

VERSION NO. 1	MANUAL TITLE SUSTAINABILITY POLICIES	DOCUMENT NO. SUST-POL-014
	DOCUMENT NAME STAKEHOLDER ENGAGEMENT POLICY	REVISION NO. 0
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1.0 INTRODUCTION

D.M. Wenceslao & Associates, Inc. (DMW) is committed to transparent, inclusive, and meaningful engagement with stakeholders. The Company recognizes that understanding stakeholder perspectives contributes to better decision-making, responsible business practices, long-term value creation, and sustainable development.

DMW seeks to foster open dialogue, build trust, address concerns responsibly, and maintain constructive relationships with stakeholders who may be affected by or have an interest in the Company's operations, developments, products, services, and business activities.

This Policy establishes DMW's approach to stakeholder identification, engagement, communication, grievance management, and continuous improvement.

2.0 STAKEHOLDER IDENTIFICATION AND PRIORITIZATION

2.1 Stakeholder Identification

2.1.1 DMW seeks to identify individuals, groups, organizations, and communities that may be affected by or have an interest in the Company's activities, operations, projects, developments, and business relationships.

2.1.2 Stakeholders may include, but are not limited to:

- Employees;
- Contractors;
- Suppliers and service providers;
- Tenants;
- Local communities;
- Customers;
- Government agencies and regulators;
- Local authorities;
- Industry associations;
- Investors and shareholders;
- Academic institutions;

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- Civil society organizations and non-governmental organizations; and
- Other affected or interested stakeholders.

2.2 Stakeholder Mapping and Impact Assessment

2.2.1 DMW conducts stakeholder mapping and stakeholder impact assessments, where relevant, to identify stakeholders who may be directly or indirectly affected by its operations and developments.

2.2.2 Stakeholder assessments may consider:

- The nature and extent of potential impacts;
- Stakeholder interests and expectations;
- Stakeholder influence and level of engagement;
- Environmental, social, economic, and governance considerations; and
- Other factors relevant to the Company's operations and projects.

2.3 Vulnerable Stakeholders

2.3.1 DMW recognizes that certain individuals or groups may be more vulnerable to potential impacts arising from business activities.

2.3.2 As part of stakeholder identification activities, DMW may consider stakeholders who may be at heightened risk of vulnerability or disproportionate impacts, including:

- Local communities;
- Low-income groups;
- Elderly individuals;
- Persons with disabilities;
- Youth;
- Women;
- Contractors and third-party workers; and

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- Other potentially affected groups relevant to the Company's activities.

2.3.3 DMW seeks to understand and consider the specific needs and concerns of vulnerable stakeholders when designing and implementing engagement activities.

3.0 STAKEHOLDER ENGAGEMENT STRATEGY

3.1 Inclusive Engagement

- 3.1.1 DMW seeks to engage stakeholders through transparent, respectful, accessible, and inclusive engagement processes.
- 3.1.2 The Company promotes two-way communication and encourages stakeholders to provide feedback, raise concerns, share perspectives, and contribute suggestions relevant to Company activities.
- 3.1.3 DMW seeks to incorporate stakeholder insights into planning, development, operations, sustainability initiatives, and decision-making processes where appropriate.

3.2 Engagement Mechanisms

3.2.1 Stakeholder Engagement activities may include:

- Community consultations and meetings
- Stakeholder forums and dialogues
- Surveys and feedback mechanisms
- Public information sessions
- Community development programs
- Digital communications and online engagement
- Project-specific consultations
- Other engagement methods appropriate to the stakeholder group involved

3.3 Stakeholder Programs and Initiatives

3.3.1 DMW may support stakeholder engagement through initiatives such as:

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- Community health and wellness programs
- Educational outreach, scholarships, and skills development activities
- Livelihood and local economic development initiatives
- Environmental awareness and sustainability programs
- Other stakeholder engagement initiatives aligned with community needs and Company objectives

4.0 COMMUNICATION AND FEEDBACK

4.1 Stakeholder Communication

4.1.1 DMW seeks to provide timely, accurate, and accessible information regarding relevant Company operations, developments, activities, and initiatives.

4.1.2 Communication channels may include:

- Community liaison activities;
- Meetings and consultations;
- Email and telephone communications;
- Project information materials;
- Company website disclosures;
- Sustainability reporting; and
- Other appropriate communication channels.

4.2 Feedback and Continuous Dialogue

4.2.1 DMW actively seeks stakeholder feedback regarding its operations, engagement activities, and community relations efforts.

4.2.2 Stakeholder feedback may be considered in the review and improvement of Company policies, programs, projects, operations, and engagement practices.

5.0 GRIEVANCE MECHANISM

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5.1 Raising Concerns

- 5.1.1 DMW maintains grievance and feedback mechanisms through which stakeholders may raise concerns, complaints, questions, or suggestions relating to Company activities.
- 5.1.2 Grievances may be submitted through available communication channels identified by the Company.
- 5.1.3 DMW seeks to ensure that grievance mechanisms are accessible, transparent, fair, and responsive to local stakeholders, including vulnerable groups where relevant.

5.2 Review and Resolution

- 5.2.1 Reported concerns shall be reviewed and addressed through appropriate Company processes.
- 5.2.2 Grievances may be documented, tracked, investigated where necessary, and addressed through established escalation and resolution procedures.
- 5.2.3 DMW seeks to resolve concerns in a timely and constructive manner while maintaining appropriate confidentiality and documentation.

6.0 SUPPLY CHAIN AND BUSINESS RELATIONSHIPS

6.1 Suppliers and Contractors

- 6.1.1 DMW encourages suppliers, contractors, consultants, and service providers to support stakeholder engagement principles consistent with this Policy.
- 6.1.2 Stakeholder considerations may be incorporated into procurement activities, supplier management, contractor oversight, project implementation, and other business processes where relevant.

6.2 Business Partners

- 6.2.1 DMW seeks to collaborate with tenants, joint venture partners, customers, consultants, and other business partners in promoting responsible stakeholder engagement practices.
- 6.2.2 The Company encourages business partners to consider stakeholder impacts and maintain constructive engagement with affected stakeholders where relevant.

7.0 GOVERNANCE AND ACCOUNTABILITY

7.1 Roles and Responsibilities

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- 7.1.1 Relevant departments are responsible for supporting implementation of this Policy within their respective areas of responsibility.
- 7.1.2 The Sustainability Department may coordinate stakeholder engagement activities, monitoring efforts, reporting, and continuous improvement initiatives.
- 7.1.3 Relevant business units may support stakeholder identification, engagement, grievance management, and communication activities.
- 7.1.4 Senior Management oversees implementation of this Policy and supports transparent, inclusive, and responsible stakeholder engagement practices.

8.0 GOVERNANCE AND REVIEW

8.1 Legal Compliance and Best Practice

DMW seeks to conduct stakeholder engagement activities in accordance with applicable laws, regulations, governance requirements, and recognized stakeholder engagement best practices.

8.2 Monitoring and Continuous Improvement

The Company periodically reviews stakeholder engagement practices, feedback mechanisms, grievance management processes, and stakeholder outcomes to support continual improvement.

8.3 Management Oversight

Senior Management oversees implementation of this Policy and promotes transparency, accountability, and meaningful stakeholder engagement throughout the organization.

8.4 Annual Review

This Policy shall be reviewed annually and updated as necessary to reflect changes in business operations, stakeholder expectations, regulatory requirements, community needs, and emerging best practices.

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