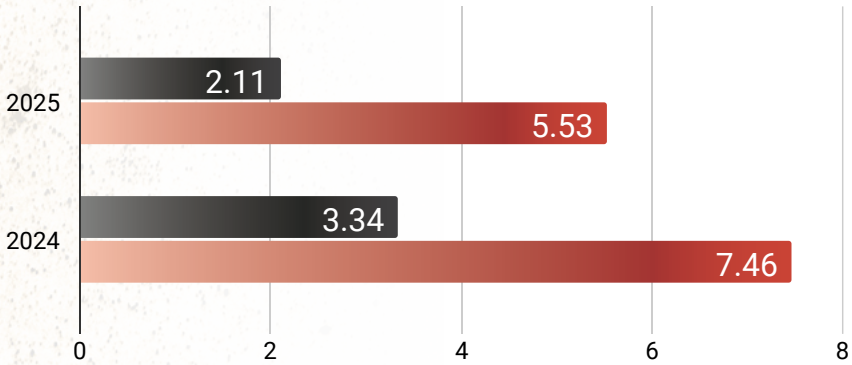
GHG EMISSIONS INTENSITY^a

■ Scope 1 (Direct) ■ Scope 2 (Indirect)

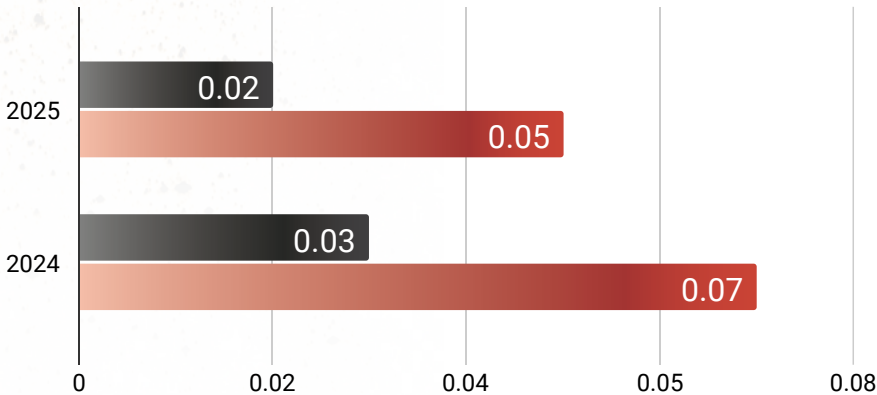
Emissions Intensity (tCO₂e/mPeso)



Emissions Intensity (tCO₂e/FTE)



Emissions Intensity (tCO₂e/FTE)



^a2025 Scope 1 GHG emissions cover only the EPC Head Office and selected SBUs, namely Corporate Office, PCS, PH1, and PITX. Data from other ongoing and operational project sites outside the EPC Head Office, which were part of the 2024 scope, as well as C2W operations, are not included. As a result, 2025 coverage and results are significantly lower than in 2024. The year-on-year variance also reflects higher generator fuel use at PITX in 2024 during two Meralco Grid De-Loading activations amid the April 2024 energy crisis.

PITX LAUNCHES INNOVATIVE GET EV SHUTTLE SERVICE FOR SUSTAINABLE AND RELIABLE COMMUTING



In 2025, PITX launched its Electric Shuttle Service to provide more reliable and sustainable transportation options for commuters. In partnership with GET (Global Electric Transport) Philippines, the country's only fully electric passenger transport service company, three shuttle units started operating on customized routes between PITX and key destinations around the SM Mall of Asia (SM MOA) complex last January 24, 2025.

The service operates from 7:00 am to 7:00 pm, Friday to Sunday, and is accessible to office workers, students, and mall-goers through the GETPass mobile app. The app provides real-time vehicle tracking, trip schedules, route information, and QR code-based payment features.

The initiative supports lower-emission transport solutions through the deployment of COMET EVs, which are designed to help reduce fuel consumption and carbon emissions associated with daily commuting. The shuttle units are also equipped with accessibility and commuter support features, including air conditioning, free Wi-Fi, and a persons with disability (PWD) ramp. Depending on operational feasibility and passenger demand, PITX is also exploring the potential expansion of the service to other areas and transport initiatives, including the CBRT project.



Water and Wastewater Management

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

Water is essential to our operations, particularly in construction and plant activities where it is used for processes such as concrete mixing, equipment cleaning, and facility operations. We manage water use through conservation measures, monitoring practices, and wastewater control processes to support responsible use and minimize environmental impact.

At the Corporate Office, water use is monitored within controllable areas, while water sourcing and effluent management are managed by the building landlord. Housekeeping measures, including grease trap maintenance and filtration systems, are implemented to minimize wastewater impact.

In PCS operations, water is used across production processes such as precast manufacturing and concrete

mixing. Water-efficient fixtures, runoff controls, and effluent monitoring are implemented, with wastewater treated prior to discharge in accordance with regulatory standards.

Across operations, we conduct water quality testing through third-party providers to ensure compliance with the Department of Environment and Natural Resources (DENR) and Laguna Lake Development Authority (LLDA) requirements. EPC Head Office operates a sewage treatment plant (STP) and implements measures such as erosion control, rainwater harvesting, and reuse of treated water to reduce freshwater demand and manage discharge. MWMTI manages water use through conservation practices, cistern systems, and wastewater treatment processes to ensure effluents meet regulatory standards.

Water Consumption and Effluents (m³)^a

Disclosure	2025	2024
Water Withdrawn	46,793.31	350,461.92
Water Consumption	46,588.69	210,589.81
Water Discharge	204.62	139,872.11

^a2025 water consumption and effluents data include only the EPC Head Office and selected SBUs, namely Corporate Office, PCS, PH1, and PITX. Data from other ongoing and operational project sites outside the EPC Head Office, which were part of the 2024 scope, as well as C2W operations, are not included. As a result, 2025 coverage and results are significantly lower than in 2024.

Water Intensity^a

Water Intensity (m³/mPeso)		Water Intensity (m³/FTE)		Water Intensity (m³/m²)	
2025	2024	2025	2024	2025 ^a	2024
2.68	15.83	13.43	95.91	0.12	0.89

^a2025 water consumption and effluents data include only the EPC Head Office and selected SBUs, namely Corporate Office, PCS, PH1, and PITX. Data from other ongoing and operational project sites outside the EPC Head Office, which were part of the 2024 scope, as well as C2W operations, are not included. As a result, 2025 coverage and results are significantly lower than in 2024.

Alongside water management, we continue to implement structured waste management practices across our SBUs.

MEGAWIDE DONATES DRINKING WATER FOUNTAINS TO THE AUTHORITY OF THE FREEPORT AREA OF BATAAN (AFAB)

On March 6, 2025, we donated two refrigerated drinking water fountains to AFAB. This donation was made through the Metropolitan Waterworks and Sewage System (MWSS) and in collaboration with Citicore Renewables and local groups, including the University of the Philippines (UP)'s Batch 1999.

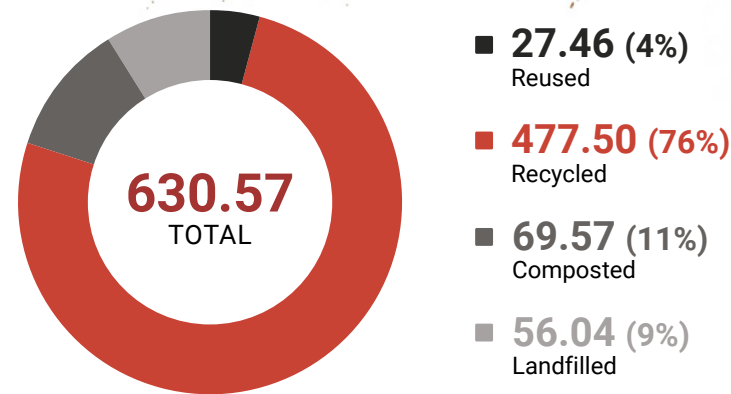
The initiative formed part of the 27th anniversary celebrations of the MWSS, focusing on water conservation and climate change mitigation. The drinking water fountains were installed to support access to clean drinking water within the community.

Through partnerships with the public sector and community organizations, we continue to support initiatives that contribute to community development and sustainable development.

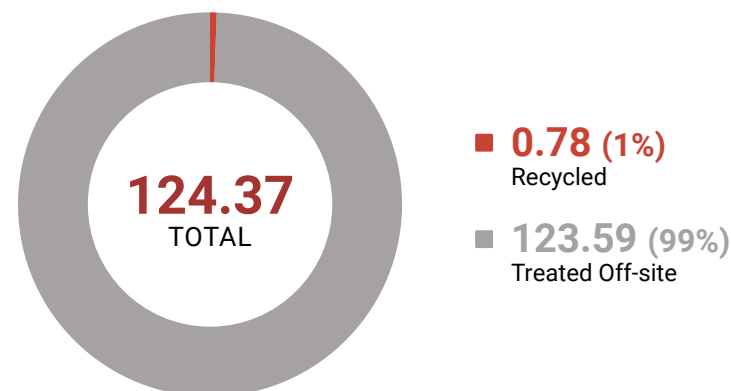
Waste Management

GRI 3-3, 306-1, 306-2, 306-3, 306-4, 306-5

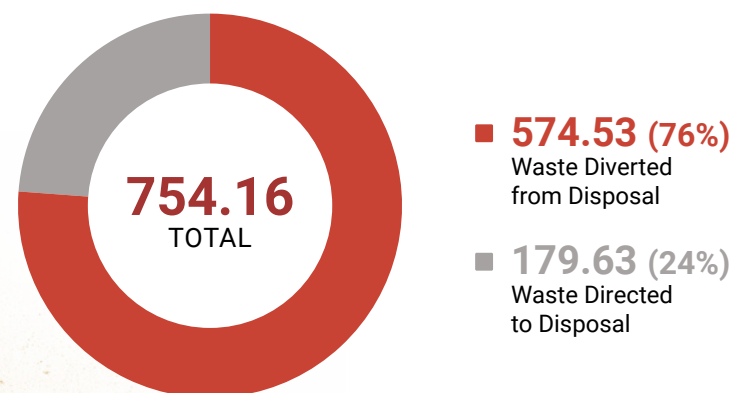
2025 Non-Hazardous Waste (Tonnes)^a



2025 Hazardous Waste (Tonnes)^a



2025 Total Waste Diverted from Disposal and Directed to Disposal (Tonnes)^a



^aThe 2025 waste data cover only the EPC Head Office and selected SBUs, namely the Corporate Office, PCS, PH1, and PITX. Waste data from other ongoing and operational project sites outside the EPC Head Office, which formed part of the 2024 reporting boundary, as well as C2W operations, were not included in the 2025 scope. Consequently, reported waste volumes and overall coverage for 2025 are significantly lower than those reported in 2024. In 2025, waste breakdown categories were also consolidated and applied to the 2024 data to support year-on-year comparability and monitoring.



We manage waste in compliance with DENR and LLDA regulations through segregation, proper storage, accredited hauling, and responsible disposal practices across our operations.

At the Corporate Office and PH1, waste generated from office activities is managed through segregated waste bins and Material Recovery Facilities (MRFs), with collection handled by accredited haulers. Hazardous waste is managed separately through authorized third-party providers.

In PCS operations, structured waste management procedures are implemented across plant operations and project activities, including the documented handling and processing of scrap materials such as metal, wood, and other recyclables. These processes are supported by internal approval systems and coordination with accredited haulers to ensure proper classification, recovery, and disposal. MWMTI manages waste streams associated with terminal operations, including food and commercial waste, while C2W supports waste management across its operational areas through site-level monitoring and regular clean-up activities, and proper handling of waste from commercial spaces, ensuring segregation, collection, and disposal in compliance with regulations.

Environmental and Ecological Impacts

GRI 3-3, 2-27, 101-1

IF-EN-410a.2

We manage our environmental and ecological impacts through compliance with applicable laws, regulations, and standards, supported by monitoring systems, internal coordination, and the identification of regulatory requirements relevant to our operations.

Our Compliance Team oversees the identification of applicable regulations, tracks emerging requirements, and supports the implementation of measures to ensure alignment with environmental obligations. Internal reviews further strengthen our ability to respond to evolving regulatory requirements.

Environmental risks are managed through securing permits, adherence to regulatory conditions, and the application of operational controls across our activities. EPC Head Office and PCS integrate environmental compliance into

project planning and execution, including permitting, site management, and monitoring processes. During the year, EPC Head Office reported no incidents of non-compliance with environmental permits, standards, or regulations.

Across business units, environmental management is applied based on operational context. MWMTI manages environmental aspects related to terminal operations through monitoring and operational controls, while PH1 incorporates environmentally responsive design features into developments. C2W strengthened baseline monitoring and integrated environmental reporting into the Company's compliance framework.

No instances of fines or non-monetary sanctions were recorded during the reporting period, reflecting continued compliance with environmental laws and regulations.



Climate Impacts of Business Mix

GRJ 3-3, 201-2, 308-2

Climate change continues to present both risks and opportunities for Megawide as we advance our vision of Engineering a First-World Philippines through sustainable and resilient infrastructure development. 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 and climate-resilient economy.

In 2025, we broadened our sustainable infrastructure mix to include transport-oriented developments, social infrastructure, urban redevelopment, and renewable-energy initiatives. Major undertakings such as the PITX expansion, CBRT system, Carbon Market redevelopment, and projects under the expanded 4PH program advance efficient mobility and bolster community resilience. We also intensified our use of modern construction methods—precast designs and digital engineering technologies—to enhance operational efficiency and lower environmental impacts across our portfolio.



Opportunities and Risks



EXPANDING SUSTAINABLE INFRASTRUCTURE MARKET

Demand continues to grow for sustainable, climate-resilient, and transport-oriented infrastructure developments. We draw on our expertise through modern construction technologies, engineering innovations, and renewable energy initiatives that support resilient communities and sustainable urban systems.



TRANSITION RISKS IN CARBON-INTENSIVE INDUSTRIES

We recognize the potential risks linked to carbon-intensive sectors and remain proactive in monitoring evolving climate regulations, ESG and sustainability reporting requirements, and stakeholder expectations. We strengthen environmental compliance, sustainability governance, and alignment with evolving standards and frameworks while collaborating with clients and stakeholders on sustainable operational practices and transition risk management.



COMMITMENT TO TRANSPARENCY

We uphold transparency in disclosing climate-related risks and opportunities embedded in our business strategies. We continue to strengthen climate-related data collection and environmental monitoring systems, while enhancing sustainability governance, publication reporting, and stakeholder communication to ensure stakeholders have the necessary insights for informed decision-making.



CLIMATE CHANGE ADAPTATION

We are committed to strengthening the resilience of our operations, assets, and surrounding communities against climate change impacts by integrating climate resilience considerations into operational planning, infrastructure development, and engagement with stakeholders across our SBUs.

Our Approach



RISK ASSESSMENT

We continue to assess climate-related physical and transition risks that may affect operations, infrastructure assets, supply chains, and project execution.



ADAPTATION STRATEGIES

Based on our risk assessment findings, we carried out targeted adaptation measures, including:

- **Enhancing Infrastructure Resilience:** We integrate resilience and sustainability into planning, engineering, and construction through precast technologies and lifecycle-based infrastructure planning to enhance durability and operational continuity. By doing so, we strengthen our assets to withstand extreme weather conditions and other climate-related hazards.
- **Energy and Resource Management:** We promote responsible energy use through energy efficiency initiatives, operational monitoring, and facility optimization measures across SBUs, reducing operational impacts. In 2025, PITX conducted an energy audit to help identify opportunities for improving energy efficiency and optimizing facility operations.
- **Water Management:** We observe water conservation practices and ambient water testing across our offices and operational facilities to bolster responsible water use and environmental compliance. To address potential water scarcity risks, water conservation measures and alternative sources are also considered.
- **Supply Chain Resilience:** We collaborate with suppliers and contractors to assess climate-related risks, support procurement, inventory management, and sourcing strategies, and develop contingency plans to ensure business continuity even during disruptions.
- **Community Resilience and Disaster Response:** We continued to support disaster response and community resilience efforts in 2025 through road clearing activities and community assistance programs with local partners and affected communities.

We remain steadfast in our commitment to climate action, proactively mitigating risks while seizing opportunities to advance operational resilience, sustainable infrastructure innovation, and a more climate-resilient future.



07 SOCIAL PERFORMANCE



Building on our environmental management efforts, we recognize that long-term value creation is equally shaped by how we support our people, partners, and communities. Our approach to social performance focuses on managing workforce and community-related impacts, maintaining safe and healthy workplaces, promoting responsible labor practices, supply chain integrity, and fostering meaningful relationships with host communities.



Employee Engagement, Diversity, and Inclusion

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

We continue to prioritize employee well-being and engagement as key drivers of productivity and organizational resilience. Our performance management system is guided by Key Result Areas (KRAs) aligned with the Balanced Scorecard (BSC), supporting accountability, performance monitoring, and alignment with business objectives across business units. Leadership initiatives such as MegaConversation: Leading with Candor and the IIP Leaders and Culture Champions Workshop supported structured employee engagement and feedback mechanisms in people management practices.

At the Corporate Office, leadership programs such as the Executive Leadership Huddle Kick-Off 2025 focused on strengthening trust, communication, and team performance, complemented by onboarding, compliance training, and capability-building initiatives to support workforce development. PCS strengthened workforce development through structured internship and apprenticeship programs, including the Student Internship Program for Acceleration and Growth (S.I.P.A.G.) and the Globus Apprenticeship Program,

which provide guided exposure to project environments and support the development of technical skills. These programs contribute to building a pipeline of skilled talent aligned with operational requirements.

EPC Head Office continued competency-based training supported by Philippine Constructors Association (PCA) and Technical Education And Skills Development Authority (TESDA) partnerships for foreman supervisory training, enhancing technical and leadership competencies across site-level workforce segments.

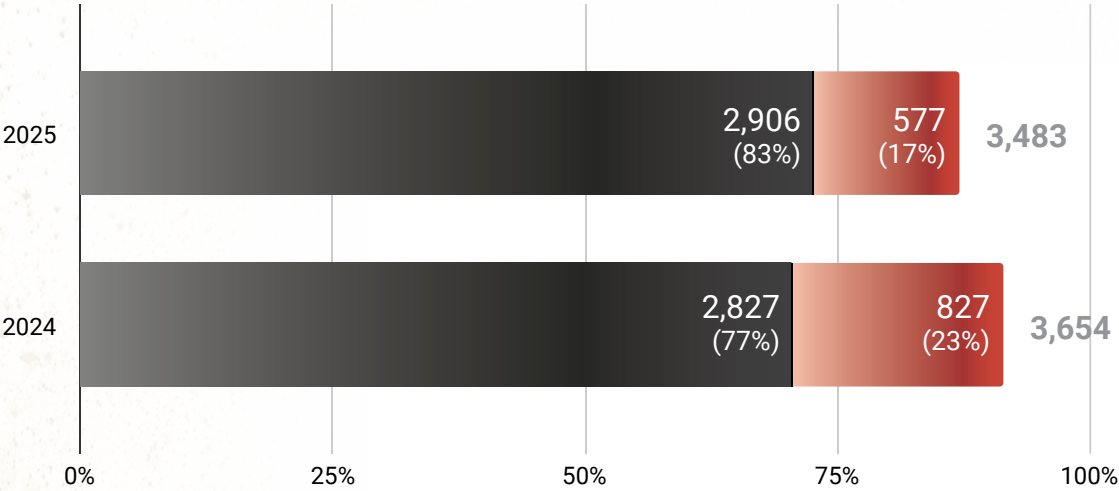
MWMTI implemented competency-based recruitment and development supported by town halls, training programs, and BSC cascading to strengthen alignment between individual performance and organizational objectives.

PH1 maintained merit-based hiring, promotion, and compensation practices supported by leadership development and open communication channels, ensuring equal opportunity and reinforcing an inclusive workplace culture.

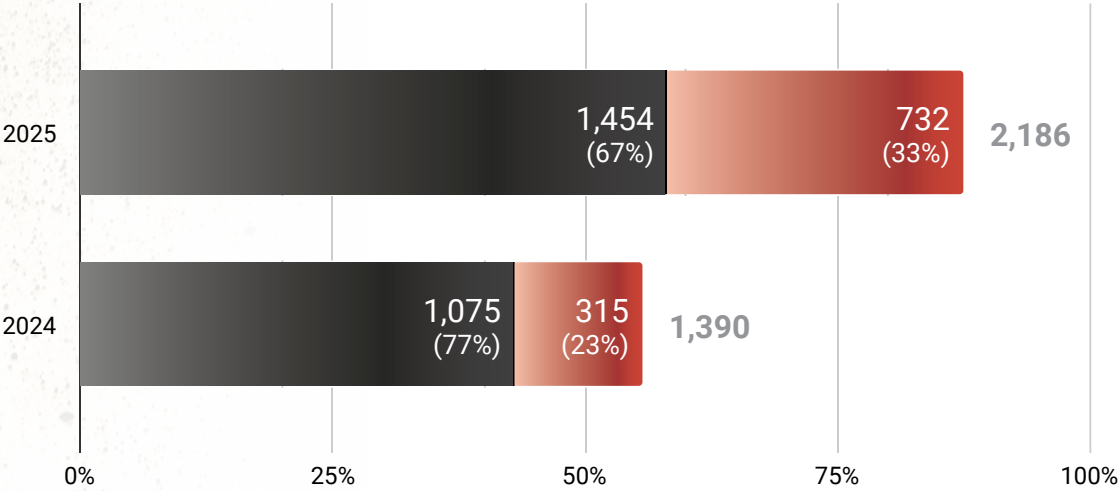
Employee Data

Male Female

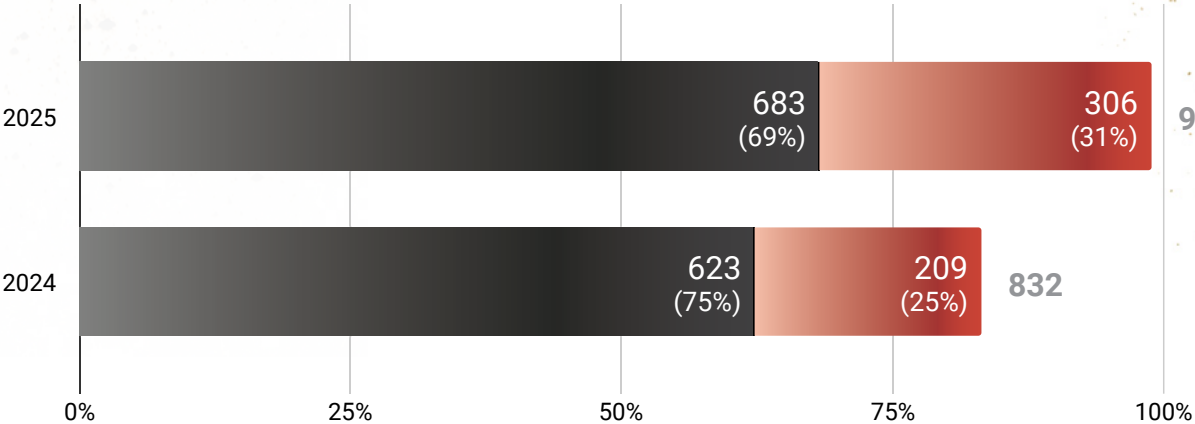
Overall Diversity Indicator During the Reporting Period



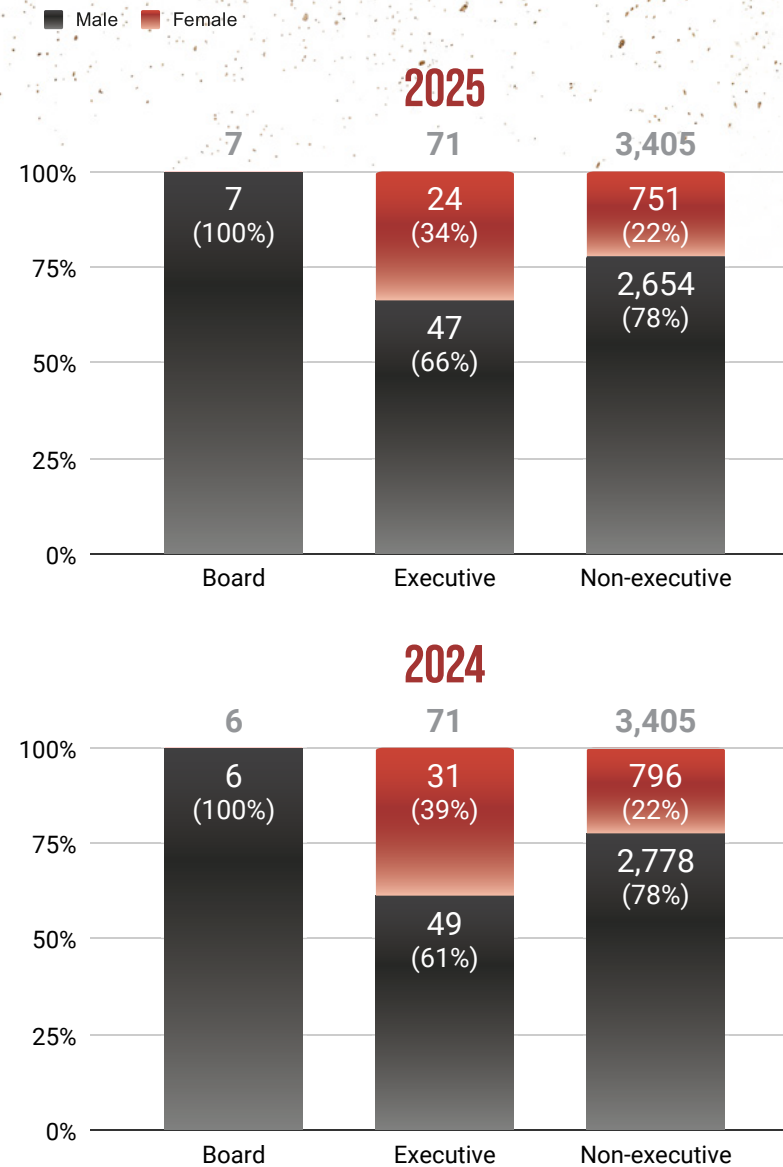
New Hires (By Gender)



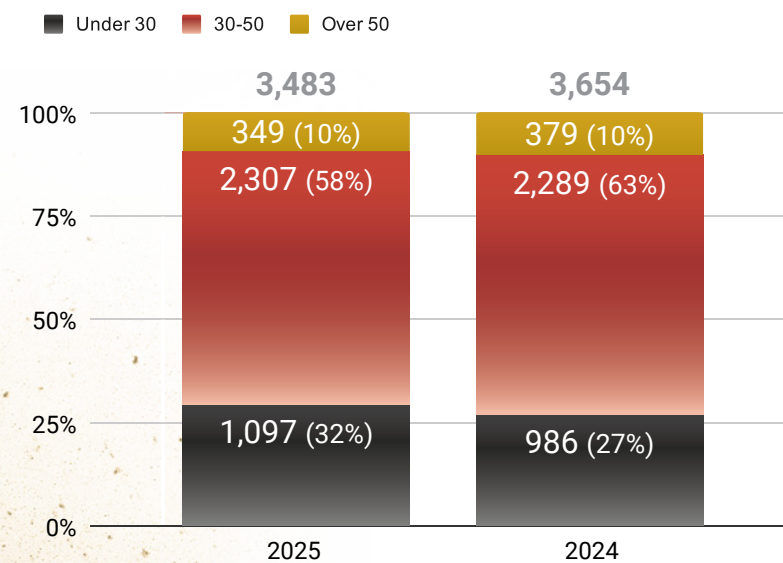
Employee Turnover (By Gender)



Gender Diversity Indicator by Employee Category



Employee Age Distribution



In 2025, we maintained a workforce of 3,483 employees, with women representing 17 percent and men 83 percent of the total workforce. Hiring activity remained active across business units, reflecting workforce requirements associated with operational expansion, project delivery, and technical workforce needs, while employee turnover continued to reflect workforce movement typical of project-based roles.

We continue to promote equal opportunity and merit-based employment practices across hiring, compensation, training, promotion, and employee relations, supported by policies that prohibit discrimination and reinforce fair and respectful workplace practices.

Across operations, employees are provided with benefits such as healthcare, parental leave, life insurance, retirement provisions, and leave entitlements, with healthcare and leave benefits among the most utilized programs. These indicators reflect our focus on maintaining workforce capability, operational continuity, and employee engagement. These efforts are complemented by training, leadership development, and employee engagement initiatives that support long-term organizational resilience.

Health, Safety, and Well-Being

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

Occupational Health and Safety Performance^a

Disclosure	Description	Total (#)	
		2025	2024
Total number of work-related injuries			
Fatalities	Number of fatalities due to work-related injuries	0	0
High-consequence injuries	Number of high-consequence injuries, excluding fatalities	5	5
Recordable injuries	Number of recordable work-related injuries	5	5
Total number of work-related ill health cases			
Fatalities	Number of fatalities due to work-related ill health	0	0
Recordable ill health	Number of recordable work-related ill health cases	0	58
Hours worked	Total number of hours worked	20,557,655	35,630,386

^a2025 occupational health and safety data include only the EPC Head Office and selected SBUs, namely the Corporate Office, PCS, PH1, and PITX. Data from other ongoing and operational project sites outside the EPC Head Office, as well as C2W operations, are excluded from the 2025 reporting scope. As a result, 2025 coverage and reported results are lower compared to 2024.

We maintain Occupational Health and Safety (OHS) practices to reduce work-related risks and support a safe and productive workforce. Our approach is anchored in the Company's Occupational Health and Safety Management System (OHSMS) that covers employees, contractors, and project-based workers across operations aligned with Department of Labor and Employment (DOLE) standards and RA 11058.

The OHSMS includes hazard identification, risk assessment and control (HIRARC), incident reporting and investigation, worker consultation, and mandatory safety training, supported by regular inspections, audits, and continuous improvement processes.

At the Corporate Office, safety practices include inspections, work permit systems, toolbox meetings, and emergency drills, supported by access to occupational health services such as medical assistance, health advisories, and wellness programs.

PCS implements a structured OHS system covering workers, work areas, and activities, with hazard identification conducted through regular inspections, job safety analysis, and incident reporting, and controls.

EPC Head Office applies Hazard Risk Assessments and Job Hazard Analysis to manage site-level risks, supported by HSSE oversight, incident investigation processes, and corrective action tracking to strengthen safety performance across project sites. MWMTI integrates safety practices into terminal operations through orientation programs, incident monitoring, and health initiatives, with OHSMS coverage extending to employees, contractors, tenants, and operational activities within the terminal environment.

PH1 supports employee health through safety orientation and access to medical services, while C2W implements workplace safety and health monitoring practices, supported by site-level controls and compliance with applicable safety requirements.

Training and Education

GRJ 3-3, 404-1, 404-2

We invest in employee development to strengthen workforce capability and support long-term growth through training and development programs aligned with operational requirements and organizational needs.

In 2025, total training hours reached approximately 38,925 hours across business units, supporting workforce capability development and skills enhancement aligned with operational requirements.

At the Corporate Office, training focused on leadership development, financial literacy in partnership with Ateneo Center for Continuing Education, project management, and organizational capability-building initiatives to support workforce performance and professional growth.

Within PCS, workforce development is supported through hands-on training programs anchored by the S.I.P.A.G. internship program, which provides structured industry exposure through placements with partner institutions and immersion in actual project environments. These

programs are designed to develop technical competencies and support workforce readiness aligned with operational requirements. PCS further strengthened its development pipeline through the Globus Apprenticeship Program, which included international trainees and expanded opportunities for industry exposure and technical learning through cross-cultural exchange.

EPC Head Office continued competency-based training supported by internal experts and external partners such as PCA and TESDA, enhancing technical, supervisory, and leadership competencies across project-based workforce segments. MWMTI strengthened its training approach by increasing the share of technical training programs to support operational capability while C2W implemented training programs focused on leadership and crisis management, aligned with the Company's operational risks and service delivery requirements. PH1 continued leadership development and employee engagement initiatives, reinforcing capability-building and workforce alignment across its operations.



Total Training Hours Provided to Employees (Hours)

	2025	2024
By category		
Board	0	0
Executive	1,459	4,882
Non-Executive	41,948	44,186
By gender		
Female	9,548	12,273
Male	33,859	36,795

Average Training Hours Provided to Employees (hours/employee)

	2025	2024
By gender		
Female	30	40
Male	28	64

We delivered **43,407 training hours**, supporting both technical and leadership development across the Company and reinforcing workforce readiness for operational and project requirements.

S.I.P.A.G Internship (PCS)

GRI 203-2, 404-2, 413-1



Megawide's PCS unit implemented its S.I.P.A.G. internship program as part of its efforts to support talent development and skills training within the construction sector, aligned with the Company's commitment to engineering a First-World Philippines.

The internship program was conducted in partnership with Antipolo Institute of Technology (AITECH), a long-standing academic partner. Under the program, 12 interns were deployed across different departments from each business unit, with two batches completing 500-hour and 560-hour construction engineering internship programs, respectively.

The 560-hour batch received 40 intern applications, and both batches accepted interns with TESDA Certifications in Technical Drafting, Masonry, Rebar Steel Works, Scaffolding, Carpentry, Plumbing Layout and Pipefitting Works, Electrical Installation and Maintenance, and System Formworks Installation. The internship program concluded with the S.I.P.A.G. Recognition Day held in October 2025.

A separate internship track was implemented in partnership with the Marikina Polytechnic College (MPC), focusing on 800-hour internship placements for Civil Works, Automotive, and Mechanical technology programs. A total of 18 interns were deployed in Formworks (FW) and Construction Equipment, Logistics and Services (CELS), including 11 Filipino students from MPC and seven on-the-job training (OJT) students from Denmark.

In addition, two more students from Denmark completed a one-month apprenticeship at Megawide under the Globus Apprenticeship Program. The program concluded with a Send-Off and Appreciation Day held at MPC, recognizing the participation of the students and the partnership between Megawide and MPC in supporting technical and skills-based training opportunities.



TESDA NATIONAL VALIDATION (PCS)

On August 22, 2025, PCS hosted the TESDA National Validation for Rough Terrain Crane NC II (Class 1, 2, and 3). This milestone event marked the first-ever implementation and cascading of the Competency Assessment Tools (CATs) for the newly-developed Training Regulation (TR). The updated TR is critical in improving training for the TESDA course, which involves the lifting and transferring of heavy loads from construction sites or other locations using a rough-terrain crane. The updated TR is scheduled for a nationwide rollout across all TESDA Offices and Training Centers in 2026.

Guests and representatives from TESDA's Certification Office, Qualification Standard Office, and Provincial Office attended the validation, along with technical experts and PCS business unit heads. The initiative reflects the strong partnership between PCS, the government, and other industry leaders in shaping competency standards and skills development in the construction and heavy equipment sectors.

Labor Practices

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

We promote constructive labor-management relations to support employee commitment, workforce productivity, and manageable turnover. Employees are provided with appropriate channels to raise concerns, supported by procedures and initiatives that ensure labor-related issues are addressed in accordance with applicable standards. As the Company has no employee unions, collective bargaining agreements are not applicable.

We maintain structured communication and consultation mechanisms to support transparency in employee-related policies and operational changes. Notice periods are provided before the implementation of significant changes, typically ranging from one to four weeks depending on the nature and scope of the change, and are supported by consultations across different organizational levels.

Leadership and culture-building initiatives, including the Executive Leadership Huddle Kick-Off 2025, which brought together leaders to discuss organizational priorities; MegaConversation: Leading with Candor, which promotes open dialogue and feedback-sharing among leaders; and the IIP Leaders and Culture Champions Workshop, which focuses on workplace culture and engagement, further reinforce open dialogue and the translation of employee feedback into actionable improvements.



At the operational level, labor practices are implemented based on business requirements. PCS supports engagement through regular dialogue, coaching sessions, and monitoring tools that track employee concerns and corresponding actions, reinforced by training on labor relations and company policies. EPC Head Office facilitates town halls, open forums, and site visits to address employee concerns and monitor workforce welfare. MWMTI conducts structured consultations and committee meetings to provide employees with formal avenues for feedback and policy communication, while PH1 maintains grievance channels and provides advance notice for policy changes to support transparency and employee adjustment.

A total of 19 consultations were conducted across the business units, including town halls, committee meetings, and multi-level discussions, supporting communication, alignment, and the resolution of employee concerns.

Supply Chain Management

GRI 3-3, 2-6, 2-23, 2-26, 205-2, 414-1



We recognize the importance of effective supply chain management in supporting operational continuity, maintaining product and service quality, and ensuring compliance with applicable laws and ethical standards. Our approach is anchored on supplier accreditation, risk management, and governance controls applied across procurement and contractor management processes.

Contractors, suppliers, and service providers undergo accreditation processes, including the submission of legal and financial documents, supported by validation procedures such as site, due diligence checks, and performance assessments where applicable.

The Company reinforces supply chain governance through our anti-corruption and ethical business conduct framework, which extends to business partners. We maintain our Code of Conduct and Ethical Standards for Suppliers, with expectations on compliance, integrity, and responsible business practices communicated across the supply chain. These are supported by employee training and reporting channels such as Internal Audit, Legal, Human Resources, and established whistleblowing mechanisms.



Supply chain practices are implemented based on operational requirements. PCS aligns procurement with production planning through cost forecasting, inventory management, and supplier coordination to maintain appropriate stock levels and ensure material availability. EPC Head Office manages supplier controls to support timely delivery and material quality through sourcing and testing procedures, while MWMTI implements procurement policies that promote cost efficiency, fairness, and ethical conduct. PH1 leverages Megawide's procurement systems and supplier network to support its development activities.



Human Rights and Community Relations

GRI 3-3, 2-23, 2-26, 2-29, 413-1, 413-2



We implement initiatives that support mutually beneficial relationships between our operations and host communities. We recognize that our projects may generate both positive and adverse impacts, and we manage these through stakeholder engagement, impact mitigation measures, and compliance with applicable standards and regulatory requirements.

Key social risks within our value chain include environmental performance, child labor, and bribery and corruption, which are addressed through established company policies and codes of conduct. Other human rights considerations are managed in line with applicable regulatory requirements.

Our development activities, including real estate and public market projects, contribute to employment generation and improved accessibility, while requiring careful management of temporary impacts such as noise, vegetation disturbance, and community concerns. We implement measures such as securing permits, complying with environmental and safety regulations, and coordinating with contractors and local stakeholders to minimize adverse impacts and ensure community safety.

Consultation and coordination with local stakeholders remain part of project planning, particularly in areas near residential communities and ancestral domains, to address stakeholder concerns, including potential risks related to displacement and livelihood impacts.

At the operational level, community engagement is implemented through targeted programs and partnerships. The Corporate Office supports schools and local communities through outreach initiatives, while MWMTI expands healthcare and wellness programs for transport workers in response to stakeholder feedback. PH1 works closely with local government units to support housing-related engagement, while C2W advances inclusive development through the Carbon Masterplan and community-centered activities, alongside coordinated disaster response efforts.

Across operations, community engagement is supported by ongoing consultation processes, stakeholder coordination, and feedback mechanisms that enable the Company to respond to evolving community needs and strengthen long-term relationships.

Beyond these initiatives, we continue to support community development through education, skills training, and access to basic services, including internship and apprenticeship programs, school support initiatives, and water access projects that contribute to improved living conditions and long-term community resilience.

One of the key initiatives that reflects this approach to community engagement is MWMTI's continued expansion of its healthcare and wellness program for transport workers.

In 2025, no incidents involving violations of the rights of indigenous peoples were recorded across operations.

Barkada ni Pete Updates in 2025 (PITX)

GRI 403-6, GRI 413-2



Transport workers face occupational health risks related to prolonged exposure to noxious gases, heat, and long working hours. These risks include musculoskeletal pain, respiratory conditions, and cardiovascular concerns.

To help address these risks among transport workers operating at PITX, we continue to implement our Barkada ni Pete Program, which provides basic healthcare services through partnerships with healthcare organizations, private and public groups, and volunteer medical professionals. The program includes free medical consultations, general medical check-ups, health screenings such as bone scanning and anemia screening, distribution of basic medicines and vitamins, and on-site medical mission activities within the terminal.

The program also supports preventive healthcare and health awareness initiatives for transport workers. In 2025, the PITX Driver Education and Health Advocacy Program continued to promote road safety and physical well-being through Educational Road Safety Sessions on visual health and road safety awareness. Vision screenings were also conducted to help monitor visual impairment concerns and support safer driving practices. In addition, seminars on different types of waste and segregation were conducted to promote cleanliness within PITX.

Barkada ni Pete also works with community stakeholders to support healthcare access initiatives in underserved barangays and collaborates with the Land Transportation Office (LTO) for the Conductor's Theoretical Course. Regular focus group discussions are likewise conducted to support program development and help ensure responsiveness to the needs of transport workers.

In addition to ongoing community programs, we also respond to urgent community needs through coordinated disaster response efforts in partnership with local stakeholders.

MEGATULONG DISASTER RESPONSE (C2W)
GRI 203-2, GRI 413-1

Following a 6.9-magnitude earthquake in northern Cebu last September 30, 2025, Megawide—together with C2W, the Cebu City government, and other partners—participated in a joint earthquake response and relief operation.

On October 5, 2025, we helped set up a command post, staging area, and relief hub in Bogu City, strategically positioned to deliver aid efficiently to affected nearby communities.

Megawide donated a 20-foot temporary shelter, which was utilized by Cebu City responders. Additional tents were installed to store incoming relief packages for distribution. These included Megawide's donation of 100 sets of solar lights with mobile chargers and fans, foam beds, and blankets for responders and senior citizens.

Food packs, drinking water, and medical care were also provided with the assistance of government agencies, private sector partners, and volunteers.

08 CORPORATE GOVERNANCE

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



Corporate Structure

We maintain a corporate governance framework that supports accountability, ethical business conduct, risk management, and long-term value creation across our operations. Governance oversight is exercised by our Board of Directors and its Committees in accordance with our Manual on Corporate Governance and applicable regulatory requirements.

Our Directors serve for a term of one year or until their successors are duly elected and qualified. We hold our Annual Stockholders’ Meeting every end of June or first week of July followed by the Organizational Meeting where Board Committee members are elected.

The Governance, Nominations, and Compensation Committee (GNCC) oversees the nomination and selection processes for our Board and its Committees. To support Board independence and objectivity, our Independent Directors are subject to a cumulative term limit of nine years in line with SEC regulations.



Board of Directors

Our Board of Directors is composed of executive, non-executive, and independent directors with experience across engineering, infrastructure, finance, governance, risk management, and business operations.

Former Chief Justice Hilario G. Davide, Jr., was no longer nominated as an Independent Director in the Annual Stockholders’ Meeting on July 3, 2025, inasmuch as he was an Independent Director for the Company since September 16, 2016, and election would mean an exceeding past the nine-year term for Independent Director.

The Directors shall hold office for one year or until their successors are elected and qualified.

The Board oversees the Company’s strategic direction, governance practices, risk management systems, and operational performance. It also provides oversight on sustainability-related priorities and the management of EESG impacts across the business.



MR. EDGAR B. SAAVEDRA
Chairman and CEO

Age: 51
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., MWMTI, C2W, 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. Further, he is a Trustee of Megawide Corporate Foundation, Inc.

Mr. Saavedra’s engineering experience spans over 20 years. He received his Bachelor’s degree in Engineering from De La Salle University (DLSU). 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: 50
Citizenship: Filipino
Term of Office: Yearly

Mr. Ferrer is one 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, C2W, Citicore Holdings Investment Inc., MWMTI, Citicore Energy REIT Corp., and Megawide Land, Inc. He also serves as a Director and Vice-Chairman of the Board of PH1. 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 DLSU in 1996. He previously served as President of MWMTI.



MR. OLIVER Y. TAN
Non-Executive Director

Age: 48
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. CELSO P. VIVAS
Independent Director

Age: 78
Citizenship: Filipino
Term of Office: Yearly

Mr Vivas is a Chairman and 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 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 (UE). 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).



MR. RAMON H. DIAZ
Non-Executive Director

Age: 67
Citizenship: Filipino
Term of Office: Yearly

Mr. Diaz is a Director of Altria East Land Inc., Citicore Holdings Investment Inc., Citicore Power Inc., MWMTI, 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 C2W.

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.



MR. ALFREDO E. PASCUAL¹
Independent Director

Age: 76
Citizenship: Filipino
Term of Office: Yearly

Mr. Pascual serves as an independent director of BDO Unibank, Inc., and is the Chairman of the Philippine Council for Foreign Relations. He is also a member of the Board of Regents of UP and sits on the Board of Directors of the Italian Chamber of Commerce in the Philippines.

Mr. Pascual served as Secretary of Trade and Industry from June 30, 2022 to August 1, 2024. He was also the 20th President of the UP System from 2011 to 2017, after serving as a member of the UP Board of Regents representing the alumni. He was an independent director on the boards of publicly listed companies such as SM Investments Corporation, Megawide Construction Corporation, and Concepcion Industrial Corporation. His past board memberships also included nonprofits and other organizations, including the Philippine Institute of Development Studies, International Rice Research Institute, Institute of Corporate Directors, Institute for Solidarity in Asia, FINEX Academy, UP Foundation, UP CIFAL Philippines, Philippine Council for Foreign Relations, and US-Philippines Society. He finished MBA and BS Chemistry (Cum Laude) at UP. He also attended the EC-ASEAN Teacher Program on the Management of Strategic and Organizational Change at the INSEAD Euro-Asia Centre in Fontainebleau, France.



MR. GIL B. GENIO²
Independent Director

Age: 78
Citizenship: Filipino
Term of Office: Yearly

Mr. Genio serves as an Independent Director of GT Capital Holdings, Inc. and Puregold Price Club, Inc.

He has over 35 years of experience in telecommunications, technology, finance, and corporate strategy. He previously held various executive positions at Globe Telecom and Ayala Corporation, including Chief Technology and Information Officer and Chief Strategy Officer. Prior to joining Globe, he spent over 12 years with Citibank in the Philippines and overseas in various finance, risk management, and audit roles. He obtained his Master in Business Management, with Distinction, from the Asian Institute of Management and his Bachelor of Science degree in Physics, Magna Cum Laude, from the University of the Philippines.

¹Independent Director Alfredo E. Pascual was nominated as Independent Director to replace Former Chief Justice Hilario G. Davide, Jr. and elected during the annual stockholders meeting held on July 3, 2025.

²Independent Director Gil B. Genio was appointed to serve the remaining portion of Independent Director Nina Perpetua D. Aguas' unexpired term on October 10, 2025

Board Committees

GRI 2-9, 2-12

Board-level oversight is supported by Committees established under our Manual on Corporate Governance.



AUDIT AND COMPLIANCE COMMITTEE (ACC)
The ACC supports oversight of financial reporting, regulatory compliance, internal controls, and governance processes.



FINANCE COMMITTEE
The Finance Committee oversees corporate finance matters, capital expenditures, financing strategies, and asset management initiatives.



GOVERNANCE, NOMINATIONS, AND COMPENSATION COMMITTEE (GNCC)
The GNCC oversees governance practices, Board effectiveness, succession planning, and remuneration policies, while supporting alignment between governance processes and our long-term strategic priorities.



BOARD RISK OVERSIGHT COMMITTEE (BROC)
The BROC oversees our enterprise risk management framework, including the identification, assessment, monitoring, and management of risks that may affect business operations, strategic objectives, and sustainability priorities.

NAME/POSITION	MEETINGS ATTENDED
Celso P. Vivas Chairman	5/5
Alfredo E. Pascual Vice-Chairman	3/3
Ramon H. Diaz Member	5/5
Gil B. Genio¹ Member	2/2
Nina Perpetua D. Aguas¹ Member	2/2

¹Former Independent Director Nina Perpetua D. Aguas resigned as Independent Director on August 4, 2025. Independent Director Gil B. Genio was appointed to serve the remaining portion of Independent Director Nina Perpetua D. Aguas' unexpired term on October 10, 2025.

NAME/POSITION	MEETINGS ATTENDED
Ramon H. Diaz Chairman	3/3
Celso P. Vivas Vice-Chairman	3/3
Alfredo E. Pascual Member	2/2
Gil B. Genio¹ Member (Independent)	2/2
Nina Perpetua D. Aguas¹ Member	1/1

¹Former Independent Director Nina Perpetua D. Aguas resigned as Independent Director on August 4, 2025. Independent Director Gil B. Genio was appointed to serve the remaining portion of Independent Director Nina Perpetua D. Aguas' unexpired term on October 10, 2025.

NAME/POSITION	MEETINGS ATTENDED
Nina Perpetua D. Aguas¹ Chairman (Former)	1/1
Alfredo E. Pascual² Chairman	1/1
Gil B. Genio¹ Vice Chairman	2/2
Celso P. Vivas Member	2/2
Manuel Louie Ferrer Member	2/2

¹Former Independent Director Nina Perpetua D. Aguas resigned as Independent Director on August 4, 2025. Independent Director Alfredo E. Pascual was nominated as Independent Director to replace Former Chief Justice Hilario G. Davide, Jr. and elected during the annual stockholders meeting held on July 3, 2025

²Independent Director Gil B. Genio was appointed to serve the remaining portion of Independent Director Nina Perpetua D. Aguas' unexpired term on October 10, 2025

NAME/POSITION	MEETINGS ATTENDED
Gil B. Genio¹ Chairman	1/1
Celso P. Vivas Vice Chairman	3/3
Edgar V. Saavedra Member	3/3
Alfredo E. Pascual² Member	2/2
Ramon H. Diaz Member	3/3
Nina Perpetua D. Aguas¹ Member	1/1
Hilario G. Davide Jr.² Member	1/1

¹Independent Director Gil B. Genio was appointed to serve the remaining portion of Independent Director Nina Perpetua D. Aguas' unexpired term on October 10, 2025.

²Former Chief Justice Hilario G. Davide, Jr. was no longer nominated as an Independent Director in the Annual Stockholders' Meeting July 3, 2025 in as much as he was an Independent Director for the Company since September 16, 2016 and an election would mean exceeding past the nine-year term for Independent Directors. Independent Director Alfredo E. Pascual was nominated as Independent Director to replace Former Chief Justice Hilario G. Davide, Jr. and elected during the Annual Stockholders' Meeting held on July 3 2025.

Key Officers

CORPORATE OFFICE



Edgar B. Saavedra
Chairman and CEO



Manuel Louie B. Ferrer
Executive Director for
Infrastructure Development



Christopher A. Nadayag¹
Chief Audit Executive



Atty. Raymund Jay S. Gomez
Chief Legal Officer,
Compliance Officer, and
Data Protection Officer



Mohit Malhi
Chief Executive Advisor



Jez Dela Cruz
Group Chief Financial
Officer



Atty. Jaime Raphael Feliciano
Chief Business
Development Officer



Ma. Belinda Morales
Chief Human Resources
Officer



Bernice-Jillian O. Hu²
Corporate Risk Officer



Rolando S. Bondoy
Head of Investor Relations



John Reaner Nocum
AVP - Corporate Finance
and Planning



Leah D. Manalastas³
Treasury Head and
Group Comptroller

¹Replaced Ms. Zheena E. Ocampo
²Replaced Mr. Martin Miguel B. Flores
³Replaced Mr. Christopher A. Nadayag

Note: Atty. Melissa Ester E. Chavez Dee serves as the Corporate Secretary

Key Officers

ENGINEERING, PROCUREMENT, AND CONSTRUCTION



Frederick Tan
Chief Operating Officer



Reynaldo Rodrin
AVP Head of Operations



Jules Norman Ronquillo
AVP Head of Operations



Keith Calimag
AVP Head of Operations



Melvino Faustino¹
Head of Engineering



Martin Miguel Flores
Procurement Head



Bena Kristie Balandra²
Project Manager CP104



Grant Lee Fellowes
Project Director

¹Replaced Mr. Masashi Watanabe
²Replaced Mr. Melvino Faustino

Key Officers

PRECAST AND CONSTRUCTION SOLUTIONS



Markus Hennig
EVP - Precast &
Construction Solutions



Jeralbine R. Nuguid
AVP - Precast Business Unit



Rexford D. Ilagan
AVP - RMC Business Unit



Teofilo Fernando G. Marzabal
AVP - QA/QC



Marizel P. Rahon
AVP - Finance Comptroller



Mark Paul D. Flores
Human Resources Head



Dennis L. Makalintal
Head - CELS



Melona E. Dablo
Supply Chain
Management Head



Ruel L. Alma
Head of FMD



Gaspar C. Cayco
Formworks Deputy Head

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 Liu
Independent Trustee



Christopher A. Nadayag
Treasurer

Key Officers (Subsidiaries)

MWM Terminals, Inc.

Jaime Raphael Feliciano
President

Mohit Malhi
Chief Executive Advisor

Ralph Gilbert G. Binos
Director - Facilities
Management Director

Ruth P. Morales
Commercial Head

Alena Xandra A. Tan
Head - Finance & Accounting

Maria Althea N. Masangkay
HR and Administration Head

Jose Mari T. Salvador
Head - Corporate Affairs and
Government Relations

Arnold T. Yuson
Head - Terminal Operations

Cebu2World Development, Inc.

Manuel Louie B. Ferrer
President

Dandie C. Español
Finance and Accounting Manager

Maria Rhodora R. San Diego
Commercial Manager

Raymond B. Dejan
Operations Head

Jynx King R. Chanjueco
Marketing Manager

Sarlyn V. Orlanes
Human Resources Officer

PH1 World Developers

Ma. Gilda Alcantara
President

Charles Perri Hari
Head of Design and Construction

Amy Tagalicud
Vice President - Sales

Rowelyn Merencillo
Head of Account Management
Vertical and Horizontal

Patrick James Tong
Head of Property
Management Operations

Michele Zabal
Head of Finance and Accounting

Pryncess Hyacinth Esguerra¹
Head of HR, Admin, and IT

Rogelio Ramos Jr.
Head of Marketing

Remuneration of the Board

GRI 2-19, 2-20

We align the remuneration of our Board members and senior executives with the Company's long-term interests, strategic priorities, and performance objectives. Oversight of our remuneration framework is entrusted to the GNCC, which supports the establishment and administration of compensation policies and programs.

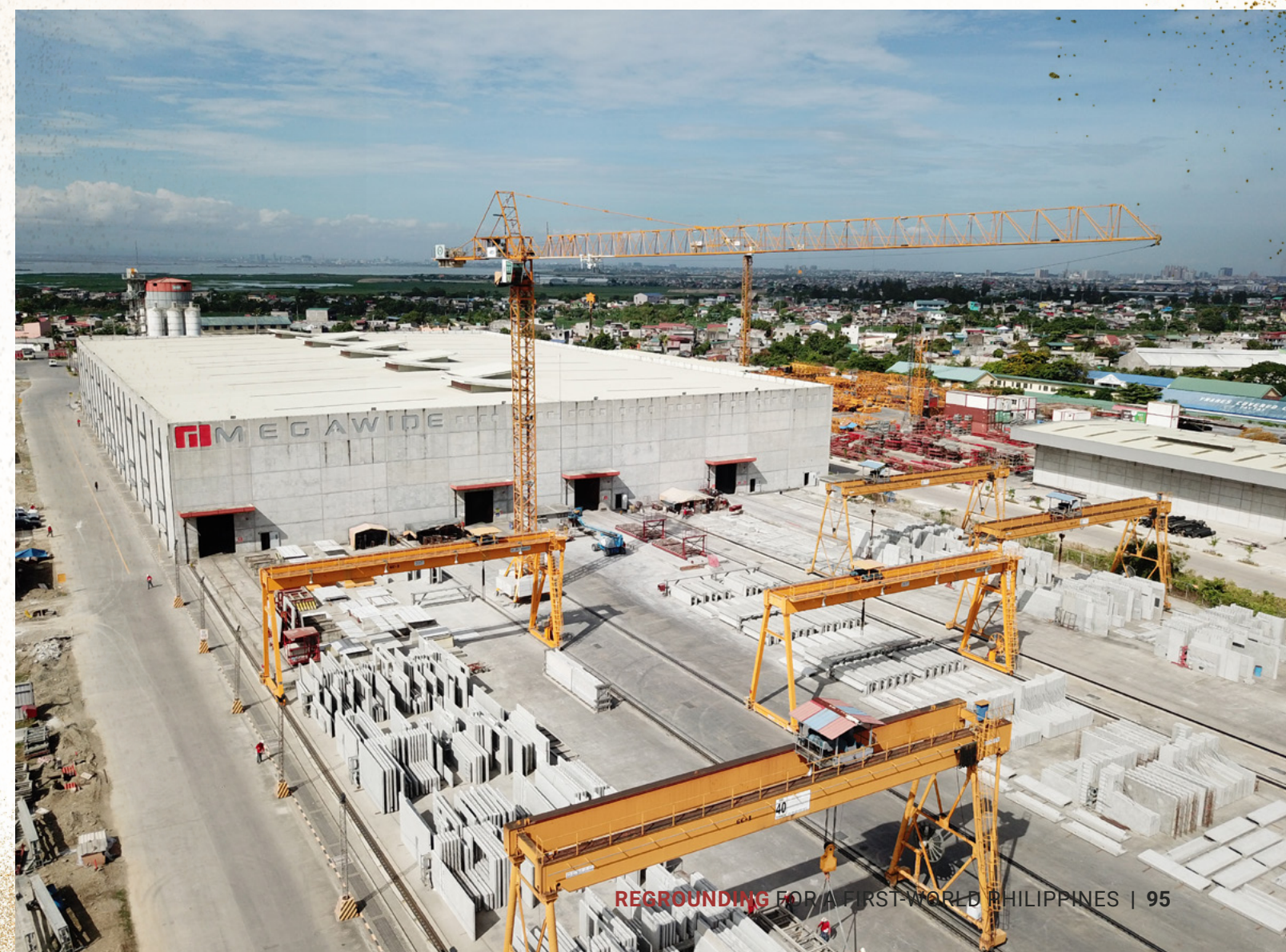
Our remuneration framework is guided by principles of performance-based compensation, accountability, transparency, and alignment with sustainable value creation. Compensation structures are designed to incentivize contributions to the Company's long-term growth while supporting responsible governance practices.

The GNCC regularly reviews remuneration policies and guidelines, including compensation packages for senior executives, succession planning, and executive performance evaluation. In line with good governance practices, no Director participates in discussions or deliberations involving his or her own remuneration.

Directors' compensation is determined in accordance with the Company's By-Laws and remains subject to stockholder approval during the Annual Stockholders' Meeting. The Board also approves reasonable per diem payments for attendance at Board and Committee meetings.

We also continue to provide employee benefits in accordance with applicable laws and maintain our Employee Stock Ownership Plan (ESOP), which supports employee engagement and performance incentives through share-based opportunities for qualified employees. To support the implementation of the ESOP, an allotment of up to 10,000,000 shares may be awarded to eligible and qualified employees under our performance management system.

While we do not maintain special retirement plans for employees, we provide retirement benefits in accordance with RA 7641, or the "Retirement Pay Law," and other applicable laws, rules, and regulations.



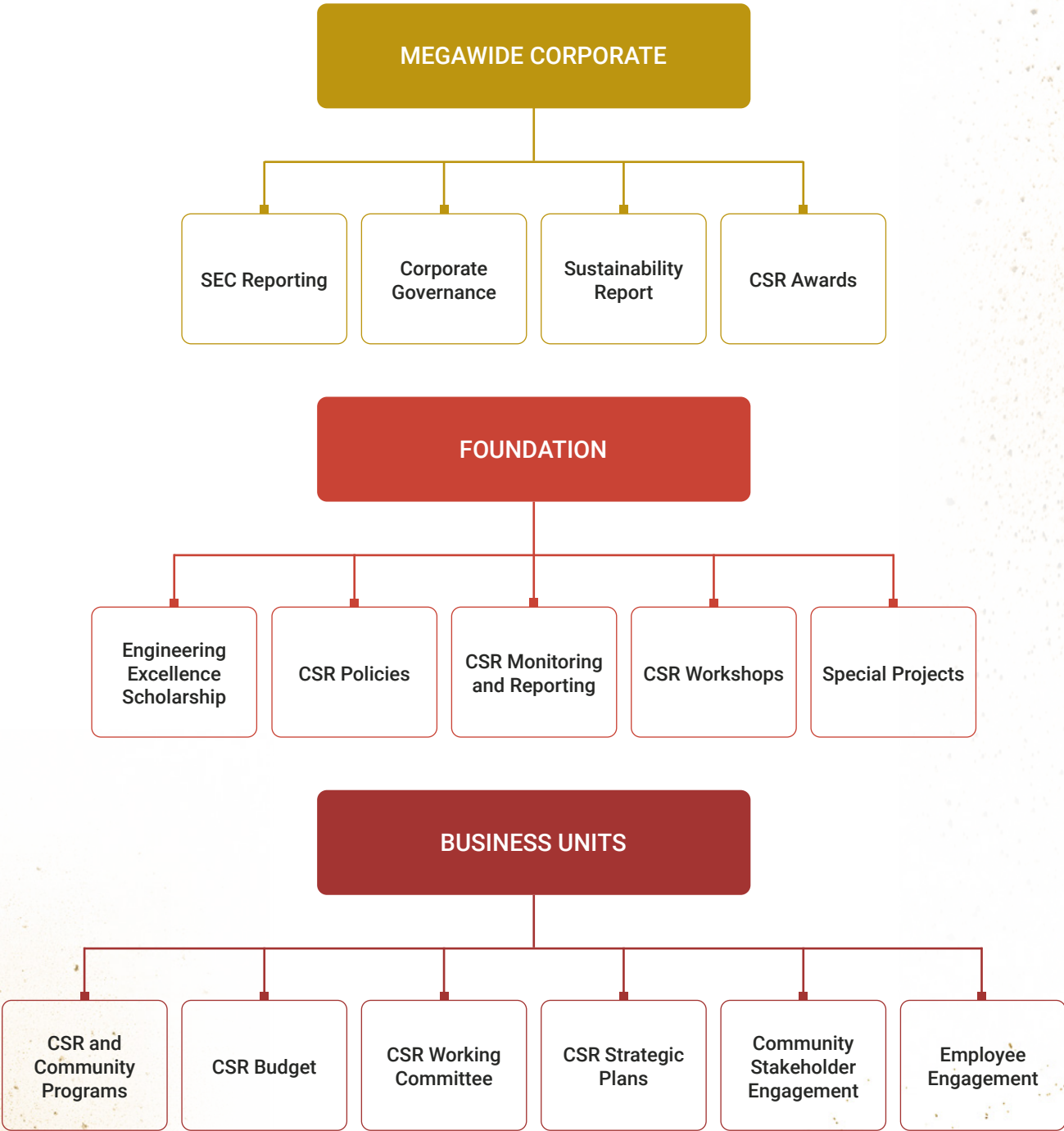
¹Replaced Mr. James Lee

Management Structure

GRJ 2-13

The Chairman of the Board concurrently serves as Chairman and CEO of the Company. Any potential conflicts of interest arising from this arrangement are managed through the governance framework established under the Company's Manual on Corporate Governance and its policies on conflict of interest and related party transactions, which are implemented and monitored by the Board of Directors and its Committees.

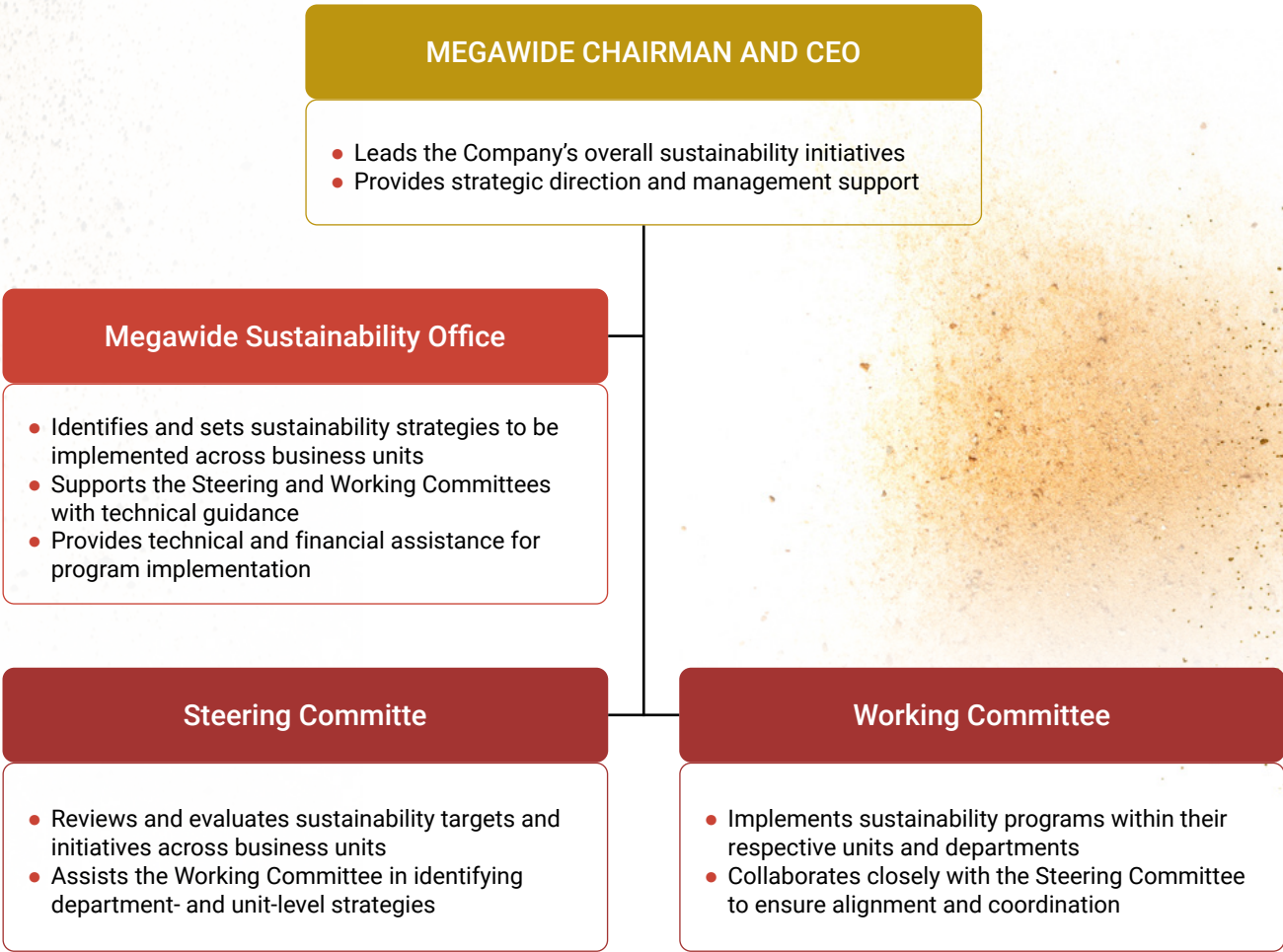
Our governance structure is supported by the Corporate Office, SBUs, subsidiaries, and Megawide Corporate Foundation, Inc., each led by designated officers responsible for operational management, finance, legal compliance, human resources, risk management, stakeholder engagement, and business performance.



CORPORATE GOVERNANCE

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 Chairman 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.



Corporate Policies

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

Megawide’s Framework for Ethical Conduct

We maintain governance policies and procedures that support ethical conduct, accountability, regulatory compliance, and responsible business practices across our operations and stakeholder engagements.

Code of Business Conduct and Ethics

We continue to uphold our zero-tolerance stance against bribery and corruption through the implementation of our Code of Business Conduct and Ethics, Employee Code of Discipline, and Code of Conduct and Ethical Standards for Suppliers.

In 2025, we continued to strengthen our anti-corruption awareness and compliance practices through employee and business partner training programs, whistleblower protection mechanisms, and annual conflict-of-interest disclosure processes.

Key Policies and Initiatives

We monitor the implementation of our anti-corruption initiatives through compliance audits, training completion monitoring, whistleblower reports, and annual conflict-of-interest disclosures and 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.



2025 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.



ANTI-FRAUD POLICY
Outlines the procedures and controls for preventing, detecting, reporting, and addressing fraudulent activities within the Company.



EMPLOYEE CODE OF DISCIPLINE
Standardizes procedures for addressing administrative violations and imposing appropriate sanctions among Company personnel.



BOARD CHARTER
Defines the roles, responsibilities, composition, and qualifications of the Board and its members, as well as its operating procedures.



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.



BOARD SELF-EVALUATION POLICY
Enables the Board and its members to assess and measure their annual performance to ensure effectiveness and accountability.



QUALITY, ENVIRONMENTAL, SAFETY AND HEALTH POLICY
Specifies the Company’s commitments, controls, and actions to comply with quality, safety, health, and environmental regulations.



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.



RELATED PARTY TRANSACTIONS POLICY
Establishes the framework for managing related party transactions with transparency, fairness, and regulatory compliance.



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.



TRADING POLICY
Provides guidelines to ensure compliance with securities laws and regulations regarding the trading of Company shares by directors, officers, and employees.



DATA PRIVACY MANUAL
Describes the Company’s policies and practices for safeguarding the personal data of clients, employees, partners, and stakeholders.



WHISTLEBLOWER POLICY
Encourages the reporting of fraud, misconduct, and policy violations while ensuring confidentiality and protection for whistleblowers.

Enterprise Risk Management (ERM)

GRI 3-3



Our ERM framework supports the identification, assessment, monitoring, and management of risks that may affect our operations, strategic objectives, and long-term sustainability. Oversight of EESG risks is undertaken at the Board level through Committees established under our Manual on Corporate Governance.

The BROC oversees the implementation of our risk management framework, including the identification, assessment, and monitoring of key risk exposures and EESG-related considerations relevant to the business.

Supporting this oversight are the ACC, which oversees financial reporting, regulatory compliance, internal controls, and governance processes; the GNCC, which oversees governance practices, Board effectiveness, succession planning, and ethical standards; and the Finance Committee, which oversees corporate finance matters, capital expenditures, and asset management activities.

Collectively, these Committees support our Board of Directors in strengthening governance, operational resilience, and long-term sustainability across the Company.

Risk Management Framework

Our ERM framework is guided by the following principles:



Leadership & Commitment:

The BROC, together with our Chairman and CEO, actively champions a risk-aware culture, ensuring comprehensive oversight and integration of ERM throughout the Company.



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:

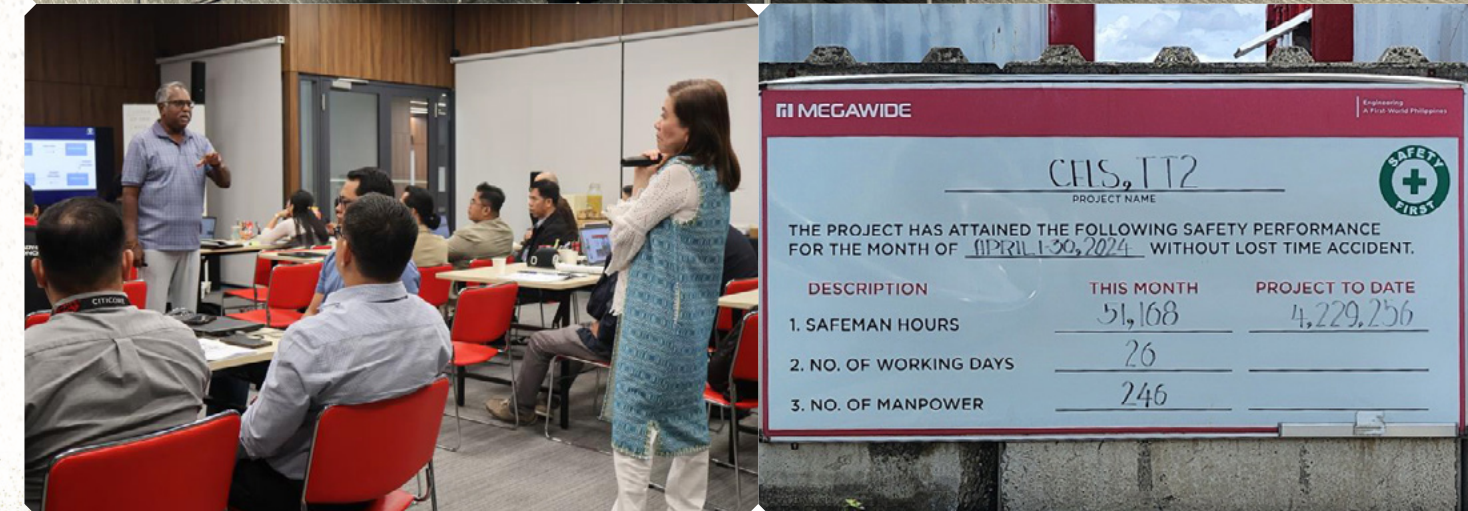
We regularly review and update our ERM framework, incorporating lessons learned, industry best practices, and evolving risk landscapes. Our Internal Audit team plays a critical role in assessing ERM maturity and identifying areas for enhancement.

Risk Identification and Mitigation

The Board defines the Company's purpose, vision, mission, and strategic direction, and oversees the implementation of strategies that support long-term growth and operational resilience.

Additionally, key risk areas and performance indicators are identified and monitored to support operational and financial stability. The Board also sees the implementation of internal controls, strategic policies, business plans, operating budgets, and major capital expenditures.

To support accountability and governance, we maintain systems of internal checks and balances and regularly review the adequacy and effectiveness of our Internal Control System, as well as compliance with applicable laws, regulations, and business practices.



CG FINANCIAL PERFORMANCE

GRI 3-3, 201-1



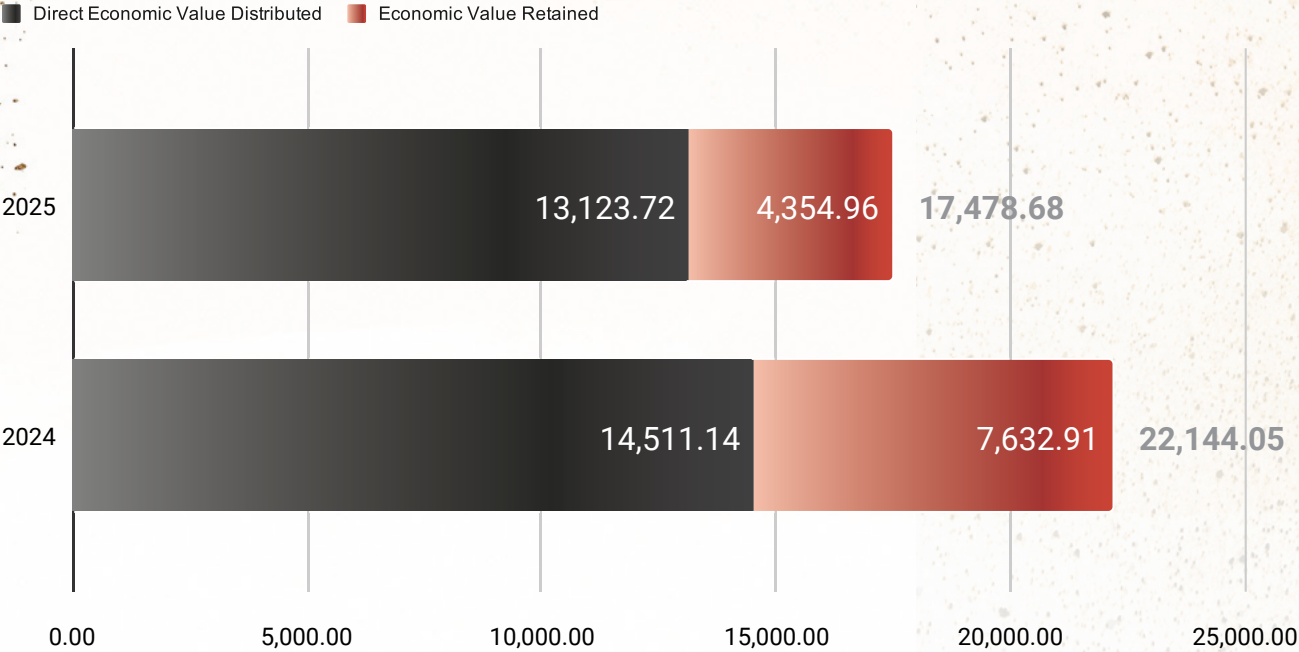
Our long-term growth strategy remains anchored on our vision of Engineering a First-World Philippines. Through our diversified business platforms, disciplined operations, and governance practices, we continue to generate economic value while supporting long-term business resilience and sustainable growth.

Strong economic performance remains important to sustaining business continuity, supporting strategic investments, and enabling us to create value across our stakeholder groups. Our operations contribute to

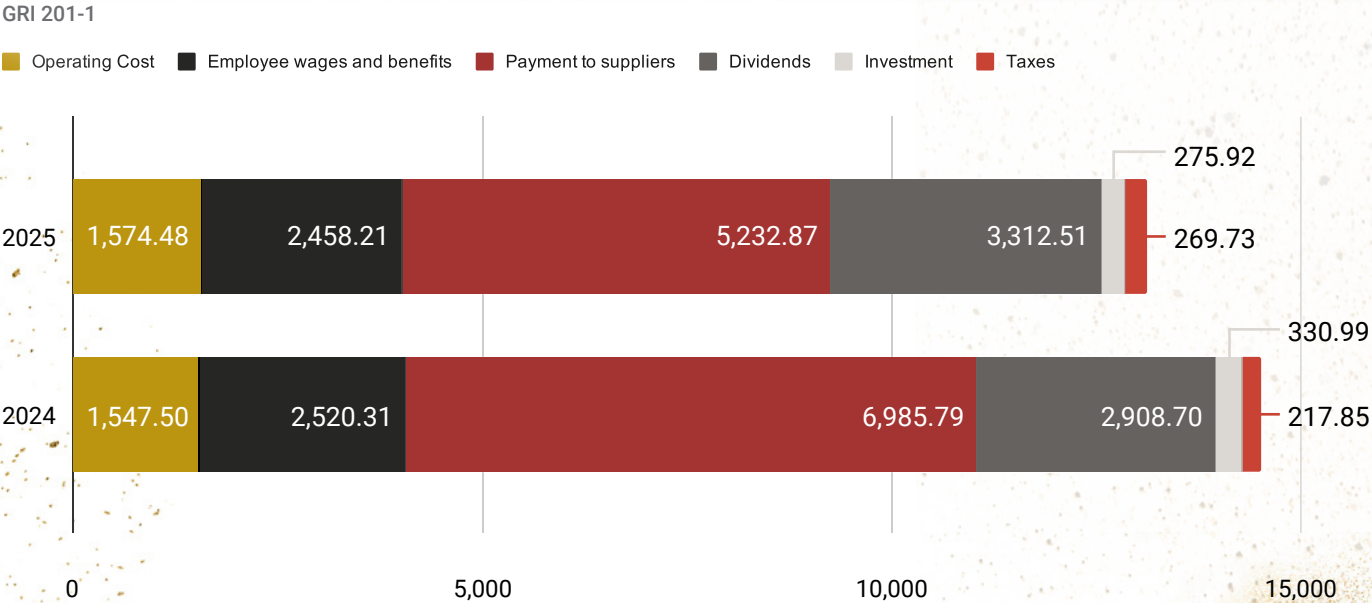
economic activity through employee compensation and benefits, payments to suppliers and contractors, shareholder returns, contributions to government revenues, and reinvestments that support operational growth and long-term competitiveness.

Despite evolving market and operating conditions, we continue to strengthen our financial resilience through prudent financial management, operational efficiency initiatives, and risk management measures that support long-term value creation and business stability.

Direct Economic Value Generated and Distributed (in billion PHP)



Breakdown of Direct Value Distributed (in billion PHP)



EMPLOYEES:
Employee wages and benefits decreased by two percent, reflecting ongoing workforce optimization initiatives and stronger labor cost management during the period.



SUPPLIERS:
Payments to suppliers and contractors decreased by six percent due to improved cost management, changes in project activity levels, or differences in the timing of supplier and contractor settlements.



SHAREHOLDERS:
Dividends distributed to shareholders increased by 14 percent year-on-year, reflecting our continued commitment to delivering value to shareholders and sustaining disciplined capital distribution.



COMMUNITIES:
Contributions to government revenues through taxes and related payments increased by 24 percent to support public sector funding and reinforcing our compliance with statutory obligations.



REINVESTMENT:
Reinvestments decreased by 17 percent as a result of cost management efforts in 2025. This demonstrates improved operational efficiency, tighter expense controls, and more disciplined resource allocation across key business functions.

Proportion of spending on local suppliers



Percentage of procurement budget used for significant locations of operations that is spent on local suppliers.

^aThe PCS unit only has estimated data for spending on local suppliers.

Economic Value Retained

In addition to delivering direct economic value amounting to PHP4.3 billion in 2025, we strengthened our ability to invest in innovation, reinforced core business capabilities, supported long-term financial stability, and built resilience amid evolving market and operating conditions.

Local Economic Value Generated and Distributed

Our operations contribute to economic activity in host communities through employment generation, local procurement, supplier engagement, and business opportunities across our value chain.

Through our projects and business operations, we continue to support economic participation among employees, suppliers, contractors, and local stakeholders while contributing to broader economic activity within the communities where we operate.

Management Discussion and Analysis



We sustained our upturn in 2024 and shifted gears in 2025 to post another strong performance, with net income increasing by 24 percent to PHP669 million.

Revenues were lower at PHP17.7 billion as our major revenue driver, construction, recorded a softer performance at PHP14.8 billion due to the winding down phase of projects in its existing order book. However, a replenished order book of PHP50 billion is expected to provide fresh revenue streams for the next two to three years.

Property development took up the slack and posted a 230 percent growth in revenue to PHP2.4 billion as existing portfolio projects steadily increased their respective completion rates. Landport revenues contributed PHP518 million, mostly driven by commercial leasing, as average foot traffic continued to increase to an average of 165,000 daily as of end-December 2025.

Consolidated costs of PHP13.8 billion moved in line with revenue, generating consolidated gross profit of PHP3.9 billion for the year. Per segment, construction delivered PHP2.9 billion, real estate contributed PHP691 million, and landport contributed PHP230 million. This corresponded to an improved consolidated gross margin of 22 percent, with construction recording 20 percent, real estate 29 percent, and landport operations yielding 45 percent.

We expect to accelerate further in 2026 as new ventures, including our entry into the government's expanded 4PH program, as well as fresh contracts and existing projects, are expected to contribute more significantly to consolidated performance.

In terms of balance sheet health, we recorded a much-improved bank debt-to-equity ratio of 1.54x as of end-December 2025, compared with 2.06x as of end-December 2024. The net debt-to-equity ratio likewise eased to 1.08x from 1.72x, respectively. These results are consistent with our deleveraging initiative to further strengthen our financial position.

A. Results of Operations

Review of results for the year ended December 31, 2025, compared with the results for the year ended December 31, 2024.

Consolidated Revenues Amounted to PHP17.7 Billion, 20 Percent Lower

Consolidated revenues for the period amounted to PHP17.7 billion, lower than the same period in the previous year mainly due to the cyclical nature of the construction business, which continues to be our primary revenue driver.

Construction operations delivered PHP14.8 billion in revenues and accounted for 84 percent of total consolidated revenues. However, most projects under construction during the period approached the tail-end of their project cycles, which generated lower revenues based on the S-Curve.

Revenue from real estate operations surged 230 percent to PHP2.35 billion and accounted for 13 percent of consolidated revenues. This came from ongoing projects, such as MEL, The Hive, Northscapes, MLOH, and OLP, which steadily increased their construction completion during the year. Lykke Condo, on the other hand, generated strong sales, helping boost unbooked revenues and providing a healthy stock of future revenues.

Revenue from landport operations rose 46 percent to PHP518 million, coming mostly from leasing assets, and contributed 3 percent to consolidated revenues. The segment continued to benefit from increasing passenger traffic, which averaged more than 165,000 daily in the previous year and provided a steady source of demand and spending for the commercial segment.

Direct Costs at PHP13.8 Billion, 27 Percent Lower

In line with lower revenues, consolidated direct costs declined 28 percent, or by PHP5.1 billion, to PHP13.8 billion. Construction-related direct costs were 35 percent lower at PHP11.8 billion, consistent with the pace of revenue associated with the winding down phase of projects under construction. Strategic vendor sourcing, as well as our push for project-wide use of more cost-efficient methodologies, also contributed to the reduction in costs.

Cost of real estate operations rose to PHP1.66 billion as construction progress in ongoing projects accelerated, which also translated to higher revenue recognition. Landport-related costs amounted to PHP286 million, slightly lower by PHP26 million from the previous year, due to increased efficiency amid industry-wide elevated office vacancy rates.

Gross Profit of PHP3.89 Billion, Higher by 23 Percent or PHP733 Million

Consolidated gross profit reached PHP3.89 billion, translating to a consolidated gross profit margin of 23 percent. This was higher than the 14 percent gross margin recorded in the previous year.

Per segment, the construction business contributed PHP2.97 billion, equivalent to 76 percent of consolidated gross profit, and represented a gross margin of 20 percent. This was better than the previous year due to the higher margin arising from timing differences in variation orders, where revenues were recognized in the current year while the related costs had been incurred in prior years.

Real estate development contributed PHP691 million and generated a gross margin of 29 percent, while landport operations accounted for the balance of PHP232 million, representing a gross margin of 45 percent.

Net Other Expenses Amounted to PHP3.0 Billion

Finance Costs Reached PHP2.5 Billion

Finance costs amounted to PHP2.5 billion and remained almost steady from the previous year's level due to our effective debt management initiatives.

Other Operating Expenses Totaled PHP1.6 Billion

Other operating expenses slightly increased to PHP1.6 billion, attributed mainly to sales and marketing expenses incurred by our real estate subsidiary, PH1.

Finance Income Amounted to PHP532 Million, Down 33 Percent

Finance income tapered off to PHP532 million, lower than the same period in 2024, due to generally lower interest income from money market placements and collected related-party advances, coupled with a downtrend in interest rates throughout the year.

Other Income and Losses — Net Decreased to PHP560 Million, Lower by 15 Percent

We generated a lower income net of PHP560 million in 2025, compared to PHP664 million in the previous year. This was traced mainly to sales of scrap materials, charges on ancillary services and common area usage offered at PITX, and gain on disposals of property, plant and equipment.

Profit Before Tax Increased to PHP856 Million

With higher consolidated gross profit in 2025, profit before tax improved to PHP856 million, representing a 53 percent increase from the previous year.

Tax Expense Increased to PHP187 Million

In line with the increase in pre-tax income, tax expense also rose to PHP187 million compared with the same period in 2024.

Consolidated Net Profit Amounted to PHP669 Million

Despite higher tax expense, consolidated net income amounted to PHP669 million, 25 percent higher than the previous year.

Per segment, the construction segment posted a slower performance due to lower revenues. However, this was compensated by the strong recovery of the real estate segment, which reversed its net loss in the previous year to deliver PHP281 million in net income in 2025. Landport operations also narrowed its net loss to PHP69 million from PHP260 million in 2024, contributing to the overall improvement in consolidated performance.

B. Financial Condition

Review of financial condition as of December 31, 2025, compared with financial condition as of December 31, 2024.

Assets

Current Assets at PHP52.4 Billion, Higher by PHP5.2 Billion

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

Cash and Cash Equivalents Increased by PHP5.4 Billion

The increase in cash and cash equivalents was mainly due to proceeds from the first tranche of the partnership with Pag-IBIG Fund, as well as inflows from the close-out of related-party advances. These largely offset dividend payments on preferred shares, coupon payments on outstanding bonds, interest payments and repayments of loans and borrowings, and other working capital requirements.

Trade and Other Receivables Lower by 12 Percent to PHP19.3 Billion

The reduction in trade and other receivables was mainly attributable to the settlement of PHP9.4 billion worth of related-party advances, including accrued interest, due from our ultimate parent company, Citicore Holdings Investment, Inc. (CHII), and affiliate, Citicore Power Inc. (CPI). This was partially offset by the increase in contract receivables due to the timing difference between the billing evaluation and collection cycle, as a substantial portion of work accomplishment was billed toward the end of the period.

Construction Materials at PHP1.3 Billion, Up by 27 Percent

The increase in materials inventory during the period was mainly attributable to the higher volume of materials required to support new contracts and ongoing projects, particularly in the real estate segment. Several ongoing projects in the construction segment also reached peak construction phases, requiring larger quantities of materials on hand to replenish inventory and maintain adequate supply levels.

Real Estate Inventories Grew 11 Percent to PHP5.0 Billion

The increase in real estate inventories was attributed to costs incurred and construction completion related largely to the property development arm's ongoing and recently launched projects, including those under the government's 4PH program.

Contract Assets 22 Percent Higher to PHP4.1 Billion

The increase in contract assets was attributed to the timing difference between actual billing and the evaluation process for portions of work-in-progress completed during the period, which will be billed and evaluated by the client upon completion of the relevant scope or activity.

Other Current Assets Inched Up by 10 Percent to PHP11.4 Billion

The increase was mainly due to advances made to suppliers and subcontractors for new projects to lock in volume and prices for major construction materials. There was also an increase in prepaid taxes related to the excess of creditable withholding tax payments over the current tax due.

Non-Current Assets Amounted to PHP21.4 Billion

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

Investment in Associates Grew to PHP5.1 Billion

The increase was mainly related to the ownership of Citicore Renewable Energy Corporation (CREC) shares, which were transferred by CPI as settlement of its outstanding advances amounting to PHP4.7 billion.

Property, Plant and Equipment Almost Steady at PHP6.0 Billion

The slight movement represented additional equipment and machinery procured across the Group to support operations and address specific requirements of ongoing projects.

Investment Properties — Net Slightly Increased to PHP5.3 Billion

The increase was attributed to assets owned by our new subsidiary, Megawide Dreamwise Residences, Inc. (MDRI), which was incorporated in 2025 to focus on the development of socialized housing in partnership with Pag-IBIG Fund under the government's expanded 4PH program.

Goodwill Unchanged at PHP3.8 Billion

On July 12, 2023, Megawide executed a Share Purchase Agreement to acquire 100 percent of the outstanding capital stock of PH1 from CHII for a total cash consideration of PHP5.2 billion. The transaction resulted in goodwill from acquisition, as the consideration paid was higher than the fair value of the net identifiable assets acquired.

Deferred Tax Assets Declined 16 Percent to PHP821 Million

The movement was attributed to the utilization of previously recognized credits, offset by temporary differences arising from the difference between tax reporting and financial reporting bases used in revenue recognition.

Other Non-Current Assets Rose Two Percent to PHP399 Million

The increase in other non-current assets was mainly due to the procurement of computer software licenses to support digitization and modernization initiatives across all businesses.

Liabilities and Equity

Current Liabilities Higher at PHP30.7 Billion

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

Interest-Bearing Loans and Borrowings — Current Higher at PHP21.1 Billion

The increase was mainly due to the reclassification of the portion of long-term loans maturing within the next year to current loans, which negated the impact of short-term loan retirement following CHII's settlement of its outstanding advances.

Trade and Other Payables Climbed to PHP5.4 Billion

The increase was mainly due to purchases and advanced orders from suppliers and subcontractors to support operations, as well as the dividend declaration to holders of Series 6 Preferred Shares.

Contract Liabilities — Current Fell to PHP3.9 Billion

The reduction was mainly attributed to the recoupment of client downpayments from progress billings, which were converted into trade receivables.

Other Current Liabilities Shrank 12 Percent to PHP375 Million

The movement was traced to the reclassification from non-current to current of deposits and advances received from tenants.

Non-Current Liabilities Slightly Higher by Two Percent to PHP18.5 Billion

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

Loans and Borrowings — Non-Current Declined to PHP16.6 Billion

The decline reflected the reclassification of long-term loans maturing within the next year to current liabilities. This offset the impact of additional loans for the planned expansion of our precast capacity in support of our participation in the expanded 4PH program, additional drawdowns by C2W from its Omnibus Loan and Security Agreement (OLSA), and development loans contracted by PH1 for the completion of its existing and newly launched projects.

Contract Liabilities — Non-Current Jumped 70 Percent to PHP1.5 Billion

The increase was related to down payments received for newly awarded contracts, namely Megaworld's One Portwood and Uptown Modern developments.

Other Non-Current Liabilities Went Down to PHP112 Million

The decrease was largely related to the application of outstanding security deposits from commercial tenants in the landport business.

Equity Attributable to Parent Increased to PHP19.0 Billion

The movement was traced to the issuance of Series 6 and Series 7 preferred shares with an aggregate amount of PHP8.2 billion, offset by the redemption of Series 2B and Series 4 preferred shares with a combined amount of PHP5.7 billion. This was further supported by net income for the period of PHP662 million, less dividends to preferred stock shareholders amounting to PHP641 million.

Non-Controlling Interest Jumped to PHP5.5 Billion

The increase was mainly related to the investment and share of Pag-IBIG Fund in its partnership under the newly formed subsidiary MDRI, specifically to focus on the delivery of more than 7,000 socialized housing units under the government's expanded 4PH program.

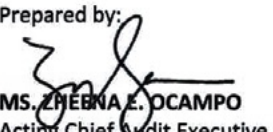
Audited Financial Statements



**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 2025**

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. establishing an effective enterprise risk management ("ERM") program across its business units and departments; and
 - iii. complying with corporate governance, financial, legal, and tax reporting requirements.
- The management of the Megawide Group, along with its process owners, consistently adopts the recommendations of the IAD, thereby fortifying the internal control mechanisms and enhancing the efficacy of ERM program.
- The IAD operates with complete independence vis-à-vis the departments and business units within the Megawide Group subject to audit. It is noteworthy that neither the Board nor the management of the Megawide Group has imposed any limitations or constraints on the audit scope of the IAD.
- Lastly, the Board, through the ACC, and the Office of the Chief Executive Officer have provided the IAD with overarching direction and guidance on the scope of its work and the activities covered in its 2025 Annual Audit Plan.

Prepared by:

MS. ZHEENA E. OCAMPO
Acting Chief Audit Executive
29 April 2026

Concurred by:

MR. CELSO P. VIVAS
Chairman of the ACC
29 April 2026


MR. EDGAR B. SAAVEDRA
Chairman, CEO, and President
29 April 2026

20 N. Domingo St., Valencia,
Quezon City 1112 | (02) 8655-1111 | www.megawide.com.ph

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**STATEMENT OF MANAGEMENT'S RESPONSIBILITY
FOR FINANCIAL STATEMENTS**

The management of **MEGAWIDE CONSTRUCTION CORPORATION** (the Company) is responsible for the preparation and fair presentation of the financial statements including the schedules attached therein, for the years ended December 31, 2025 and 2024, 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.

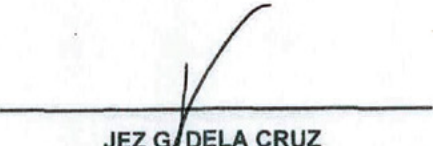
In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or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

The Board of Directors is responsible for overseeing the Company'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 or members.

Isla Lipana & Co., the independent auditors appointed by the stockholders, has audited the financial statements of the Company 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

20 N. Domingo St., Valencia,
Quezon City 1112 | (02) 8655-1111 | www.megawide.com.ph

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SUBSCRIBED AND SWORN TO before me this MAY 07 2026 at
CITY OF SAN JUAN affiants exhibiting to me their valid Tax Identification
 Numbers stated above.

Signed this MAY 07 2026
 th day of 2026.

Doc. No. 413
 Page No. 104
 Book No. I
 Series of 2026.



MAY 07 2026

Janelle Caryn A. Dela Cruz
JANELLE CARYN A. DELA CRUZ
 Notary Public for and in the City of San Juan
 Appointment No. 16 (2025-2026)
 Until 31 December 2026
 11th floor, Santolan Town Plaza, 276 Col. Bonny Serrano Ave.,
 Bantingay Little Bogo, San Juan City
 Roll of Attorneys No. 84112
 PTR No. 1896346 / 01.09.26 / City of San Juan
 IBP No. 569876 / 12.22.25 / Rizal RSM Chapter
 MCLE Compliance No. VIII-0031500 (Until 14 April 2026)

Independent Auditor's Report

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

Report on the Audits of the Separate Financial Statements

Our Opinion

In our opinion, the accompanying separate financial statements present fairly, in all material respects, the financial position of Megawide Construction Corporation (the "Company") as at December 31, 2025 and 2024, and its financial performance and its cash flows for the years then ended in accordance with Philippine Financial Reporting Standards (PFRS) Accounting Standards.

What we have audited

The financial statements of the Company comprise:

- the statements of financial position as at December 31, 2025 and 2024;
- the statements of total comprehensive income for the years ended December 31, 2025 and 2024;
- the statements of changes in equity for the years ended December 31, 2025 and 2024;
- the statements of cash flows for the years ended December 31, 2025 and 2024; and
- the notes to the separate financial statements, comprising material accounting policy information and other explanatory information.

Basis for Opinion

We conducted our audits 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 Separate Financial Statements section of our report.

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 1226 Makati City, Philippines
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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 Company in accordance with the Code of Ethics for Professional Accountants in the Philippines (Code of Ethics), as applicable to audits of separate financial statements of public interest entities, together with the ethical requirements that are relevant to our audit of the separate financial statements of public interest entities in the Philippines. We have also fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics.

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

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

In preparing the separate financial statements, management is responsible for assessing the Company'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 Company or to cease operations, or has no realistic alternative but to do so.

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

Auditor's Responsibilities for the Audit of the Separate Financial Statements

Our objectives are to obtain reasonable assurance about whether the separate 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 financial statements.

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

- Identify and assess the risks of material misstatement of the 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 Company'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 Company'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 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 Company to cease to continue as a going concern.

Independent Auditor's Report
To the Board of Directors and Shareholder of
Megawide Construction Corporation
(A subsidiary of Citicore Holdings Investment, Inc.)
Page 4

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

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.

Report on the Bureau of Internal Revenue (BIR) Requirement

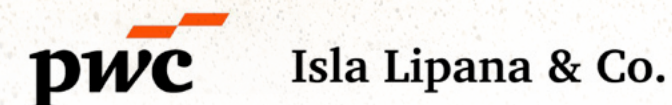
Our audits were conducted for the purpose of forming an opinion on the basic separate financial statements taken as a whole. The supplementary information required under BIR Revenue Regulation No.15-2010 in Note 30 to the separate financial statements is presented for the purposes of filing with the BIR and is not a required part of the basic separate financial statements. Such information is the responsibility of management of the Company. The information has been subjected to the auditing procedures applied in our audit of the basic separate financial statements. In our opinion, the information is fairly stated, in all material respects, in relation to the basic separate financial statements taken as a whole.

Isla Lipana & Co.


Pocholo C. Domondon
Partner

CPA Cert. No. 108839
P.T.R. No. 0011401; issued on January 8, 2026 at Makati City
SEC A.N. (Individual) as general auditors 108839 - SEC, Category A;
valid to audit 2021 to 2025 financial statements
SEC A.N. (Firm) as general auditors 0142-SEC, Category A;
valid to audit 2020 to 2025 financial statements
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/P-014, effective until November 14, 2028

Makati City
May 7, 2026



Statement Required by Rule 68 Securities Regulation Code (SRC)

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

We have audited the separate financial statements of Megawide Construction Corporation (the "Company") as at and for the year ended December 31, 2025, on which we have rendered the attached report dated May 7, 2026.

In compliance with SRC Rule 68 and based on the certification received from the Company's corporate secretary and the results of other work we performed, the Company has 33 shareholders owning more than one hundred (100) shares each as at December 31, 2025.

Isla Lipana & Co.


Pocholo C. Domondon
Partner

CPA Cert. No. 108839
P.T.R. No. 0011401; issued on January 8, 2026 at Makati City
SEC A.N. (Individual) as general auditors 108839 - SEC, Category A;
valid to audit 2021 to 2025 financial statements
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Makati City
May 7, 2026

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Megawide Construction Corporation
(A subsidiary of Citicore Holdings Investment, Inc.)

Statements of Financial Position
As at December 31, 2025 and 2024
(All amounts in Philippine Peso)

	Notes	2025	2024
Assets			
Current assets			
Cash and cash equivalents	2	4,167,729,694	4,232,560,713
Trade and other receivables, net	3	24,131,644,819	25,371,110,358
Construction materials	4	1,326,836,063	1,044,194,928
Contract assets, net	5	2,320,144,827	2,780,785,715
Other current assets	7	8,941,453,023	8,349,496,061
Total current assets		40,887,808,426	41,778,147,775
Non-current assets			
Financial assets at fair value through other comprehensive income	6	3,544,472	3,544,472
Investment in subsidiaries, associates and joint ventures	8	15,512,261,991	9,289,670,459
Property, plant and equipment, net	9	4,780,202,290	4,731,983,821
Investment properties	10	458,428,063	433,327,323
Deferred tax assets, net	21	665,164,931	715,630,231
Other non-current assets	7	304,671,288	298,159,383
Total non-current assets		21,724,273,035	15,472,315,689
Total assets		62,612,081,461	57,250,463,464
Liabilities and Equity			
Current liabilities			
Trade and other payables	12	6,303,528,789	4,772,217,758
Interest-bearing loans and borrowings	13	20,837,094,631	18,051,286,069
Contract liabilities	14	5,121,465,529	5,193,417,624
Other current liabilities	15	63,460,261	140,966,754
Total current liabilities		32,325,549,210	28,157,888,205
Non-current liabilities			
Interest-bearing loans and borrowings, net of current portion	13	8,370,311,452	10,796,224,605
Contract liabilities, net of current portion	14	1,516,668,954	892,644,800
Retirement benefit obligation	20	315,875,410	349,349,338
Total non-current liabilities		10,202,855,816	12,038,218,743
Total liabilities		42,528,405,026	40,196,106,948
Equity			
Common shares	22	2,399,426,127	2,399,426,127
Preference shares		235,115,030	149,876,010
Additional paid-in capital		26,571,122,766	18,460,789,667
Treasury shares		(16,978,291,576)	(11,237,703,576)
Revaluation reserves		156,090,985	138,222,689
Retained earnings		7,700,213,103	7,143,745,599
Total equity		20,083,676,435	17,054,356,516
Total liabilities and equity		62,612,081,461	57,250,463,464

The notes on pages 1 to 69 are integral part of these separate financial statements.

Megawide Construction Corporation
(A subsidiary of Citicore Holdings Investment, Inc.)

Statements of Total Comprehensive Income
For the years ended December 31, 2025 and 2024
(All amounts in Philippine Peso)

	Notes	2025	2024
Contract revenues	16	17,636,658,616	22,205,953,703
Contract costs	17, 18	(14,136,432,239)	(19,251,005,090)
Gross profit		3,500,226,377	2,954,948,613
Other income and expenses			
Operating expenses	18	(637,579,739)	(661,758,627)
Finance costs	18, 19.1	(2,209,015,103)	(2,124,805,631)
Finance income	19.2	632,723,166	859,804,016
Others - net	19.3	71,669,026	463,012,501
		(2,142,202,650)	(1,463,747,741)
Profit before tax		1,358,023,727	1,491,200,872
Tax expense	21.2	(160,616,747)	(181,924,526)
Net profit		1,197,406,980	1,309,276,346
Other comprehensive income			
Items that will not be reclassified subsequently to profit or loss			
Remeasurement gain (loss) on retirement benefits	20	23,824,395	(50,815,814)
Tax (expense) benefit	21.2	(5,956,099)	12,703,954
Other comprehensive income (loss) - net of tax		17,868,296	(38,111,860)
Total comprehensive income		1,215,275,276	1,271,164,486

The notes on pages 1 to 69 are integral part of these separate financial statements

Megawide Construction Corporation
(A subsidiary of Citicore Holdings Investment, Inc.)
Statements of Changes in Equity
For the years ended December 31, 2025 and 2024
(All amounts in Philippine Peso)

	Capital stock (Note 22.1)			Additional paid-in capital (Note 22.1)				Treasury shares (Note 22.3)	Revaluation reserves (Note 22.4)	Retained earnings (Note 22)	Total
	Common	Preferred	Common	Preferred	Common	Preferred					
Balance at January 1, 2024	2,399,426,127	145,876,010	4,207,276,193	13,582,905,185	670,608,289	(11,237,703,576)	176,334,549	6,265,116,065	16,209,838,842		
Comprehensive income											
Net income for the year	-	-	-	-	-	-	-	-	1,309,276,346	1,309,276,346	
Other comprehensive loss for the year	-	-	-	-	-	-	-	(38,111,860)	-	(38,111,860)	
Total comprehensive income for the year	-	-	-	-	-	-	-	(38,111,860)	1,309,276,346	1,271,164,486	
Transactions with owners											
Issuance of preferred shares (Series 3)	-	4,000,000	-	-	-	-	-	-	-	-	4,000,000
Cash dividends declared	-	-	-	-	-	-	-	-	-	(430,646,812)	(430,646,812)
Total transactions with owners	-	4,000,000	-	-	-	-	-	-	-	(430,646,812)	(426,646,812)
Balance at December 31, 2024	2,399,426,127	149,876,010	4,207,276,193	13,582,905,185	670,608,289	(11,237,703,576)	138,222,689	7,143,745,599	17,054,356,516		
Comprehensive income											
Net income for the year	-	-	-	-	-	-	-	-	1,197,406,980	1,197,406,980	
Other comprehensive income for the year	-	-	-	-	-	-	-	17,868,296	-	17,868,296	
Total comprehensive income for the year	-	-	-	-	-	-	-	17,868,296	1,197,406,980	1,215,275,276	
Transactions with owners											
Issuance of preferred shares (Series 3)	-	2,500,000	-	-	-	-	-	-	-	-	2,500,000
Issuance of preferred shares (Series 6)	-	52,739,020	-	5,174,850,212	-	-	-	-	-	-	5,227,589,232
Issuance of preferred shares (Series 7)	-	30,000,000	-	2,935,482,887	-	-	-	-	-	-	2,965,482,887
Redemption of preferred shares (Series 2B)	-	-	-	-	-	(1,740,588,000)	-	-	-	-	(1,740,588,000)
Redemption of preferred shares (Series 4)	-	-	-	-	-	(4,000,000,000)	-	-	-	-	(4,000,000,000)
Cash dividends declared	-	-	-	-	-	-	-	-	(640,939,476)	(640,939,476)	
Total transactions with owners	-	85,239,020	-	8,110,333,099	-	(5,740,588,000)	-	-	(640,939,476)	1,814,044,643	
Balance at December 31, 2025	2,399,426,127	235,115,030	4,207,276,193	21,693,238,284	670,608,289	(16,978,291,576)	156,090,985	7,700,213,103	20,083,676,435		

The notes on pages 1 to 69 are integral part of these separate financial statements

Megawide Construction Corporation
(A subsidiary of Citicore Holdings Investment, Inc.)

Statements of Cash Flows
For the years ended December 31, 2025 and 2024
(All amounts in Philippine Peso)

	Notes	2025	2024
Cash flows from operating activities			
Profit before tax		1,358,023,727	1,491,200,872
Adjustments for:			
Finance costs	19.1	2,209,015,103	2,124,805,631
Depreciation and amortization	18	658,711,399	1,358,521,062
Retirement benefit (gain) expense	20	(1,723,347)	52,360,338
Finance income	19.2	(632,723,166)	(859,804,016)
Gain on disposals of property, plant and equipment	19.3	(8,322,032)	(17,092,645)
Gain on sale of non-current assets classified as held for sale	8.1, 19.3	-	(5,606,621,330)
Operating profit (loss) before working capital changes		3,582,981,684	(1,456,630,088)
Changes in working capital:			
Trade and other receivables	3	(4,584,816,200)	(1,969,605,669)
Construction materials	4	(282,641,135)	1,235,144,167
Contract assets	5	460,640,888	2,166,670,642
Other current assets	7	(541,491,664)	817,976,942
Other non-current assets	7	(3,969,524)	(34,941,268)
Trade and other payables	12	1,347,091,133	596,496,383
Contract liabilities	14	546,000,274	973,201,884
Other liabilities	15	(77,506,493)	49,271,184
Cash generated from operations		446,288,963	2,377,584,177
Interest received	19.2	180,897,590	187,062,674
Benefits paid	20	(7,926,186)	(366,821)
Net cash provided by operating activities		619,260,367	2,564,280,030
Cash flows from investing activities			
Additional investment in subsidiaries	8.1	(1,492,849,344)	(1,039,305,000)
Acquisitions of property, plant and equipment and intangible assets	7, 9	(739,611,267)	(707,356,283)
Proceeds from sale of property, plant and equipment	9	38,461,052	25,582,205
Acquisitions of investment properties	10	(25,100,740)	(3,953,802)
Advances collected from related parties		1,640,648,472	-
Advances granted to related parties		(102,129,250)	(890,001,506)
Net cash used in investing activities		(680,581,077)	(2,615,034,386)
Cash flows from financing activities			
Proceeds of interest-bearing loans and borrowings	27	23,361,659,394	23,946,728,444
Repayments of interest-bearing loans and borrowings	27	(23,023,824,712)	(21,243,141,003)
Redemption of preferred shares	22.3	(5,740,588,000)	-
Dividends paid	22.2	(535,508,588)	(430,646,812)
Interest paid		(2,268,666,426)	(2,089,239,218)
Proceeds from issuance of preferred shares	22.1	8,195,572,119	4,000,000
Net cash (used in) provided by financing activities		(11,356,213)	187,701,411
Net (decrease) increase in cash and cash equivalents		(72,676,923)	136,947,055
Cash and cash equivalents at January 1		4,232,560,713	4,096,114,218
Effect of changes in foreign exchange rates		7,845,904	(500,560)
Cash and cash equivalents at December 31	2	4,167,729,694	4,232,560,713

The notes on pages 1 to 69 are integral part of these separate financial statements.

Supplemental information on a non-cash investing activities and financing activities

- In 2025, and 2024, the Company recognized right-of-use assets and lease liabilities amounting to P26.7 million, and P6.7 million, respectively (Notes 11 and 28).
- In 2025 and 2024 the Company applied deposits on future stock subscription to preferred shares amounting to Nil and P2.3 million (Note 22.1).

GRI Content Index

Statement of use	Megawide Construction Corporation has reported the information cited in this GRI content index for the period 01 January 2025 to 31 December 2025 in accordance with the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None. No applicable GRI Sector Standard was available for the Company's activities during the reporting period.

GRI STANDARD	DISCLOSURE	LOCATION/ DIRECT ANSWER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-1 Organizational details	2			
	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. (MWM TI) 3. PH1 World Developers Inc 4. C2W Cebu2World Development, Inc.			
	2-3 Reporting period, frequency and contact point	2			
	2-4 Restatements of information	140			
	2-5 External assurance	This report has not been subject to external assurance.			
	2-6 Activities, value chain and other business relationships	8-17			
	2-7 Employees	70,140-143			
	2-8 Workers who are not employees		2-8 (a) to (b)	No data available/ incomplete	The 2025 reporting scope covers regular employees within the defined reporting boundary and excludes project-based employees.
	2-9 Governance structure and composition	82-89, 96-97			

GRI STANDARD	DISCLOSURE	LOCATION/ DIRECT ANSWER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
	2-10 Nomination and selection of the highest governance body	82 Governance, Nominations and Compensation Committee Charter			
	2-11 Chair of the highest governance body	The Chairman of the Board concurrently serves as the President and Chief Executive Officer. Potential conflicts of interest are managed through the Board's governance processes, including the Manual on Corporate Governance and policies on conflicts of interest and related party transactions.			
	2-12 Role of the highest governance body in overseeing the management of impacts	83			
	2-13 Delegation of responsibility for managing impacts		2-13 (a) to (b)	The information is proprietary or sensitive.	The information is currently unavailable due to the absence of an established data collection system. The Company is evaluating its internal processes to support future disclosure.
	2-14 Role of the highest governance body in sustainability reporting	96–97			
	2-15 Conflicts of interest	96–97			
	2-16 Communication of critical concerns	Critical concerns are communicated to the Board and addressed as agenda items during regular Board meetings or, where necessary, through special Board meetings.			
	2-17 Collective knowledge of the highest governance body	The Board of Directors undergoes annual corporate governance training that includes environmental, social, and governance (ESG) topics.			

GRI STANDARD	DISCLOSURE	LOCATION/ DIRECT ANSWER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
	2-18 Evaluation of the performance of the highest governance body	The Board of Directors conducts an annual performance self-evaluation, and the results are considered as part of the nomination and election process for Board members at the Annual Stockholders' Meeting (ASM).			
	2-19 Remuneration policies	95			
	2-20 Process to determine remuneration	95			
	2-21 Annual total compensation ratio		2-21 (a) to (c)	The information is proprietary or sensitive.	The information is not currently tracked through the Company's internal reporting systems. Data collection processes will be reviewed and enhanced to facilitate disclosure in future reporting periods, where feasible.
	2-22 Statement on sustainable development strategy	5, 46			
	2-23 Policy commitments	46-49, 98-99			
	2-24 Embedding policy commitments	96-99			
	2-25 Processes to remediate negative impacts		2-25 (a) to (c)	No data available/incomplete	The required information is not currently tracked through the Company's internal systems. Data collection processes will be reviewed and enhanced to support disclosure in future reporting periods, where feasible.
	2-26 Mechanisms for seeking advice and raising concerns	50			
	2-27 Compliance with laws and regulations	98-101			
	2-28 Membership associations	League of Corporate Foundations (LCF)			
	2-29 Approach to stakeholder engagement	50-51			

GRI STANDARD	DISCLOSURE	LOCATION/ DIRECT ANSWER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
	2-30 Collective bargaining agreements		2-30 (a) to (b)	Disclosure not applicable	This disclosure is not applicable because the Company does not have a labor union or collective bargaining agreement. Employee concerns and feedback are addressed through established internal communication channels and regular engagement initiatives.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	52-53			
	3-2 List of material topics	52			
Economic Performance					
GRI 3: Material Topics 2021	3-3 Management of material topic	102			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	105			
	201-2 Financial implications and other risks and opportunities due to climate change	66			
	201-3 Defined benefit plan obligations and other retirement plans	The Company provides government-mandated benefits, including SSS, PhilHealth, and Pag-IBIG, and maintains a retirement plan for eligible employees. Additional details of the retirement plan are not publicly disclosed at this time.			
	201-4 Financial assistance received from the government	The Company did not receive any financial assistance from the government during the reporting period.			
Indirect Economic Impacts					
GRI 3: Material Topics 2021	3-3 Management of material topic	53			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	37, 53			
	203-2 Significant indirect economic impacts	76, 81			

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	78			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	138			
Corporate Governance, Risk Management, and Compliance with Laws and Regulations					
GRI 3: Material Topics 2021	3-3 Management of material topic	82			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	No significant corruption-related risks were identified across the Company's operations during the reporting period.			
	205-2 Communication and training about anti-corruption policies and procedures	138			
	205-3 Confirmed incidents of corruption and actions taken	138 No confirmed incidents of corruption were reported during the 2025 reporting period.			
Anti-competitive Behavior					
GRI 3: Material Topics 2021	3-3 Management of material topic	No legal actions for anti-competitive behavior, anti-trust, or monopoly practices were brought against the Company during the 2025 reporting period.			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices				
Tax					
GRI 3: Material Topics 2021	3-3 Management of material topic	The Company complies with applicable Philippine tax laws and regulations, including the requirements of the Bureau of Internal Revenue (BIR), and is committed to responsible tax compliance.			
GRI 207: Tax 2019	207-1 Approach to tax				
	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	64			
GRI 301: Materials 2016	301-1 Materials used by weight or volume		301-1(a) to (b)	No data available	Data on materials used by weight or volume are not currently tracked or publicly reported by the Company.
	301-2 Recycled input materials used	The Company is committed to managing significant waste-related impacts by promoting waste reduction, reuse, recycling, and the safe handling and disposal of materials generated through its construction activities.			
	301-3 Reclaimed products and their packaging materials		301-3 (a) to (c)	Disclosure not applicable	This disclosure is not applicable, as the Company does not manufacture or distribute products or packaging materials that are reclaimed for reuse.
Biodiversity					
GRI 3: Material Topics 2021	3-3 Management of material topic	65			
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	65			
	101-2 Management of biodiversity impacts		101-2 (a) to (f)	No data available/ incomplete	The Company is strengthening its biodiversity assessment processes to identify operational sites located in or adjacent to protected areas and areas of high biodiversity value and to improve future disclosures.
	101-3 Access and benefit-sharing		101-3 (a) to (b)	No data available/ incomplete	The Company does not have access and benefit-sharing requirements for its operations.

GRI STANDARD	DISCLOSURE	LOCATION/ DIRECT ANSWER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
	101-4 Identification of biodiversity impacts		101-4 (a)	No data available/ incomplete	The Company is establishing processes to support future disclosures.
	101-5 Locations with biodiversity impacts		101-5 (a) to (d)	No data available/ incomplete	The Company is establishing processes to support future disclosures.
	101-6 Direct drivers of biodiversity loss		101-6 (a) to (f)	No data available/ incomplete	The Company is establishing processes to support future disclosures.
	101-7 Changes to the state of biodiversity		101-7 (a) to (b)	No data available/ incomplete	The Company is establishing processes to support future disclosures.
	101-8 Ecosystem services		101-8 (a) to (b)	No data available/ incomplete	The Company is establishing processes to support future disclosures.
Climate Change					
GRI 3: Material Topics 2021	3-3 Management of material topics	56			
GRI 102: Climate Change 2025	102-1 Climate transition plan	58			
	102-2 Climate adaptation plan		102-2 (a) to (c)	No data available	Megawide is developing its climate transition plan to support future disclosures.
	102-3 Just transition		102-3 (a) to (j)	No data available	The Company is undertaking internal assessment and adaptation planning processes to support future disclosures.
	102-4 Climate targets		102-4 (a) to (k)	No data available	The Company is currently assessing its approach to climate target setting.
	102-5 Scope 1 GHG emissions	60, 139			
	102-6 Scope 2 GHG emissions	60, 139			
	102-7 Scope 3 GHG emissions		102-7 (a) to (f)	No data available	Megawide is currently establishing monitoring processes for this disclosure.
	102-8 GHG emissions intensity	60, 139			

GRI STANDARD	DISCLOSURE	LOCATION/ DIRECT ANSWER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
	102-9 GHG removals in the value chain		102-9 (a) to (d)	No data available	The Company is establishing processes to support future disclosures.
	102-10 Carbon credits		102-10 (a) to (e)	No data available	The Company is establishing processes to support future disclosures.
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	58			
GRI 103: Energy 2025	103-1 Energy policies and commitments	58			
	103-2 Energy consumption and self-generation within the organization	58, 139			
	103-3 Upstream and downstream energy consumption		103-3 (a) to (b)	Data not available	
	103-4 Energy intensity	58, 139			
	103-5 Reduction in energy consumption		103-5 (a) to (f)	No data available	The Company is currently unable to quantify reductions in energy consumption due to data collection limitations. Improvements to energy monitoring systems are underway to facilitate future disclosure.
Water Management, Compliance with Laws and Regulations, and Environmental Impact and Management					
GRI 3: Material Topics 2021	3-3 Management of material topic	62			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	62			
	303-2 Management of water discharge-related impacts	62			
	303-3 Water withdrawal	62, 140			
	303-4 Water discharge	62, 140			
	303-5 Water consumption	62, 140			

GRI STANDARD	DISCLOSURE	LOCATION/ DIRECT ANSWER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Emissions, Compliance with Laws and Regulations, and Environmental Impact and Management					
GRI 3: Material Topics 2021	3-3 Management of material topic	60			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	60, 139			
	305-2 Energy indirect (Scope 2) GHG emissions	60, 139			
	305-3 Other indirect (Scope 3) GHG emissions		305-3 (a) to (g)	No data available	The Company did not track or report Scope 3 GHG emissions during the 2025 reporting period. Data collection processes are being enhanced to support future disclosure.
	305-4 GHG emissions intensity	61, 139			
	305-5 Reduction of GHG emissions		305-5 (a) to (e)	No data available	No ozone-depleting substances were identified or reported as part of the Company's operations during the reporting period.
	305-6 Emissions of ozone-depleting substances (ODS)		305-6 (a) to (d)	No data available	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		305-7 (a) to (c)	No data available	Megawide does not currently monitor or report NOx, SOx, and other significant air emissions. Environmental monitoring processes are being strengthened to support future disclosure.
Waste Management and Compliance with Laws and Regulations					
GRI 3: Material Topics 2021	3-3 Management of material topic	64			

GRI STANDARD	DISCLOSURE	LOCATION/ DIRECT ANSWER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	64			
	306-2 Management of significant waste-related impacts	64			
	306-3 Waste generated	64, 140			
	306-4 Waste diverted from disposal	64, 140			
	306-5 Waste directed to disposal	64, 140			
Climate Change Mitigation and Adaptation & Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topic	65			
GRI 308: Supplier En- vironmental Assess- ment 2016	308-1 New suppliers that were screened using environmental criteria		308-1 (a)	No data available	The Company is enhancing its procurement processes by integrating environmental and sustainability criteria into supplier screening and evaluation.
	308-2 Negative environmental impacts in the supply chain and actions taken	66			
Employee Development and Compliance with Laws and Regulations					
GRI 3: Material Topics 2021	3-3 Management of material topic	70			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	71, 141			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	142			
	401-3 Parental leave	142			
Labor/Management Relations					
GRI 3: Material Topics 2021	3-3 Management of material topic	77			
GRI 402: Labor/ Manage- ment Rela- tions 2016	402-1 Minimum notice periods regarding operational changes	2 weeks			

GRI STANDARD	DISCLOSURE	LOCATION/ DIRECT ANSWER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Occupational Health and Safety and Compliance with Laws and Regulations					
GRI 3: Material Topics 2021	3-3 Management of material topic	73			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	73			
	403-2 Hazard identification, risk assessment, and incident investigation	73			
	403-3 Occupational health services	73			
	403-4 Worker participation, consultation, and communication on occupational health and safety	73			
	403-5 Worker training on occupational health and safety	73			
	403-6 Promotion of worker health	73			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	73			
	403-8 Workers covered by an occupational health and safety management system	The Company has a standards-based occupational health and safety (OHS) management system implemented in all of the business units of Megawide, covering all employees and project workers within those units. OHS requirements also apply to contractors, suppliers, and visitors, promoting consistent safety practices across operations.			
	403-9 Work-related injuries	73, 142			
	403-10 Work-related ill health	73, 142			

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	74			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	75			
	404-2 Programs for upgrading employee skills and transition assistance programs	74			
	404-3 Percentage of employees receiving regular performance and career development reviews	143			
Diversity, Equity, and Inclusion					
GRI 3: Material Topics 2021	3-3 Management of material topic	70			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	70, 141			
	405-2 Ratio of basic salary and remuneration of women to men	The Company assessed the ratio of basic salary and remuneration of women to men across all employee categories. In 2025, the overall ratio was 1.2:1.			
GRI 406: Non-dis- crimination 2016	406-1 Incidents of discrimination and corrective actions taken	No incidents of discrimination were recorded in the reporting period.			
Freedom of Association and Collective Bargaining					
GRI 3: Material Topics 2021	3-3 Management of material topic	143 Megawide currently has no employee unions; therefore, freedom of association and collective bargaining are not applicable. The Company remains committed to open communication and to ensuring employees' voices are heard and respected.			

GRI STANDARD	DISCLOSURE	LOCATION/ DIRECT ANSWER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
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	143 Megawide currently has no employee unions; therefore, freedom of association and collective bargaining are not applicable. The Company remains committed to open communication and to ensuring employees' voices are heard and respected.			
Labor/Management Relations and Compliance with Laws and Regulations					
GRI 3: Material Topics 2021	3-3 Management of material topic	77			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	77			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	77			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures		410-1 (a) to (b)	No data available	Megawide is enhancing its internal data collection and monitoring processes to improve the availability of information for future reporting periods.
Local Communities and Community Engagement					
GRI 3: Material Topics 2021	3-3 Management of material topic	79			
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	No instances of non-compliance relevant to this disclosure were identified during the reporting period.			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	53, 76, 79, 81			

GRI STANDARD	DISCLOSURE	LOCATION/ DIRECT ANSWER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
	413-2 Operations with significant actual and potential negative impacts on local communities	77, 79, 80			
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 Assess- ment 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			
Marketing and Labeling					
GRI 3: Material Topics 2021	3-3 Management of material topic		3-3	Disclosure not applicable	This disclosure is not applicable, as Megawide's primary business activities do not involve consumer products or product labeling.
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling		417-1 (a) to (b)	Disclosure not applicable	This disclosure is not applicable, as Megawide's primary business activities do not involve consumer products or product labeling.
	417-2 Incidents of non-compliance concerning product and service information and labeling		417-2 (a) to (b)	Disclosure not applicable	
	417-3 Incidents of non-compliance concerning marketing communications		417-3 (a) to (b)	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	The Company maintains a Data Privacy Manual in compliance with the Data Privacy Act of 2012 and implements measures to safeguard personal and confidential information.			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No substantiated complaints concerning breaches of customer privacy or losses of customer data were reported during the reporting period.			

SASB Content Index

Megawide Construction Corporation has reported the information presented in this SASB Content Index for the period January 1, 2025 to December 31, 2025, 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	No fines or monetary sanctions related to environmental compliance were recorded during the reporting period.
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	The Company manages its environmental impacts by strengthening environmental management systems, promoting transparent stakeholder engagement, and implementing initiatives to improve resource efficiency, increase the use of renewable energy, and reduce waste generation.
Structural Integrity & Safety				
IF-EN-250a.1	Amount of defect- and safety-related rework costs	Quantitative	Presentation currency	The Company reported no incidents resulting in defect- or safety-related rework costs or monetary losses from legal proceedings during the reporting period.
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	73
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	No projects were certified or actively pursuing certification under third-party multi-attribute sustainability standards during the reporting period.
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	65

CODE	METRIC	CATEGORY	UNIT OF MEASURE	LOCATION/DIRECT ANSWER
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	No outstanding backlog of hydrocarbon-related, renewable energy, or climate change mitigation projects was reported during the reporting period.
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	The Company reported no confirmed incidents of corruption and incurred no monetary losses from legal actions involving bribery, corruption, or anti-competitive behavior during the reporting period.
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	No monetary losses from legal proceedings related to bribery, corruption, or anti-competitive behavior were reported during the reporting period.
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	79, 98

CODE	ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	LOCATION/DIRECT ANSWER
IF-EN-000.A	Number of active projects	Quantitative	Number	As of 2025, Megawide has twenty-five (25) active building and infrastructure projects, including four (4) 4PH projects.
IF-EN-000.B	Number of commissioned projects	Quantitative	Number	No commissioned project for the 2025 period.
IF-EN-000.C	Total backlog	Quantitative	Presentation currency	As of 2025, the company has a total of 53 active backlog projects.

Annex

I. ECONOMIC

A. ECONOMIC PERFORMANCE

GRI 201-1

a. Direct Economic Value Generated and Distributed (billion PHP)

Disclosure	2025	2024
Revenue	17,478.68	22,144.05
Direct Economic Value Distributed	13,123.72	14,511.14
Economic Value Retained	4,354.96	7,632.91

b. Breakdown of Direct Value Distributed (billion PHP)

Disclosure	2025	2024	Change
Operating Cost	1,574.48	1,547.50	2%
Employee wages and benefits	2,458.21	2,520.31	-2%
Payment to suppliers	5,232.87	6,985.79	-25%
Dividends	3,312.51	2,908.70	14%
Investment	275.92	330.99	-17%
Taxes	269.73	217.85	24%
Total	4,354.96	7,632.91	-43%

B. PROCUREMENT PRACTICES

GRI 204-1

Disclosure	2025 ^a (%)	2024
Procurement budget used for significant locations of operations that is spent on local suppliers	75	75

^aOnly estimated data is available for PCS unit spending on local suppliers.

C. ANTI-CORRUPTION

GRI 205-2

Disclosure	2025 (%)	2024 (%)
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	2025 (%)	2024 (%)
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^a

GRI 103-1, 103-2, 103-4, 302-3

Direct Energy (GJ)		Indirect Energy (GJ)		Total Energy (GJ)	
2025	2024	2025	2024	2025	2024
98,849.65	145,778.92	99,983.01	141,508.60	198,832.66	287,287.51

a. Energy Intensity^a

Disclosure	Energy Intensity (GJ/mPeso)		Energy Intensity (GJ/FTE)		Energy Intensity (GJ/m ²)	
	2025	2024	2025	2024	2025	2024
Direct	5.64	6.40	28.28	38.76	0.25	0.36
Indirect	5.73	6.39	28.71	38.73	0.25	0.36

^a2025 energy consumption covers only the EPC Head Office and selected SBUs, namely Corporate Office, PCS, PH1, and PITX. It excludes other ongoing and operational project sites in the 2024 scope, as well as C2W operations. As such, 2025 reported energy consumption is significantly lower than in 2024. The year-on-year variance also reflects higher generator fuel use at PITX in 2024 during two Meralco Grid De-Loading activations participated in amid the April 2024 energy crisis.

B. EMISSIONS

GRI 102-5, 102-6, 102-8

a. GHG Emissions (tCO₂e)^a

Disclosure	2025 (%)	2024 (%)
Direct (Scope 1) GHG emissions	7,347.78	12,204.39
Indirect (Scope 2) GHG Emissions	19,260.62	27,260.06
Total GHG Emissions	26,608.39	39,464.45

b. Emissions Intensity^a

Category	Emissions Intensity (tCO ₂ e/mPeso)		Emissions Intensity (tCO ₂ e/FTE)		Emissions Intensity (tCO ₂ e/m ²)	
	2025	2024	2025	2024	2025	2024
Scope 1 (Direct)	0.42	0.55	2.11	3.34	0.02	0.03
Scope 2 (Indirect)	1.10	1.23	5.53	7.46	0.05	0.07

^a2025 Scope 1 GHG emissions cover only the EPC Head Office and selected SBUs, namely Corporate Office, PCS, PH1, and PITX. Data from other ongoing and operational project sites outside the EPC Head Office, which were part of the 2024 scope, as well as C2W operations, are not included. As a result, 2025 coverage and results are significantly lower than in 2024. The year-on-year variance also reflects higher generator fuel use at PITX in 2024 during two Meralco Grid De-Loading activations amid the April 2024 energy crisis.

C. WATER AND WASTEWATER MANAGEMENT

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

a. Water Consumption and Effluents (m³)^a

Disclosure	2025	2024
Water Withdrawn	46,793.31	350,461.92
Water Consumption	46,588.69	210,589.81
Water Discharges	204.62	139,872.11

b. Water Intensity^a

Disclosure	Water Intensity (m³/mPeso)		Water Intensity (m³/FTE)		Water Intensity (m³/m²)	
	2025	2024	2025	2024	2025	2024
Water Withdrawn	2.68	15.83	13.43	95.91	0.12	0.89
Water Discharge	0.01	6.32	0.06	38.28	0.00	0.12
Water Consumption	2.67	9.51	13.38	57.63	0.12	0.53

^a2025 water consumption and effluents data include only the EPC Head Office and selected SBUs, namely Corporate Office, PCS, PH1, and PITX. Data from other ongoing and operational project sites outside the EPC Head Office, which were part of the 2024 scope, as well as C2W operations, are not included. As a result, 2025 coverage and results are significantly lower than in 2024. Water intensity for water discharge and consumption in 2024 has been restated following a recalculation conducted in 2025 to improve data accuracy and consistency.

D. WASTE MANAGEMENT AND INTENSITY

GRI 306-1, 306-2, 306-3, 306-4, 306-5

a. Non-Hazardous Waste (Tonnes)^a

Classification	2025	2024
Reused	27.46	41.03
Recycled	477.50	4,896.19
Composted	69.57	137.25
Landfilled	56.04	16,982.50
Non-Hazardous Waste (Total)	630.57	22,056.97

b. Hazardous Waste (Tonnes)^a

Classification	2025	2024
Recycled	0.776	5.61
Incinerated	0.00	5.28
Treated Off-site	123.59	3.84
Hazardous Waste (Total)	124.37	14.82

c. Total Waste Diverted from Disposal and Directed to Disposal (Tonnes)^a

Classification	2025	2024
Waste Diverted from Disposal	574.53	5,074.47
Waste Directed to Disposal	179.63	16,982.50
Total Waste Generated	754.94	22,056.97

^aThe 2025 waste data cover only the EPC Head Office and selected SBUs, namely the Corporate Office, PCS, PH1, and PITX. Waste data from other ongoing and operational project sites outside the EPC Head Office, which formed part of the 2024 reporting boundary, as well as C2W operations, were not included in the 2025 scope. Consequently, reported waste volumes and overall coverage for 2025 are significantly lower than those reported in 2024. In 2025, waste breakdown categories were also consolidated and applied to the 2024 data to support year-on-year comparability and monitoring.

III. SOCIAL

A. GENDER DIVERSITY^a

GRI 401-1, 405-1

a. Overall Diversity Indicator During the Reporting Period

Category	Total (#)		Total (%)	
	2025	2024	2025	2024
Male	2,906	2,827	83	77
Female	577	827	17	23
Total	3,483	3,654	100	100

b. Gender Diversity Indicator by Employee Category^a

Category	Total (#)				Total (%)			
	2025	2024	2025	2024	2025	2024	2025	2024
	Male	Female	Male	Female	Male	Female	Male	Female
Board	7	0	6	0	100	0	100	0
Executive	47	24	49	31	66	34	61	39
Non-executive	2,654	751	2,778	796	78	22	78	22

c. Age Distribution^a

Category	Total (#)		Total (%)	
	2025	2024	2025	2024
Under 30	1,097	986	31	27
30-50	2,307	2,289	58	63
Over 50	349	379	10	10
Total	3,483	3,654	100	100

d. New Hires (BUs Total)^a

Category	Total (#)		Total (%)	
	2025	2024	2025	2024
Under 30	1,060	591	48	43
30-50	1,052	726	48	52
Over 50	74	73	3	5
Total	2,186	1390	100	100

^aThe 2025 workforce data cover only regular employees within the reporting boundary, comprising the Corporate Office, PCS, EPC Head Office, MWMT1, C2W, and PH1. Project-based employees are excluded from the reported figures.

e. Employee Turnover (BUs Total)^a

Category	Total (#)		Total (%)	
	2025	2024	2025	2024
Under 30	545	334	55	40
30-50	367	462	37	56
Over 50	77	35	8	4
Total	989	831	100	100

^aThe 2025 workforce data cover only regular employees within the reporting boundary, comprising the Corporate Office, PCS, EPC Head Office, MWMTI, C2W, and PH1. Project-based employees are excluded from the reported figures.

B. Employee Benefits^a

GRI 401-2, 402-3

a. Overall Diversity Indicator During the Reporting Period

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	75	65
Disability and invalidity coverage	Y	0	0
Parental leaves	Y	9	11
Retirement provision	Y	0	1
Stock ownership	Y	0	0
Vacation & Sick Leaves	Y	90	85

C. Employee Health and Safety

GRI 403-9, 403-10
IF-EN-320a.1

Disclosure		Total (#)	
		2025 ^a	2024
Total number of work-related injuries			
Fatalities	Number of fatalities due to work-related injuries	0	0
High-consequence injuries	Number of high-consequence injuries, excluding fatalities	5	5
Recordable injuries	Number of recordable work-related injuries	5	5
Total number of work-related ill health cases			
Fatalities	Number of fatalities due to work-related ill health	0	0
Recordable ill health	Number of recordable work-related ill health cases	0	58
Hours worked	Total number of hours worked	20,557,655	35,630,386

^aOccupational health and safety data include all regular employees within the 2025 reporting boundary. Reported incidents cover work-related injuries and ill health cases recorded during the reporting period in accordance with the Company's incident reporting procedures.

D. Training and Education

GRI 404-1

a. Total training hours provided to employees^a

	TOTAL (hours)	
	2025 ^a	2024
By category		
Board	0	0
Executive	1,459	4,882
Non-Executive	41,948	44,186
By gender		
Female	9,548	12,273
Male	33,859	36,795

b. Average training hours provided to employees^a

	AVERAGE (hours/employee)	
	2025 ^a	2024
By gender		
Female	30	40
Male	28	64

^aTraining data cover only regular employees within the 2025 reporting boundary, comprising the Corporate Office, PCS, EPC Head Office, MWMTI, C2W, and PH1. Project-based employees are excluded from the reported figures.

E. Percentage of employees receiving regular performance and career development reviews

GRI 404-3

	HOLDCO		EPC		PCS		PH1		C2W ^a		PITX	
Gender	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	100	100	99	100	100	100	100	0	0	100	100

^aC2W does not yet have a formal, standardized performance evaluation system for 2025. Employees undergo regular check-ins and informal performance discussions with their immediate supervisors to review performance and development needs.

F. Labor-Management Relations

GRI 402-1

Disclosure	2025	2024
% of employees covered with Collective Bargaining Agreements	N/A ^a	N/A ^a
Number of consultations conducted with employees concerning employee-related policies	19	33

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



Acknowledgements

The 2025 Megawide ASR was made possible through the cooperation of the following teams and SBUs:

- C2W
- Corporate Affairs, Communication, and Branding
- EPC
- Facilities Management
- Finance
- Human Resources
- Information Technology
- Internal Audit
- Investor Relations
- Legal
- Megawide Foundation
- MWMTI
- Office of the Corporate Secretary
- PH1
- PCS
- Security

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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

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