

COVER SHEET

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S.E.C. Registration Number

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(Company's Full Name)

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(Business address: No. Street City / Town / Province)

MARK S. GORRICETA

(02) 8854-5711

Contact Person

Company Telephone Number

1	2
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3	1
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Month
Fiscal Year

Day

Definitive
20 - IS

FORM TYPE

0	6
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2	3
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Month
Annual Meeting

Day

N/A

Secondary License Type, If Applicable

MSRD

Dept. Requiring this Doc.

N/A

Amended Articles Number/Section

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Total No. of Stockholders

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Domestic

Foreign

Total Amount of Borrowings

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LCU

CASHIER

STAMPS

To be accomplished by SEC Personnel concerned

NOTICE OF ANNUAL STOCKHOLDERS' MEETING

NOTICE IS HEREBY GIVEN that the Annual Meeting of Stockholders of **D.M. WENCESLAO & ASSOCIATES, INCORPORATED ("DMWAI" or "Corporation")** will be held in Gallio Events Hall, 3008 V. Almario Ave. cor. P. Antonio St., Aseana City, Parañaque City, Metro Manila on **June 11, 2025 at 10:00 AM** with the following agenda:

AGENDA¹

1. Call to Order
2. Certification of Notice and Quorum
3. Approval of Minutes of the Annual Meeting of Stockholders held on June 20, 2024
4. Report of the Chief Executive Officer and Approval of the 2024 Annual Report and Audited Financial Statements
5. Election of Directors
6. Appointment of the Corporation's External Auditor for the year 2025
7. Ratification of all Previous Acts and Resolutions of the Board of Directors, Management, and all Committees from June 21, 2024 up to June 11, 2025
8. Consideration of such other matters as may properly come during the meeting
9. Adjournment

The Board of Directors has fixed the close of business hours on **May 09, 2025** (the "**Record Date**") as the record date for the determination of stockholders entitled to notice of and to vote at the Annual Meeting of the Stockholders. Only holders of shares of common stock as at the Record Date will be entitled to vote at the Annual Meeting of the Stockholders.

Registration will start at 8:30 a.m. Stockholders are required to present any valid proof of identification, such as but not limited to their PhilSys ID, Driver's License, Passport, Company ID or SSS/GSIS ID. Aside from personal identification, representatives of corporate stockholders and other entities should also present an original of duly sworn Secretary's Certificate or any similar document showing his or her authority to represent the corporation or entity.

For Stockholders whose shareholdings are lodged with the Philippine Central Depository, please secure an original certification from your respective brokers. Kindly bring the said original certification on the date of the ASM.

Stockholders who are unable to attend the meeting may execute a proxy in favor of a representative. In accordance with the Amended By-Laws of DMWAI, proxies must be submitted for inspection, validation and recording **on or before 5:00 PM of June 04, 2025** to the Corporation's Corporate Secretary through asm2025registration@dmwai.com. We enclose a sample proxy form for your convenience. The Proxy Verification Committee will inspect, examine, and validate the sufficiency of the proxy forms received.

For the Board of Directors:


ATTY. PAUL MAR M. QUINTO
Corporate Secretary

¹ See next page for the explanation for each agenda item.

EXPLANATION OF AGENDA ITEMS

Call to Order

The Chairman will formally open the meeting at approximately **10:00 AM**.

Certification of Notice and Quorum (and Rules of Conduct and Procedure)

The Corporate Secretary will certify that written notice for the meeting was duly sent to stockholders and that a quorum exists for the transaction of business.

The following are the rules of conduct and procedures for the meeting:

1. Stockholders may vote **by appointing the Presiding Officer of the meeting as proxy**. Stockholders voting by appointing the Presiding Officer as proxy shall email the duly accomplished proxies for inspection, validation, and recording at least seven (7) days before the opening of the annual stockholders' meeting, or on or before **June 04, 2025 until 5:00pm** to the Office of the Corporate Secretary at asm2025registration@dmwai.com.
2. For Stockholders who are present in the meeting, upon registration at the annual stockholders' meeting, they will be given a ballot to enable them to vote in writing on each item or proposal in the Agenda. Accomplished ballots should be dropped into the ballot box provided at the registration area. The cut-off time for dropping the ballots is before the start of the meeting. After which, the Corporation's representatives will secure the ballot box, and will commence the tabulation of the votes in the designated tabulation area. No ballots dropped beyond the cut-off time shall be accepted or counted. All votes will be counted and tabulated by the Election Committee composed of representatives from the Office of the Corporate Secretary.
3. The items in the Agenda for the approval by the stockholders will need the affirmative vote of stockholders representing at least a majority of the issued and outstanding voting stock present during the meeting or voting through the Presiding Officer of the meeting as proxy. No item in the Agenda of this Meeting shall require the vote of shareholders representing at least two-thirds (2/3) of the issued and outstanding voting stock present during the meeting or voting through the Presiding Officer of the meeting as proxy.
4. Each of the proposed resolutions and/or items in the Agenda will be shown on the screen as the same is taken up at the meeting.
5. Election of directors will be by plurality of votes and every stockholder will be entitled to cumulate his votes.
6. The Proxy Verification Committee will tabulate all votes received and an independent third party will validate the results.
7. The Corporate Secretary shall report the results of voting during the meeting.
8. The taking of photographs and the use of audio or video recording equipment is prohibited without the prior express written consent of the Corporation. All stockholder participants shall be required to turn off or put in silent mode all mobile phones, electronic devices, or gadgets during the conduct of the Meeting.
9. Stockholders may raise questions or comments to the Corporation's management only through email **by sending questions or comments to asm2025registration@dmwai.com on or before June 4, 2025 or at least seven (7) days before the day of the Meeting**. Questions or comments shall be limited to matters

that are relevant and of general concern to the Corporation. The Presiding Officer and/or the Corporate Secretary has the sole discretion as to which relevant concerns may be addressed during the Meeting. Other question/concerns not addressed during the Meeting will be answered by Management thereafter through email.

10. The views and concerns of all stockholders are welcome. However, the business purpose of the Meeting will be strictly observed, and the Chairman or Presiding Officer may rule the following kinds of questions or comments as out of order:
 - a. questions that are not related to the business at hand;
 - b. questions that are irrelevant to the business of the Corporation;
 - c. questions relating to pending or threatened litigation;
 - d. comments or questions that are derogatory in nature; and/or
 - e. related to personal matters or personal grievances.
11. The Corporation (through the Presiding Officer) has sole discretion to discipline a stockholder attendee who is found to be in violation of the above guidelines, or whose behavior may cause unnecessary interruption to the orderly conduct of the Meeting to the Corporation and the other attendees. The Corporation may, if the erring stockholder attendee is unreasonably disruptive after repeated fair warning to the erring stockholder attendee, request for the erring stockholder attendee to leave the Meeting.

Approval of Minutes of the Annual Meeting of Stockholders held on June 20, 2024

The minutes of the annual meeting of stockholders held on June 20, 2024 is posted at DMWAI's website, <http://dmwai.com>. Copies of the minutes will also be distributed to the stockholders before the meeting.

A resolution approving the minutes will be presented to the stockholders for approval by the vote of the stockholders representing at least a majority of the outstanding voting stock present in the meeting or voting through the Presiding Officer of the meeting as proxy.

Report of the Chief Executive Officer and Approval of the 2024 Annual Report and Audited Financial Statements

The Chief Executive Officer, Mr. Delfin Angelo C. Wenceslao, will deliver a report to the stockholders on the performance of DMWAI in 2024 and the outlook for 2025.

The 2024 Annual Report and Audited Financial Statements of DMWAI are posted on DMWAI's website and were disclosed via the PSE Edge. Copies of the 2024 Annual Report and Audited Financial Statements will also be distributed to the stockholders of record at least twenty-one (21) calendar days prior to the meeting.

A resolution approving the 2024 Annual Report and Audited Financial Statements will be presented to the stockholders for approval by the vote of the stockholders representing at least a majority of the outstanding voting stock present in the meeting or voting through the Presiding Officer of the meeting as proxy.

Election of Directors

Any stockholder may submit to the Nomination Committee nominations to the Board no later than May 05, 2025. The Nomination Committee will determine whether the nominees for directors, including the nominees for independent directors, have all the qualifications and none of the disqualifications to serve as members of the Board before submitting the nominees for election by the stockholders. The profiles of the nominees to the Board will be included in the Information Statement.

Appointment of External Auditors and Fixing of its Remuneration

The Audit Committee shall endorse to the stockholders the appointment of an external auditor for the ensuing year as well as its remuneration. The profile of the external auditor will be included in the Information Statement.

A resolution for the election of the external auditor and its remuneration will be presented to the stockholders for adoption by the affirmative vote of the stockholders representing a majority of the voting stock present in the meeting or voting through the Presiding Officer of the meeting as proxy.

Ratification of all Previous Acts and Resolutions of the Board of Directors, Management and All Committees from June 21, 2024 up to June 11, 2025

The acts and resolutions of the Board of Directors, Management and all Committees of DMWAI were those adopted from **June 21, 2024** until **June 11, 2025**. They include the approval of agreements, projects, investments, treasury-related matters and other matters covered by disclosures to the Securities and Exchange Commission and the Philippine Stock Exchange. The acts of the officers were those taken to implement the resolutions of the Board or its Committees or in the general conduct of business.

A resolution on this agenda item will be presented to the stockholders for approval by the vote of the stockholders representing a majority of the voting stock present in the meeting or voting through the Presiding Officer of the meeting as proxy.

Other Matters

The Presiding Officer shall announce the questions received by the Corporation from the stockholders. Designated representatives of the Corporation shall respond to such questions during the Meeting. Any other questions or concerns that cannot be addressed during the Meeting shall be responded to by Management subsequently through electronic mail.

PROXY

The undersigned stockholder of **D.M. WENCESLAO & ASSOCIATES, INCORPORATED (“Corporation”)** hereby appoints **DELFIN ANGELO C. WENCESLAO**, the Presiding Officer of the meeting, as my proxy, to act for me and on my behalf, at the 2025 Annual Stockholders’ Meeting of the Corporation to be held on **June 11, 2025 at 10:00 AM** and at any of the adjournments thereof for the purpose on acting for the following matters:

	RESOLUTION	FOR	AGAINST	ABSTAIN
I.	Approval of Minutes of the Annual Meeting of Stockholders held on June 20, 2024 (Agenda Item No. 3)			
II.	Approval of the 2024 Annual Report and Audited Financial Statements (Agenda Item No. 4)			
III.	Election of Directors for 2025-2026 (Agenda Item No. 5)	NUMBER OF VOTES		
	1. Sylvia C. Wenceslao			
	2. Delfin Angelo C. Wenceslao			
	3. Paolo Vincent C. Wenceslao			
	4. Carlos Delfin C. Wenceslao			
	5. Edwin Michael C. Wenceslao			
	6. Alberto P. Fenix Jr.			
	7. Oscar S. Reyes			
IV.	Appointment of the Corporation’s External Auditor for the year 2025 (Agenda Item No. 6)			
V.	Ratification of all Previous Acts and Resolutions of the Board of Directors, Management, and all Committees from June 21, 2024 until June 11, 2025 (Agenda Item No. 7)			

_____ Number of Shares Held	_____ Signature of Stockholder / Authorized Signatory
_____ Date	_____ Printed Name of Stockholder

- To be valid, digital or scanned copy of this proxy must be submitted on or before **June 04, 2025, until 5:00 PM** or seven (7) days before the opening of the annual stockholders' meeting to the Office of the Corporate Secretary at asm2025registration@dmwai.com.
- This proxy, when properly executed, will be voted in the manner as directed herein by the stockholder. If no direction is made, this proxy will be voted for the election of all nominees and the approval of all the matters stated above and for such matters as may properly come before the meeting in the manner described in the Information Statement and/or as recommended by Management or the Board of Directors.
- A stockholder giving a proxy has the power to revoke it before the right granted is exercised by sending a scanned or digital copy of the signed revocation through email to asm2025registration@dmwai.com at least three (3) days before the day of the meeting. A proxy is also considered revoked if the stockholder registers for voting at the day of the annual stockholders' meeting.
- Notarization of this proxy is not required.

April 28, 2025

via electronic mail

SECURITIES AND EXCHANGE COMMISSION

THE SEC Headquarters, 7907 Makati Avenue
Salcedo Village, Bel-Air, Makati City, 1209

Attention: **DIR. OLIVER O. LEONARDO**
Director, Markets and Securities Regulation Department

Re: Preliminary Information Statement
D.M. Wenceslao & Associates, Incorporated

via PSE Edge

PHILIPPINE STOCK EXCHANGE, INC.

Philippine Stock Exchange Tower, 5th Ave.
Cor. 28th St., Bonifacio Global City, Taguig City

Gentlemen:

Please find attached the SEC Form 20-IS (Preliminary Information Statement) of **D.M. Wenceslao & Associates, Incorporated** ("Corporation"), in relation to its annual meeting of stockholders to be held on June 11, 2025.

Thank you.

Very truly yours,

D.M. WENCESLAO & ASSOCIATES, INCORPORATED

By:



ATTY. PATRICK I. PENACHOS
Compliance Officer

SECURITIES AND EXCHANGE COMMISSION

SEC FORM 20-IS

INFORMATION STATEMENT OF

D.M. WENCESLAO & ASSOCIATES, INCORPORATED

PURSUANT TO SECTION 20

OF THE SECURITIES REGULATION CODE

1. Check the appropriate box:

☒ Preliminary Information Statement
☐ Definitive Information Statement
2. Name of Registrant as specified in its charter:
D.M. WENCESLAO & ASSOCIATES, INCORPORATED
3. Province, country or other jurisdiction of incorporation or organization:
Philippines
4. SEC Identification Number: **26986**
5. BIR Tax Identification Code: **000-846-618-000**
6. Address of principal office: **15th Floor, Aseana 3 Bldg., D. Macapagal Blvd. corner Asean Ave., Aseana City, Parañaque City 1701**
7. Registrant's telephone number, including area code: **(632) 8854-5711**
8. Date time and place of the meeting of security holders:

 Date : **June 11, 2025**
 Time : **10 o'clock in the morning**
 Place : **Gallio Events Hall, 3008 V. Almario Ave. cor. P. Antonio St., Aseana City, Parañaque City, Metro Manila.**
9. Approximate date on which the Information Statement is first to be sent or given to security holders: **May 20, 2025**
10. In case of Proxy Solicitations: **No proxy solicitation is being made.**
11. Securities registered pursuant to Sections 8 and 12 of the Code or Sections 4 and 8 of the RSA (information on number of shares and amount of debt is applicable only to corporate registrants):

Authorized Capital Stock	Php4,000,000,000.00
Title of Each Class	Number of Shares of Common Stock Outstanding as of May 09, 2025
Common Shares	3,395,864,100

12. Are any or all of registrant's securities listed in a Stock Exchange?

Yes[☒]

No [☐]

The 3,395,864,100 common shares of the Corporation are listed with the Philippine Stock Exchange, Inc. ("PSE").

Statement that proxies are not solicited:

**WE ARE NOT ASKING YOU FOR A PROXY AND YOU ARE REQUESTED NOT TO SEND US
A PROXY.**

INFORMATION REQUIRED IN INFORMATION STATEMENT

A. GENERAL INFORMATION

Item 1. Date, Time and Place of 2025 Annual Stockholders' Meeting

a.

Date: **June 11, 2025**

Time: **10:00 AM**

Place: **Gallio Events Hall, 3008 V. Almario Ave. cor. P. Antonio St., Aseana City, Parañaque City, Metro Manila**

WE ARE NOT ASKING YOU FOR A PROXY AND YOU ARE REQUESTED NOT TO SEND US A PROXY.

- b. Approximate date on which copies of the Information Statement are first to be sent or given to security holders is on **May 20, 2025**.

The Information Statement may also be accessed by the Corporation's stockholders beginning May 20, 2025 at the Corporation's website .

- c. Registrant's Principal Office of Business and Mailing Address: **15th Floor Aseana 3 D. Macapagal Boulevard corner Asean Ave., Aseana City, Parañaque City 1701**

Item 2. Dissenters' Right of Appraisal

There are no corporate matters or proposed actions included in the Agenda that will be taken up at the meeting that may give rise to a possible exercise by stockholders of their appraisal rights. Generally, however, the stockholders of D.M. Wenceslao and Associates, Incorporated ("**Corporation**") have the right of appraisal in the instances enumerated in Section 80 of the Revised Corporation Code. The instances where the right of appraisal may be exercised are as follows:

- a. In case an amendment to the articles of incorporation has the effect of changing or restricting the rights of any stockholder or class of shares, or of authorizing preferences in any respect superior to those of outstanding shares of any class, or of extending or shortening the term of corporate existence;
- b. In case of sale, lease, exchange, transfer, mortgage, pledge or other disposition of all or substantially all of the corporate property and assets as provided in the Revised Corporation Code;
- c. In case of merger or consolidation; and
- d. In case of investment of corporate funds for any purpose other than the primary purpose of the corporation.

Any stockholder who wishes to exercise his appraisal right must have voted against the proposed corporate action. He must make a written demand on the Corporation for payment of the fair value of his shares within thirty (30) days after the date on which the vote was taken. Failure to make the demand within such period shall be deemed a waiver of such appraisal right. If the proposed corporate action is implemented or effected, the Corporation shall pay to such stockholder, upon the surrender of the certificate or certificates of stock representing his shares, the fair value thereof as of the day prior to the date on which the vote was taken, excluding any appreciation or depreciation in anticipation of such corporate action.

If, within a period of sixty (60) days from the date the corporate action was approved by the stockholders, the withdrawing stockholder and the Corporation cannot agree on the fair value of the shares, it shall be determined and appraised by three (3) disinterested persons, one of whom shall be named by the stockholder, another by the Corporation, and the third by the two thus chosen. The findings of the majority of the appraisers shall be final, and their award shall be paid by the Corporation within thirty (30) days after such award is made. No payment shall be made to any dissenting stockholder unless the Corporation has unrestricted retained earnings in its books to cover such payment. Upon payment by the Corporation of the agreed or awarded price, the stockholder shall forthwith transfer his shares to the Corporation.

Item 3. Interest of Certain Persons in or Opposition to Matters to be Acted Upon

- a. No director or officer of the Corporation at any time since the beginning of the last fiscal year, nominee for election as director of the Corporation, nor any of their associates, have any substantial interest, direct or indirect, by security holdings or otherwise, in any matter to be acted upon during the Annual Meeting, other than election to the Corporation's Board or office.
- b. No director of the Corporation has informed the Corporation in writing that he intends to oppose any action or matter to be acted upon at the meeting.

B. CONTROL AND COMPENSATION INFORMATION

Item 4. Voting Securities and Principal Holders Thereof

a. Class of voting shares

As of **May 09, 2025**, the Corporation has 3,395,864,100 common shares outstanding, and each Stockholder is entitled to one vote for each share of stock held as of the record date. Voting rights are vested on common shares.

b. Record date

The record date with respect to the determination of the stockholders who are entitled to notice of and to vote at the Annual Stockholders' Meeting is **May 09, 2025**. All stockholders of record as of **May 09, 2025** are entitled to notice and to vote at the meeting.

c. Election of Directors and Voting Rights and Trust

In the matters to be voted upon in the Annual Stockholders' Meeting, stockholders of record as of **May 09, 2025** shall be entitled to one vote per share. If he/she/it will vote by proxy, the Amended By-Laws of the Corporation requires the submission of the duly accomplished proxy form to the Corporate Secretary, Assistant Secretary, or transfer agent at least seven (7) days before the actual meeting.

Duly accomplished proxies shall be submitted by email for inspection, validation, and recording to the Office of the Corporate Secretary at asm2025registration@dmwai.com.

A stockholder giving a proxy has the power to revoke it before the right granted is exercised by sending a scanned or digital copy of the signed revocation through email to asm2025registration@dmwai.com at least three (3) days before the day of the meeting. A proxy is also considered revoked if the stockholder registers for voting at the day of the annual stockholders' meeting.

The Corporate Secretary or a special committee of inspectors composed of the Corporate Secretary, Assistant Secretary and the transfer agent's representative should validate the proxies at least five (5) days before the meeting. The decision of the Corporate Secretary or the special committee of inspection on the validity of the proxies shall be final and binding until and unless set aside by a court of competent jurisdiction.

The election of directors should be by ballot and cumulative voting is allowed. Every stockholder entitled to vote shall have the right to vote, in person during the meeting or by appointing the Presiding Officer of the meeting as proxy, the number of shares outstanding in his name at the time of the election. The stockholder may vote his shares for as many persons as there are directors to be elected.

The stockholder may also cumulate his shares and give one candidate as many votes as the number of directors to be elected multiplied by the number of his shares shall equal, or he may distribute them on the same principle among as many candidates he may see fit; provided that the whole number of votes cast by him shall not exceed the number of shares owned by him multiplied by the whole number of directors to be elected. There is no condition precedent to the exercise of the stockholders' right to cumulative voting. The Corporation is not soliciting any proxy or any discretionary authority to cumulate votes.

d. Proxy Solicitation.

No proxy solicitation is being made.

Security Ownership of Certain Record and Beneficial Owners and Management

(1) Security Ownership of Certain Record and Beneficial Owners (more than 5% of the voting shares) as of May 09, 2025

The following persons or groups are known to the Corporation as directly or indirectly the record or beneficial owners of more than five percent (5%) of the Corporation's voting securities as of **May 09, 2025**: **[NOTE: SHAREHOLDINGS TO BE UPDATED BASED ON SECURITY OWNERSHIP AS OF MAY 09, 2025]**

Title of Class	Name and Address of Record Owner, and Relationship with Issuer	Name of Beneficial Owner, and Relationship with Record Owner	Citizenship	No. of Shares Held and Nature of Ownership (Record and/or Beneficial)	Percentage of Ownership
Common	Wendel Holdings Co. Inc. ² (Majority Stockholder) 15 th Floor, Aseana 3, Asean Ave. cor Pres. Macapagal Blvd., Brgy. Tambo, Paranaque City,	See Footnote 1 below. Record and Beneficial Owner.	Filipino	2,715,353,627 (Record and Beneficial)	79.96%
Common	PCD Nominee Corporation , ³ (Stockholder) G/F MSE Bldg. Ayala Avenue, Makati City	PCD Participants acting for themselves, or for their customers. ⁴ Record owner.	Filipino	556,675,365 (Record Owner)	16.39%

The shares held by Wendel Holdings Co. Inc. shall be voted or disposed of by the persons who shall be duly authorized by it for the purpose. The natural person/s that has/have the power to vote on the shares of Wendel Holdings Co. Inc. shall be determined upon the submission of its proxy form to the Corporation, which is not later than seven (7) days before the date of the meeting.

Apart from the foregoing, there are no other persons holding more than 5% of the Corporation's outstanding capital stock.

(2) Security Ownership of Management as of May 09, 2025 (Record and Beneficial) [NOTE: SHAREHOLDINGS TO BE UPDATED BASED ON SECURITY OWNERSHIP AS OF MAY 09, 2025]

² Wendel Holdings Co. Inc. is the parent company of the Corporation. It is owned by CEPD RESOURCES OPC – 33.27%; BM RESOURCES OPC 16.60%, JDFI RESOURCES OPC 16.60%. DPP RESOURCES OPC 16.60%, AEJ RESOURCES OPC 16.60%, Sylvia J. Wenceslao, Carlos Delfin C. Wenceslao, Edwin Michael C. Wenceslao, Paolo Vincent C. Wenceslao and Delfin Angelo C. Wenceslao – each 0.06%.

³ PCD Nominee Corporation is the registered owner of the shares in the books of the Corporation's transfer agent. PCD Nominee Corporation is a corporation wholly-owned by Philippine Depository and Trust Corporation, Inc. (formerly the Philippine Central Depository) ("PDTC"), whose sole purpose is to act as nominee and legal title holder of all shares of stock lodged in the PDTC. PDTC is a private corporation organized to establish a central depository in the Philippines and introduce scripless or book-entry trading in the Philippines. Under the current system of the PDTC, only participants (brokers and custodians) are recognized by PDTC as the beneficial owners of the lodged shares. Each beneficial owner of shares through his participant is the beneficial owner to the extent of the number of shares held by such participant in the records of the PCD Nominee. PCD Nominee Corporation is not related to the Corporation.

⁴ Each beneficial owner of shares, through a PCD participant, is the beneficial owner of such number of shares he owns in his account with the PCD participant.

As of May 09, 2025, the security ownership of the Corporation's Management is as follows:

Title of Class	Names of Owner and Position	Amount and Nature of Beneficial Ownership (Direct or Indirect)		Citizenship	Percent of Class
Directors and Officers					
Common	Sylvia C. Wenceslao <i>Chairperson and Director</i>	15,825	Direct	Filipino	0.00%
Common	Carlos Delfin C. Wenceslao <i>Vice President for Logistics and Director</i>	1,583	Direct	Filipino	0.00%
Common	Delfin Angelo C. Wenceslao <i>Chief Executive Officer and Director</i>	1,583	Direct	Filipino	0.00%
Common	Edwin Michael C. Wenceslao <i>Vice President for Treasury and Administration and Director</i>	1,583	Direct	Filipino	0.00%
Common	Paolo Vincent C. Wenceslao <i>Chief Operating Officer and Director</i>	1,583	Direct	Filipino	0.00%
Common	Alberto Victor P. Fenix, Jr. <i>Independent Director</i>	110,100	Direct	Filipino	0.00%
		0	Indirect		
Common	Oscar S. Reyes <i>Independent Director</i>	100	Direct	Filipino	0.00%
		0	Indirect		

(3) Voting Trust Holders of 5% or More

The Corporation is not aware of any person holding 5% or more of the Corporation's shares under a voting trust or similar agreement.

(4) Changes in Control

As of **May 09, 2025**, the Corporation is not aware of any arrangements that may result in a change in control of the Corporation.

(5) Foreign Ownership Levels as of May 09, 2025 [NOTE: SHAREHOLDINGS TO BE UPDATED BASED ON SECURITY OWNERSHIP AS OF MAY 09, 2025]

Nationality	Class of Voting Shares	Number of Shares	Percentage
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Filipino	Common	3,385,768,813	99.7027%
Non-Filipino	Common	10,095,287	0.2973%
Total No. of Shares Entitled to Vote		3,395,864,100	100%

Item 5. Directors and Executive Officers

Board of Directors and Executive Officers

The stockholders elected the following members of the Board of Directors (“**Board**”) during the Corporation’s Annual Stockholders Meeting in 2024 for a term of one year.

The Board elects the officers of the Corporation annually during its organizational meeting.

Name of Director/Officer	Citizenship	Position	Age
Sylvia C. Wenceslao	Filipino	Director, Chairman of the Board	80
Delfin Angelo C. Wenceslao	Filipino	Director and Chief Executive Officer	45
Paolo Vincent C. Wenceslao	Filipino	Director and Chief Operating Officer	48
Carlos Delfin C. Wenceslao	Filipino	Director and Vice President for Logistics	53
Edwin Michael C. Wenceslao	Filipino	Director and Vice President for Treasury and Administration	49
Alberto P. Fenix, Jr.	Filipino	Independent Director	80
Oscar S. Reyes	Filipino	Lead Independent Director	79
Benigno A. Tatunay	Filipino	Chief Finance Officer	46
Atty. Paul Mar M. Quinto	Filipino	Chief Legal Officer and Corporate Secretary	55
Atty. Mark S. Gorriceta	Filipino	Chief Information Officer	47
Atty. Patrick I. Penachos	Filipino	Compliance Officer	38
Jeffrey Lucero	Filipino	Investor Relations Officer	30

Since the last annual meeting of 2024, no officer or director has resigned because of a disagreement with the Corporation on any matter relating to the Corporation’s issuance, operations, policies or practices.

A summary of the qualifications, business affiliations, and experiences of the incumbent directors, nominees for directors and incumbent officers for the past five years is set forth below:

Sylvia C. Wenceslao, *Director and Chairperson of the Board*

Dr. Sylvia C. Wenceslao is the Chairperson of D.M. Wenceslao and Associates, Incorporated. Dr. Sylvia C. Wenceslao has been a Director of the Corporation since 2021. Prior to Dr. Sylvia C. Wenceslao's appointment as Chairperson, she served as the corporation's Treasurer and most recently, Vice President for Corporate Social Responsibility. Concurrently, she also served as Chairman of Wendel Construction Co. Inc., and Chairman of Wendel Holdings Co., Inc. She served as Director of Fabricom Inc., Philippine Ecopanel Inc. and Aseana Holdings Inc.

Dr. Sylvia C. Wenceslao holds a Doctor of Medicine from the University of Santo Tomas.

Delfin Angelo C. Wenceslao, *Director and Chief Executive Officer*

Mr. Delfin Angelo C. Wenceslao is a Director and the Chief Executive Officer of the Corporation since June 2015. He is the President of Aseana Holdings, Inc., Aseana Gas Energy Corp. and U-City Technologies Philippines, Inc. He is also the Managing Director of Aseana Real Estate and Management Corp. He serves as the Chief Executive Officer of ABPEA and Vice President of Property Management of Aseana Residential Holdings Corp. (formerly Bowood Holdings, Inc.) and Portal Holdings, Inc. He also serves as an executive officer for almost all of the Group companies.

Mr. Wenceslao is a licensed real estate broker and holds a Bachelor of Arts degree in Management Economics from Ateneo de Manila University and a Master of Science degree in Real Estate Development from Massachusetts Institute of Technology.

Paolo Vincent C. Wenceslao, *Director and Chief Operating Officer*

Mr. Paolo Vincent C. Wenceslao is a Director and the Chief Operating Officer of the Corporation since June 2015. He is the President of Wendel Ground Improvement, Inc., and Vice President of Operations of Aseana Residential Holdings Corp. (formerly Bowood Holdings, Inc.), Portal Holdings, Inc. He is also the Chief Operating Officer of ABPEA and serves as a director of a majority of the Group companies.

Mr. Wenceslao is a licensed civil engineer and real estate broker. He holds a Bachelor of Science degree in Civil Engineering from De La Salle University.

Edwin Michael C. Wenceslao, *Director and Treasurer*

Mr. Edwin Michael C. Wenceslao is a Director and the Treasurer of the Corporation since 2002. He is the President of Aquadisk Corporation and Managing Director of S Foods Corp., D. Foods Corp., P. Foods Inc., Alphainvest Corporation and Grandwen-B Gas Corp. He is the Chief Financial Officer of ABPEA. He also serves as a director and Treasurer of Aseana Holdings, Inc., Fabricom, Inc., BAH and other affiliates of the Corporation. He is a director and Treasurer of Aseana Residential Holdings Corp. (formerly Bowood Holdings, Inc.), Aseana Gas Energy Corp. and U-City Technologies Philippines, Inc. He likewise serves as a director of Portal Holdings, Inc., WHI and other affiliates of the Corporation.

Mr. Wenceslao holds a Bachelor of Arts degree in Humanities with specialization in Entrepreneurial Management from the University of Asia and the Pacific and a Master of Business Administration degree from the Ateneo Graduate School of Business. Mr.

Wenceslao also received financial training at Jupiter Asset Management in London, England.

Carlos Delfin C. Wenceslao, *Director and Vice President for Logistics*

Mr. Carlos Delfin C. Wenceslao is a Director of the Corporation since May 1997. He is the President of Urban Agro Products, Inc., the Executive Vice President of SHLP-BBP Realty Inc., and the Corporate Secretary of ABPEA. He is a director and Vice President of Logistics of Aseana Residential Holdings Corp. (formerly Bowood Holdings, Inc.) and Portal Holdings, Inc. He is a director of Aseana Holdings, Inc., WHI, and other affiliates of the Corporation.

Alberto P. Fenix, Jr., *Independent Director*

Dr. Alberto P. Fenix, Jr. was elected as an independent Director of the Corporation on February 23, 2018. He has over 40 years of experience in various industries such as manufacturing, mining, commercial and investment banking, and real estate. He is a director of SPC Power Corporation and was also a director of Victorias Milling Company, Inc. He is also the Chairman and President of Fenix Management and Capital, Inc. and Alpina Realty, Inc., and was the President of Ivoclar Vivadent, Inc.

Dr. Fenix holds a master's and doctorate degrees in Industrial Management from Massachusetts Institute of Technology's Sloan School of Management and a bachelor's degree in Mathematics from the Ateneo de Manila University.

Oscar S. Reyes, *Independent Director*

Mr. Oscar S. Reyes has been an independent Director of the Corporation since July 2019. He was the former President and Chief Executive Officer of Manila Electric Company from May 2012 to May 2019, wherein he also served as Senior EVP and COO from July 2010 to May 2012. Prior thereto, Mr. Reyes was the Country Chairman of the Shell companies in the Philippines, and the President & CEO of Pilipinas Shell Petroleum Corp. from May 1997 to December 2011. He held various executive and directorship positions in the said companies from January 1986 to December 2004.

Mr. Reyes obtained his Bachelor of Arts, Major in Economics (Cum Laude) from the Ateneo de Manila University in 1965 and Master of Business Administration (Academic units completed) from the Ateneo Graduate Business School in 1971. He also attended the Japan Productivity Center/Asian Productivity Organization Business Management Consultants and Trainers' Program, the Waterloo Lutheran University International Management Development Program in Canada, the Harvard Business School Program for Management Development in the United States, and the Lensbury Centre Commercial Management Study Program in the United Kingdom.

Mr. Reyes is currently an Independent Director of Pepsi Cola Products Philippines Inc., Basic Energy Corporation and Cosco Capital Inc., and a member of the Advisory Council of PLDT Inc., and Bank of the Philippine Islands.

Benigno A. Tatunay, *Chief Finance Officer*

Mr. Benigno Tatunay is a Certified Public Accountant (CPA) and a licensed real estate broker. He is a seasoned Finance Executive with over two (2) decades of experience in the real estate industry. Most recently, Mr. Tatunay served as the Chief Finance Officer (CFO) of a real estate company for over a decade. He also held positions in treasury, accounting, and audit in various companies.

Mr. Tatunay earned his Bachelor of Science in Accountancy from Pamantasan ng Lungsod ng Maynila, graduating Magna Cum Laude. He earned his Master in Business Administration from De La Salle University, graduating with distinction.

Atty. Paul Mar M. Quinto, *Chief Legal Officer and Corporate Secretary*

Atty. Paul Mar M. Quinto is the Chief Legal Officer and Corporate Secretary of the Corporation since June 25, 2015. He is the in-house Legal Counsel for all of the Group companies and also possesses legal private practice and other in-house working experience prior to joining the Corporation.

Atty. Quinto studied and finished his Political Science and Law degrees from the University of the Philippines and is a Member of the Integrated Bar of the Philippines.

Atty. Mark S. Gorriceta, *Chief Information Officer*

Atty. Mark S. Gorriceta, is the Managing Partner of Gorriceta Africa Cauton & Saavedra. He heads the Corporate Group and Technology Media & Telecommunications Group of the Firm. With over 21 years in private practice, Atty. Gorriceta has developed an extensive expertise in complex corporate transactions, commercial contracts and regulatory matters in a range of areas that impact businesses.

A member of the Philippine Bar, Atty. Gorriceta graduated law with honors and holds a Bachelor of Arts - Political Science degree from the Ateneo de Manila University. He completed certificate courses in Finance at the Asian Institute of Management. He attended a certificate course in Corporate Finance at Harvard University's Extension School. He also completed several Masterclasses on Blockchain, Distributed Ledger & Smart Contracts in Singapore and Hong Kong. Atty. Gorriceta is a faculty member of the Ateneo de Manila University's Center for Continuing Education, and he teaches Mergers & Acquisitions for the Advanced Module Diploma Course in Corporate Finance.

Atty. Patrick I. Penachos, *Compliance Officer*

Atty. Patrick I. Penachos is the Compliance Officer of the Corporation since 20 April 2023. He has been a member of the Integrated Bar of the Philippines since 2015. Before joining the Corporation, he worked as a Senior Associate in a law firm in Ortigas and served as Political Affairs Officer in the House of Representatives. He also served as a Director in the House of Representatives Electoral Tribunal. He obtained his Bachelor of Arts major in Legal Studies at the Lyceum of the Philippines University and his law degree at the Arellano School of Law.

Jeffrey Lucero, *Investor Relations Officer*

Mr. Jeffrey Lucero is the Investor Relations Officer of the Corporation. Prior to joining the Corporation, he was an Equity Analyst in a local trust and asset management group and in a local stock brokerage firm. He was also part of the Investor Relations team of one of the largest conglomerates in the country.

Mr. Lucero graduated Cum Laude from De La Salle University with a Bachelor's Degree in Business Management.

Period of Directorship in the Corporation

Name	Term of Office
Sylvia C. Wenceslao	1 year
Delfin Angelo C. Wenceslao	1 year
Paolo Vincent C. Wenceslao	1 year
Carlos Delfin C. Wenceslao	1 year
Edwin Michael C. Wenceslao	1 year
Alberto P. Fenix, Jr.	1 year
Oscar S. Reyes	1 year

Record of Attendance at the Meetings of the Board

The Record of attendance of the directors at the meetings of the Board held in 2024 is as follows:

Name	No. of Meetings Attended / Held⁵	Percent Present
Sylvia C. Wenceslao	4	100%
Delfin Angelo C. Wenceslao	4	100%
Paolo Vincent C. Wenceslao	4	100%
Carlos Delfin C. Wenceslao	4	100%
Edwin Michael C. Wenceslao	4	100%
Alberto P. Fenix, Jr.	4	100%
Oscar S. Reyes	4	100%

Record of Attendance at the Executive Committee Meeting

Name	No. of Meetings Attended / Held⁶	Percent Present
Sylvia C. Wenceslao	10	100%
Delfin Angelo C. Wenceslao	10	100%
Paolo Vincent C. Wenceslao	10	100%

Record of Attendance at the Audit Committee Meeting

Name	No. of Meetings Attended / Held⁷	Percent Present
Oscar S. Reyes	1	100%

⁵ In 2024 and during the incumbency of the director.

⁶ In 2024 and during the incumbency of the director.

⁷ In 2024 and during the incumbency of the director.

Sylvia C. Wenceslao	1	100%
Alberto P. Fenix Jr.	1	100%

Record of Attendance at the Nomination Committee Meeting

Name	No. of Meetings Attended / Held ⁸	Percent Present
Sylvia C. Wenceslao	1	100%
Carlos Delfin C. Wenceslao	1	100%
Alberto P. Fenix Jr.	1	100%

Board Performance Assessment

The Board recognizes the importance of regular performance assessments, individually and collectively as part of their accountability. In this regard, the Board adopts a self-assessment system to measure the performance of the Board and Management in accordance with the criteria provided for in the Revised Code of Corporate Governance issued by the Securities and Exchange Commission.

The annual self-assessment of the Board's performance includes the performance of the Chairman, individual members and committees. Every three (3) years, the assessment shall be supported by an external facilitator.

The Board, as a body, evaluated its performance by filling out a self-assessment questionnaire to be used for benchmarking its practices against the expectations set out in the Charter of the Board of Directors and leading corporate governance practices.

The Board used the results of the self-assessment as its guide in formulating and implementing plans to prove its performance including but not limited to the identification of relevant training intended to keep the members up-to-date with corporate governance leading practices, accounting and auditing standards, risks and controls, as well as specific areas of concern. The results were validated by the Corporation's Compliance Officer.

Nomination for Independent Directors and Procedure for Nomination

In approving the nominations for independent directors, the Corporate Governance Committee took into consideration the guidelines and procedures on the nomination of independent directors prescribed in Securities Regulation Code ("**SRC**") Rule 38 and the Revised Manual on Corporate Governance of the Corporation ("**Manual**").

The Corporate Secretary of the Corporation shall set a reasonable period for the submission of nominations of candidates for election to the Board. All nominations for directors submitted in writing to the Corporate Secretary within such nomination period shall be valid. A stockholder of record, including a minority stockholder, entitled to notice of and to vote at the regular or special meetings of the stockholders for the election of directors shall be qualified to be nominated as a director.

⁸ In 2024 and during the incumbency of the director.

The nominations are forwarded to the Corporate Governance Committee⁹ which shall pre-screen the qualifications of the nominees and prepare a final list of nominees eligible for election. No other nominations are entertained after the final list of candidates is prepared.

All the nominees for election to the Board of Directors must satisfy the mandatory requirements specified under the provisions of Sections 2 and 3, Article III of the Corporation's By-laws.

Committees

In compliance with its Manual, the Corporation has established committees to perform certain management functions and achieve sound corporate governance, as follows:

- (1) Executive Committee
- (2) Audit & Risk Committee
- (3) Corporate Governance Committee¹⁰

The Corporation adopted the Manual to ensure its compliance with the leading practices on good corporate governance and related Philippine SEC rules and regulations.

Executive Committee

The Executive Committee acts on specific matters within the competence of the Board as may from time to time be delegated to the executive Committee under the Corporation's By-Laws, except with respect to:

- (1) Approval of any action for which Stockholders' approval is also required;
- (2) Filling of vacancies on the Board or the Executive Committee;
- (3) Amendment or repeal of By-Laws or the adoption of new By-laws;
- (4) Amendment or repeal of any resolution of the Board of Directors that cannot be amended or repealed based on the terms of the resolution;
- (5) Distribution of cash dividends; and
- (6) Exercise of powers delegated by the Board exclusively to other committees, if any.

Audit and Risk Committee

The Audit and Risk committee is responsible for assisting the Board in its fiduciary responsibilities by providing an independent and objective assurance to its management and Stockholders of the continuous improvement of its risk management systems, business operations, control, and governance processes. The Committee assists the Board in the performance of its oversight responsibility for the financial reporting process, system of internal control, audit process and monitoring of compliance with laws, rules and regulations, oversight over the external auditors, the

⁹ Function is currently performed by the Compensation & Remuneration and the Nomination & Election Committees.

¹⁰ Function is currently performed by the Compensation & Remuneration and the Nomination & Election Committees.

nature, scope and expenses of the audit, and evaluation and determination of any non-audit work and review of the non-audit fees paid to the external auditors.

Compensation and Remuneration Committee

The Compensation and Remuneration Committee is responsible for objectively recommending a formal and transparent framework of remuneration and evaluation for the members of the Board and key executives to enable them to run the Corporation successfully.

Nomination and Election Committee

The Nomination and Election Committee is responsible for providing the Stockholders with an independent and objective evaluation and assurance that the members of the Board are competent and will foster long-term success and competitiveness. The nomination and election procedures of Independent Directors are in accordance with Rule 38 of the SRC and related regulations.

The appointments of the members of the nomination and election committee will take effect immediately upon the issuance by the Philippine SEC of the Permit to Sell the Offer Shares of the Corporation, without any further action required. Members of the Nomination and Election Committee are Dr. Sylvia C. Wenceslao as the Chairperson, Mr. Alberto P. Fenix, Jr. and Mr. Carlos Delfin C. Wenceslao.

Nomination to the Board of Directors for Election at the Stockholders' Meeting

The Corporation's Nomination and Election Committee pre-screened and accepted the nominations for the following directors:

1. Sylvia C. Wenceslao
2. Delfin Angelo C. Wenceslao
3. Paolo Vincent C. Wenceslao
4. Carlos Delfin C. Wenceslao
5. Edwin Michael C. Wenceslao
6. Alberto P. Fenix, Jr.
7. Oscar S. Reyes

Independent Directors

The nominees for election as independent directors of the Board of Directors are as follows:

Nominee for Independent Director (a)	Persons / Group Recommending Nomination (b)	Relation of (a) and (b)
Alberto P. Fenix, Jr.	Wendel Holdings Co. Inc. (through Sylvia C. Wenceslao)	None
Oscar S. Reyes	Wendel Holdings Co. Inc. (through Sylvia C. Wenceslao)	None

The Nomination and Election Committee evaluated the qualifications of the nominees and prepared the final list of nominees in accordance with the criteria provided in the SRC, the Corporation's Manual on Corporate Governance and the Corporation's By-Laws.

As discussed above, the Nomination and Election Committee is composed of Dr. Sylvia C. Wenceslao. as the Chairperson, together with Mr. Alberto P. Fenix, Jr. and Mr. Carlos Delfin C. Wenceslao.

Only nominees whose names appear on the final list of candidates are eligible for election as directors. No nomination will be entertained or allowed on the floor during the annual stockholders' meeting.

Significant Employees

The Corporation considers the collective efforts of its employees as vital to its success. The Corporation does not solely rely on key individuals for the conduct of its business. Therefore, the resignation or loss of any non-executive employee will not have any significant adverse effect on its business. No special arrangement with non-executive employees to assure their continued stay with the Corporation exists other than the standard employment contracts.

Family Relationships

Dr. Sylvia C. Wenceslao is the widow of Mr. Delfin J. Wenceslao, Jr. ("**Spouses Wenceslao**"). Spouses Wenceslao are the parents of Messrs. Carlos Delfin, Edwin Michael, Paolo Vincent and Delfin Angelo, all surnamed Wenceslao.

Other than the foregoing, there are no family relationships either by consanguinity or affinity up to the fourth civil degree among the Directors, executive officers and Stockholders of the Corporation.

Involvement in Certain Legal Proceedings

To the best of the knowledge and belief of the Corporation and after due inquiry, none of the Directors, nominees for election as director, or executive officers of the Group, in the five-year period prior to the date of this report, have:

- (1) had any petition filed by or against any business of which such person was a general partner or executive officer either at the time of the bankruptcy or within a two-year period of that time;
- (2) been convicted by final judgment in a criminal proceeding, domestic or foreign, or have been subjected to a pending judicial proceeding of a criminal nature, domestic or foreign, excluding traffic violations and other minor offenses;
- (3) been subjected to any order, judgment, or decree, not subsequently reversed, suspended or vacated, of any court of competent jurisdiction, domestic or foreign, permanently or temporarily enjoining, barring, suspending or otherwise limiting their involvement in any type of business, securities, commodities or banking activities; or

- (4) been found by a domestic or foreign court of competent jurisdiction (in a civil action), the Philippine SEC or comparable foreign body, or a domestic or foreign exchange or other organized trading market or self-regulatory organization, to have violated a securities or commodities law or regulation and the judgment has not been reversed, suspended, or vacated.

As of this report, the Corporation is not a party to any litigation or arbitration proceedings of material importance, which could be expected to have a material adverse effect on the Corporation or on the results of its operations. No litigation or claim of material importance is known to be pending or threatened against the Corporation or any of its properties.

Certain Relationships and Related Transactions

The Corporation and its subsidiaries, in their ordinary course of business, engage in transactions with Wendel Holdings Co. Inc. (“Ultimate Parent Corporation”), associates, joint ventures and related parties under common ownership and management. In the normal course of business, the Group grants unsecured and noninterest-bearing cash advances to related parties for working capital requirements and other purposes. Certain advances to related parties are secured by an undertaking of another related party to pay in case of default. Outstanding balances with related parties are unsecured, non-interest bearing, have no fixed repayment and settlement terms, except for the fees due to the Ultimate Parent Corporation that is payable beyond twelve (12) months.

On October 28, 2019, the Corporation adopted a Revised Related Party Transactions Policy as mandated by the Securities and Exchange Commission. The policy specifies that the Board shall have the overall responsibility in ensuring that there is a group-wide policy and system governing related party transactions (RPTs) and other unusual or infrequently occurring transactions, particularly those which pass certain thresholds of materiality. The policy includes the appropriate review and approval of material or significant RPTs, which guarantee fairness and transparency of the transactions.

The Board of Directors reviews and approves all material RPTs, as defined in this policy, endorsed by the Related Party Transaction Committee. All Board-approved material RPTs may be subject to ratification by a vote of the majority of the minority Stockholders.

Related Parties	Nature of Transaction
WHI	We have and may continue to acquire land in Aseana City from our majority shareholder, WHI. As of December 31, 2024, we had outstanding payable from BAHl amounting P3,522.4 million for the land sale is, which are represented as advances from and due to related parties in our consolidated financial statements. We have executed an assumption of liability agreement with WHI in relation to our funding of start-up and operational

	costs of a certain related party under common ownership and management. Total advances to WHI including the amount secured by the undertaking amounted to P471.6 million and is presented as Advances to related parties under Receivables account in the consolidated statements of financial position. In 2019, the Group entered into a lease agreement with the Ultimate Parent Company for certain parcels of land with lease term of 30 years. As of December 31, 2024, in accordance with PFRS 16 (see Note 16 of the consolidated financial statements), the Group recognized right-of-use asset and lease liability amounting to P442.2 million and P530.3 million, respectively, for this lease arrangement. The Group incurred depreciation expense and interest expense amounting to P16.2 million and P41.5 million, respectively, in 2024. In 2021, the Parent Company also entered into a contract with WHI to render certain performance obligations relative to the management and administration of the latter's real estate properties, including portions leased to a third party. Revenue recognized from this arrangement amounted to P43.7 million and presented as part of Other Revenues from Rentals under the Revenues section of the 2024 consolidated statement of profit or loss. The outstanding balance, which is unsecured and noninterest-bearing, for the same amount is presented as part of Receivables – net in the 2024 consolidated statement of financial position. In 2023, the Group entered into a lease agreement with the Ultimate parent company for certain parcels of land with lease term of 25 years. As of December 31, 2024, the Group recognized rent expense amounting to P13.6M for the lease agreement.
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European Resources and Technology, Inc. Mandaue Land Consortium Wendel Vega Marine Carrier Wendel Ground Improvement, Inc. 10k South Concrete Mix Specialist Bay Security Services Wendel Osaka Realty Corp. Aseana CL Beach and Marina Development Corp Urban Argo Products, Inc. Aseana Powerstation Association, Inc.	We made unsecured noninterest-bearing cash advances in prior years to these related parties in connection with the funding of start-up and operational costs and working capital of these entities. These entities were strategically established to complement the overall development of Aseana City and our businesses: • Our associate, European Resources and Technology, Inc. provides proper waste management to local and government units. Mandaue Land Consortium is engaged in general realty including owning, reclaiming, enlarging real estate and lands of all kinds. • All of the remaining eight related parties under common ownership and management provide construction materials such as wall panels and cement. As of December 31, 2024, total advances to these related parties amounted in the aggregate to P170.7 million
Key Management Personnel	We paid short-term benefits, including salaries and allowances, bonuses and other employment benefits to certain key management personnel, which amounted to P61.4 million for the year ended December 31, 2024.
Bay Resources and Development Corp. (BRDC)	On December 11, 2023, the Board of Directors of DMW approved its subscription to 164,106 new common shares in BRDC for approximately Php232.17 Million, providing fresh capital to BRDC for general corporate purposes and developments. On December 13, 2023, DMW executed the Subscription Agreement with BRDC for such subscription detailed above. BRDC issued 164,106 new common shares to DMW, increasing DMW's ownership in BRDC to 51% from 50%. This gives DMW a majority stake in BRDC.

	On December 20, 2023, DMW gained effective control of the Board of Directors of BRDC based on the results of the election of directors during the special stockholders' meeting of BRDC. DMW has appointed 4 nominee directors in BRDC out of 7 board seats. Consequently, BRDC is consolidated as a subsidiary of DMW. BRDC was established to acquire, develop and market real estate properties. BRDC currently owns parcels of land in Aseana City and has existing land lease contracts.
Aseana Water Services Management Inc. (AWSM)	On March 18, 2024, the Board of Directors of DMW approved its subscription to 1,875,000 new common shares in AWSM at par value or a total of Php1.875 million. AWSM issued 1,875,000 new common shares to DMW, bringing DMW's ownership in AWSM to 75%. This gives DMW a majority stake in AWSM. Aseana Water Services Management Inc. (AWSM) was established to construct, build, maintain, and operate, own or hold, by purchase or otherwise, lease, rent or in any other manner lawfully acquired pipelines, mains, water treatment and sewerage treatment and facilities for the treatment, transportation, delivery, and sale of water; to buy and sell water and water rights from and to individuals, firms, corporation, municipalities, cities to own and operate, maintain and control such meters and other appliances as may be necessary in conducting its business.

For further information on the Corporation's related party transactions, including detailed breakdowns of amounts receivable from and amounts payable to affiliated companies, see Note 26 to the Corporation's financial statements as of and for the calendar year ended December 31, 2024.

Resignation of directors

No director has resigned from the Board during the period of June 21, 2024 to June 11, 2025

To date, no director has resigned nor declined to stand for re-election for the Board due to any disagreement with the Corporation relative to the Corporation's operations, policies and practices.

Item 6. Compensation of Directors and Executive Officers

Executive Officers

The following table sets out the Corporation's Chief Executive Officer ("CEO") and the three most highly compensated executive officers for the year ended December 31, 2024:

Name of Director/Officer	Position
Delfin Angelo C. Wenceslao	Director and Chief Executive Officer
Paolo Vincent C. Wenceslao	Director and Chief Operating Officer
Edwin Michael C. Wenceslao	Director and Treasurer
Carlos Delfin C. Wenceslao	Director and Vice President for Logistics

The following table identifies and summarizes the aggregate compensation of the CEO and the three (3) most highly compensated executive officers, as well as the aggregate compensation paid to all other officers and Directors as a group, for the years ended December 31, 2023, 2024 and projected total annual compensation for 2025:

Name and Principal Position	Year	Salary(P)	Bonus	Other Annual Compensation
CEO and the three most highly compensated executive officers, namely: 1. Delfin Angelo C. Wenceslao 2. Paolo Vincent C. Wenceslao 3. Edwin Michael C. Wenceslao 4. Carlos Delfin C. Wenceslao	Actual 2023	36M	2M	-
	Actual 2024	36M	2M	-
	Projected 2025	37.8M	2.1M	-

5. Benigno A. Tatumay				
Aggregate compensation paid to all other officers and Directors as a group unnamed	Actual 2023	61.4M	4M	-
	Actual 2024	61.4M	4M	-
	Projected 2025	64.5M	4.2M	-

Section 5, Article III of the By-Laws of the Corporation provides that the Board may provide a reasonable per diem allowance for the attendance of directors at each Board meeting. The Board may also provide fees for its members as compensation for services rendered as such, provided that the amount of such fees received as directors shall not exceed ten percent (10%) of the net income before tax of the corporation during the preceding year and should be approved by the stockholders representing at least a majority of the outstanding capital stock in a regular or special stockholders' meeting.

Members of the Board of Directors are given a standard per diem of P50,000 per Board meeting.

The total annual compensation paid to the CEO and the three most highly compensated executive officers was all paid in cash.

The total annual compensation includes the basic salary and other variable pay (guaranteed bonus and performance bonus).

Standard Arrangements

Other than payment of reasonable per diem of P50,000 for every meeting of the Board of Directors, there are no standard arrangements pursuant to which the Corporation's Directors are compensated, directly or indirectly, for any services provided as a director.

Furthermore, there are no standard arrangements pursuant to which any of the Corporation's Executive Officers is compensated, directly or indirectly, for any service provided as an officer. The Corporation has no other arrangement with regard to the remuneration of its Executive Officers aside from the compensation received as herein stated.

Other Arrangements

There are no other arrangements pursuant to which any of the Corporation's Directors is compensated, directly or indirectly, for any service provided as a director. The Corporation has no other arrangement with regard to the remuneration of its non-executive directors aside from the compensation received as herein stated.

Furthermore, there are no other arrangements pursuant to which any of the Corporation's Executive Officers is compensated, directly or indirectly, for any service provided as an officer. The Corporation has no other arrangement with regard to the

remuneration of its Executive Officers aside from the compensation received as herein stated.

Warrants and Options Outstanding

There are no outstanding warrants or options held by the CEO of the Corporation, the named executive officers, and all other officers and Directors as a group.

Item 7. Independent Public Accountants

Punongbayan & Araullo, a member firm of Grant Thornton International Ltd., has audited the Consolidated Financial Statements of the Corporation as of and for the years ended December 31, 2017, 2018, 2019, 2020, 2021, 2022, 2023 and 2024.

Punongbayan & Araullo has acted as the external auditor of the Corporation since 2010. Niccolo Ian N. Unera is now the current audit partner of the Corporation.

The Board approved the re-appointment of Punongbayan & Araullo as the Corporation's external auditor for 2025. The re-appointment of Punongbayan & Araullo will be presented to the stockholders for their approval at the 2025 Annual Stockholders' Meeting. Niccolo Ian N. Unera will be the partner-in-charge for the year 2025.

The representatives of Punongbayan & Araullo are expected to be present at the Annual Stockholders' Meeting and will have the opportunity to make a statement if they desire to do so and are expected to be available to respond to appropriate questions.

Changes in and Disagreements with Accountants on Accounting and Financial Disclosure

The Corporation has not encountered any material disagreements on accounting and financial disclosures with its current external auditor for the same periods or any subsequent interim period. Punongbayan & Araullo has neither shareholdings in the Corporation nor any right, whether legally enforceable or not, to nominate persons or to subscribe for the securities of the Corporation. Punongbayan & Araullo will not receive any direct or indirect interest in the Corporation or in any securities thereof (including options, warrants or rights thereto) pursuant to or in connection with the Offer. The foregoing is in accordance with the Code of Ethics for Professional Accountants in the Philippines set by the Board of Accountancy and approved by the Professional Regulation Commission.

Item 8. Compensation Plans

The Corporation has not yet approved any stock option plans for its employees. No matters or actions with respect to any compensation plan pursuant to which cash or non-cash compensation may be paid or distributed will be taken up during the meeting.

C. ISSUANCE AND EXCHANGE OF SECURITIES

Item 9. Authorization or Issuance of Securities Other than for Exchange

There are no matters or actions to be taken up with respect to authorization or issuance of securities.

Item 10. Modification or Exchange of Securities

There are no matters or actions to be taken up for the modification of any class of the Corporation's securities or the issuance or authorization for issuance of one class of the Corporation's securities in exchange for outstanding securities of another class.

Item 11. Financial and Other Information

- a. Management's Discussion and Analysis, External Auditor's Fees and Services, Brief Description of Registrant's Business and Subsidiaries and Market Price of Shares and Dividends on Registrant's Common Equity – **Exhibit "A"**
- b. 2024 Annual Report – **Exhibit "B"**
- c. 1st Quarter 2025 Unaudited Consolidated Financial Statements – **Exhibit "C"**
- d. 2024 Annual Stockholders' Meeting Minutes – **Exhibit "D"**¹¹

Item 12. Mergers, Consolidations, Acquisitions and Similar Matters

There are no matters or actions to be taken up in the meeting with respect to a merger, consolidation, acquisition by, sale or liquidation of the Corporation.

Item 13. Acquisition or Disposition of Property

There are no matters or actions to be taken up in the meeting with respect to an acquisition or disposition of any property by the Corporation requiring stockholders' approval.

Item 14. Restatement of Accounts

There is no action to be taken with respect to the restatement of any asset, capital, or surplus account of the Corporation.

¹¹ The 2024 Annual Stockholders' Meeting Minutes provides for the following information, pursuant to Section 49 of the Revised Corporation Code:

- a. A description of the voting and vote tabulation procedures used in the meeting;
- b. A description of the opportunity given to stockholders or members to ask questions and a record of the questions asked and answers given;
- c. The matters discussed and resolutions reached;
- d. A record of the voting results for each agenda item; and
- e. A list of the directors, officers and stockholders who attended the meeting.

D. OTHER MATTERS

Item 15. Action with Respect to Reports

The minutes of the Corporation's previous regular stockholders' meeting will be presented to the stockholders for approval.

The Corporation will present its Annual Report and Audited Financial Statements for the year ending December 31, 2024.

Item 16. Matters Not Required to be Submitted

There are no matters or action to be taken up in the meeting that are not required to be submitted to a vote of security holders.

Item 17. Other Proposed Actions

- a. Approval of the 2024 Annual Report and Audited Financial Statements
- b. Ratification of all previous acts and resolutions of the Board of Directors, Management and All Committees from June 21, 2024 up to June 11, 2025.
- c. Election of the members of the Board, including the Independent Directors, for the ensuing year.
- d. Appointment of the external auditor and fixing of its remuneration.

Item 18. Voting Procedures

(a) Vote Required

The vote for each item proposed for approval by the stockholders is as follows:

- i. With respect to the election of directors, nominees who receive the highest number of votes will be declared elected.
- ii. For all other matters to be taken up, the affirmative vote of at least a majority of the issued and outstanding capital stock entitled to vote and represented at the annual stockholders' meeting is required.

In the case of proxies, the votes should be cast in such manner and by such person as directed in the proxy.

(b) Method of Voting

In all items for approval, each voting share of stock entitles its registered owner as of the record date to one vote.

In the election of directors, straight and cumulative voting shall be allowed. Each stockholder may vote such number of shares for as many persons as there are directors to be elected or he may cumulate the shares and give one nominee as many votes as the number of directors to be elected multiplied by the number of his shares, or he may distribute them on the same principle among as many nominees as he shall see fit; provided that, the whole number of votes cast by him shall not exceed the

number of shares owned by him multiplied by the total number of directors to be elected.

Upon registration at the annual stockholders' meeting, each stockholder will be given a ballot to enable him to vote in writing on each item or proposal in the Agenda. Accomplished ballots should be dropped into the ballot box provided at the registration area.

The cut-off time for dropping the ballots is before the start of the meeting. After which, the Corporation's representatives will secure the ballot box, and will commence the tabulation of the votes in the designated tabulation area. No ballots dropped beyond the cut-off time shall be accepted or counted. All votes will be counted and tabulated by the Election Committee composed of representatives from the Office of the Corporate Secretary.

In case of proxies, the votes will be cast in such manner as directed in the proxy. The Proxy Verification Committee will tabulate all votes received through Proxy, and an independent third party will validate the results. Validation and final tally of votes through Proxy shall be released on or before June 09, 2025.

Upon the written request of a stockholder, the Company undertakes to furnish said stockholder with a copy of SEC Form 17-A, free of charge. Any written request for a copy of SEC Form 17- A shall be addressed to the following:

D.M. WENCESLAO & ASSOCIATES, INCORPPORATED
15th Floor Aseana 3 D. Macapagal Boulevard corner
Asean Ave., Aseana City, Parañaque City

ATTENTION TO: ATTY. PAUL MAR M. QUINTO
Corporate Secretary and Chief Legal Officer

SIGNATURE PAGE

After reasonable inquiry and to the best of my knowledge and belief, I certify that the information set forth in this report is true, complete and correct. This report is signed in the City of Parañaque on APR 28 2025.

By:



ATTY. PATRICK I. PENACHOS
Compliance Officer