

Stakeholder Engagement Policy

Company Name: D.M. Wenceslao & Associates, Inc. (DMW)

Date: December 2024

Scope: DMW's Operations in Aseana City

Introduction

D.M. Wenceslao & Associates, Inc. (DMW) is committed to transparent, inclusive engagement with all stakeholders, especially the local communities where we operate. We believe that fostering regular dialogue and understanding the diverse perspectives of our stakeholders builds trust and mutual success.

By integrating community insights into our decisions, we create long-term value that benefits both our business and the communities we serve. This Stakeholder Engagement Policy outlines how we identify and engage with affected communities and stakeholders, address their concerns, and continuously improve our engagement efforts.

Scope

This policy applies to all DMW's operations in Aseana City. Every site and business unit is expected to adhere to these stakeholder engagement principles, ensuring consistent practices. It covers interactions with community members, local authorities, and other stakeholders in the vicinity of our operations.

Stakeholder Identification and Impact Assessment

We systematically identify communities and stakeholders affected by our operations. This includes conducting local stakeholder mapping and community impact assessments for new projects to understand potential social and environmental effects. Through this process, we recognize both direct and indirect stakeholders.

Inclusive Engagement Strategy & Programs

Our engagement strategy is built on inclusion and collaboration with local stakeholders. We strive to involve community members in dialogue about our plans, ensuring they have a say in matters that impact them. We promote two-way communication so that stakeholders not only receive information but can also provide input, feedback, and suggestions.

As part of this strategy, the Company implements a range of community programs to address local needs and foster goodwill. Our initiatives include:

- **Community Health and Wellness Programs** – supporting the physical and mental well-being of local residents, including organizing health clinics and wellness workshops in Aseana
- **Educational Outreach and Skills Training** – offering workshops, scholarships, or vocational training to empower youth and community members.
- **Livelihood and Economic Development Initiatives** – improving local employment opportunities to strengthen the local economy.
- **Environmental Awareness Programs** – engaging the community in environmental stewardship, such as waste reduction and sustainability campaigns.

Communication and Feedback Mechanisms

Clear communication channels are established to enable open dialogue with the community. Local stakeholders are provided with accessible ways to reach the Company. Dedicated community relations officers, local liaison offices at project sites, and published phone hotlines and email contacts for inquiries and concerns. We commit to providing timely, accurate information about our estate operations. We actively

seek feedback to gauge how well our engagement approach is working. The Company holds regular meetings with community members to discuss their needs, answer questions, and identify concerns. Additionally, we conduct periodic surveys or informal polls to assess local stakeholders' perceptions of our engagement efforts. The input gathered from these interactions is used to adjust our engagement strategy as needed.

Grievance Mechanism

We maintain a formal grievance mechanism to ensure any individual or community can raise complaints and have them addressed in a fair, transparent manner. The grievance process provides clear instructions and multiple entry points for submitting a complaint. Stakeholders can lodge grievances through channels like community hotlines, dedicated email addresses, written complaint forms at local offices, or in-person reporting to our community relations staff. We ensure that these channels are well-publicized and easily accessible to all segments of the community, including vulnerable groups.

Every grievance is documented and tracked from receipt to resolution. We keep a centralized grievance register that logs the details of each issue raised and monitors the progress of investigations and resolutions. A defined escalation process is in place to ensure concerns are addressed at the appropriate level and no grievance falls through the cracks.

Monitoring, Reporting and Continuous Improvement

The Company continuously monitors the effectiveness of its stakeholder engagement activities. We track key indicators including the closure rate of grievances. Regular internal reviews of our stakeholder engagement practices are conducted to ensure we are meeting our commitments and to identify areas for improvement. We also periodically survey community stakeholders to measure satisfaction with our engagement process and to gather suggestions for enhancement.

Insights from these monitoring efforts are used to refine our approach. Management receives reports on stakeholder engagement and community feedback, which inform decision-making and strategy adjustments. Results of stakeholder engagement are reported annually through its publicly available Sustainability Report.

Through this policy, the Company endeavors to maintain robust engagement with local stakeholders, provide effective channels for grievances, and operate with transparency and accountability.

Prepared by:

Sustainability Committee
D.M. Wenceslao & Associates, Inc.