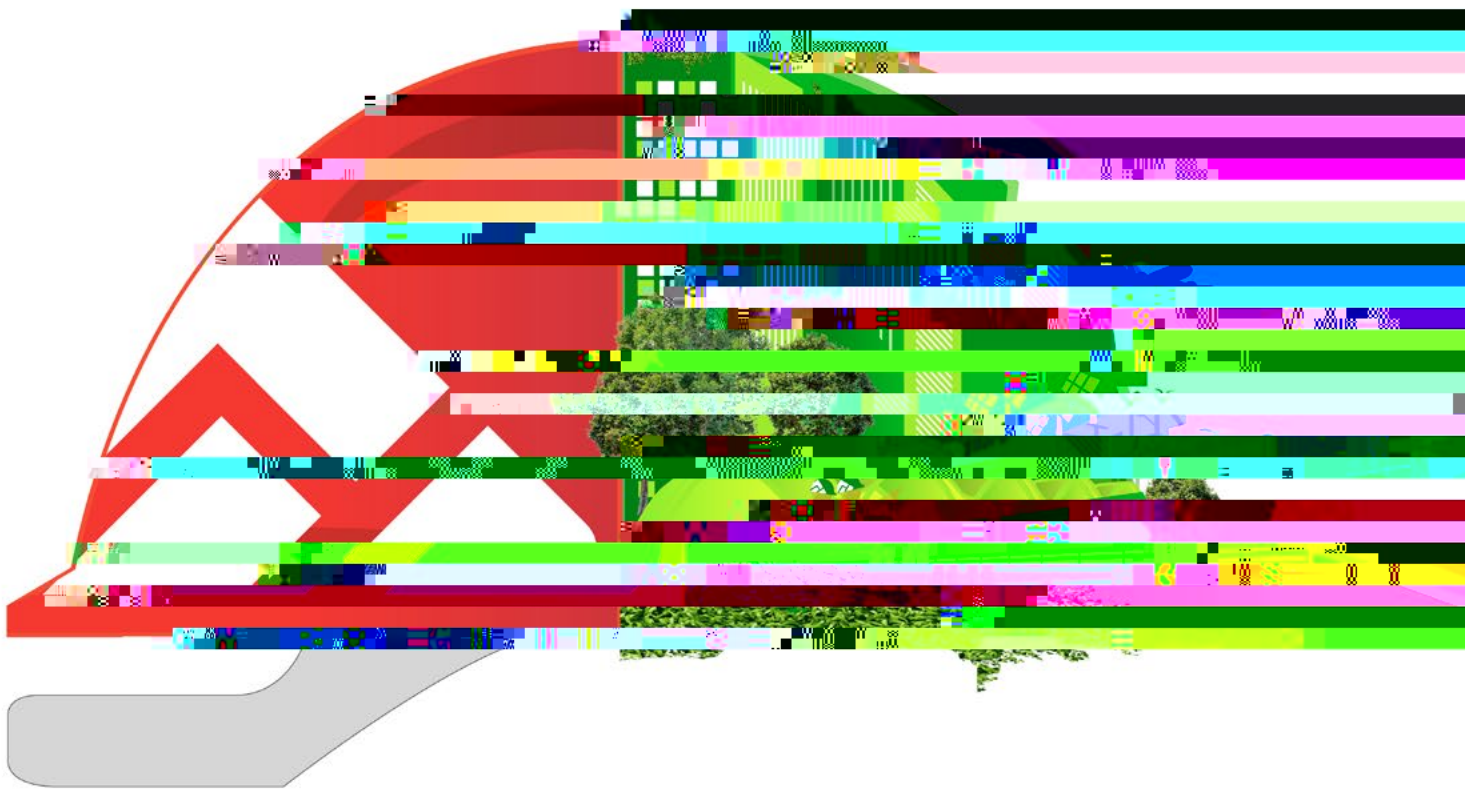
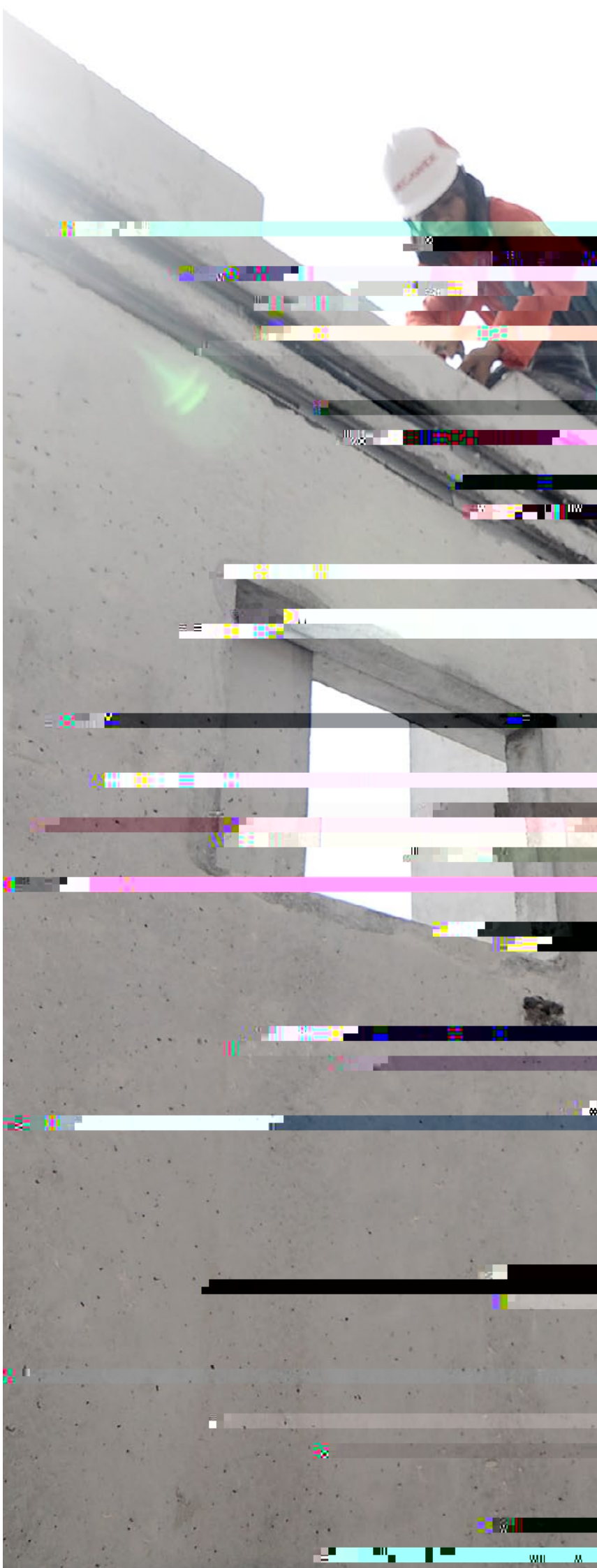


ENGINEERING FIRST-WORLD SUSTAINABILITY







Sustainability is the way to a First-World Philippines

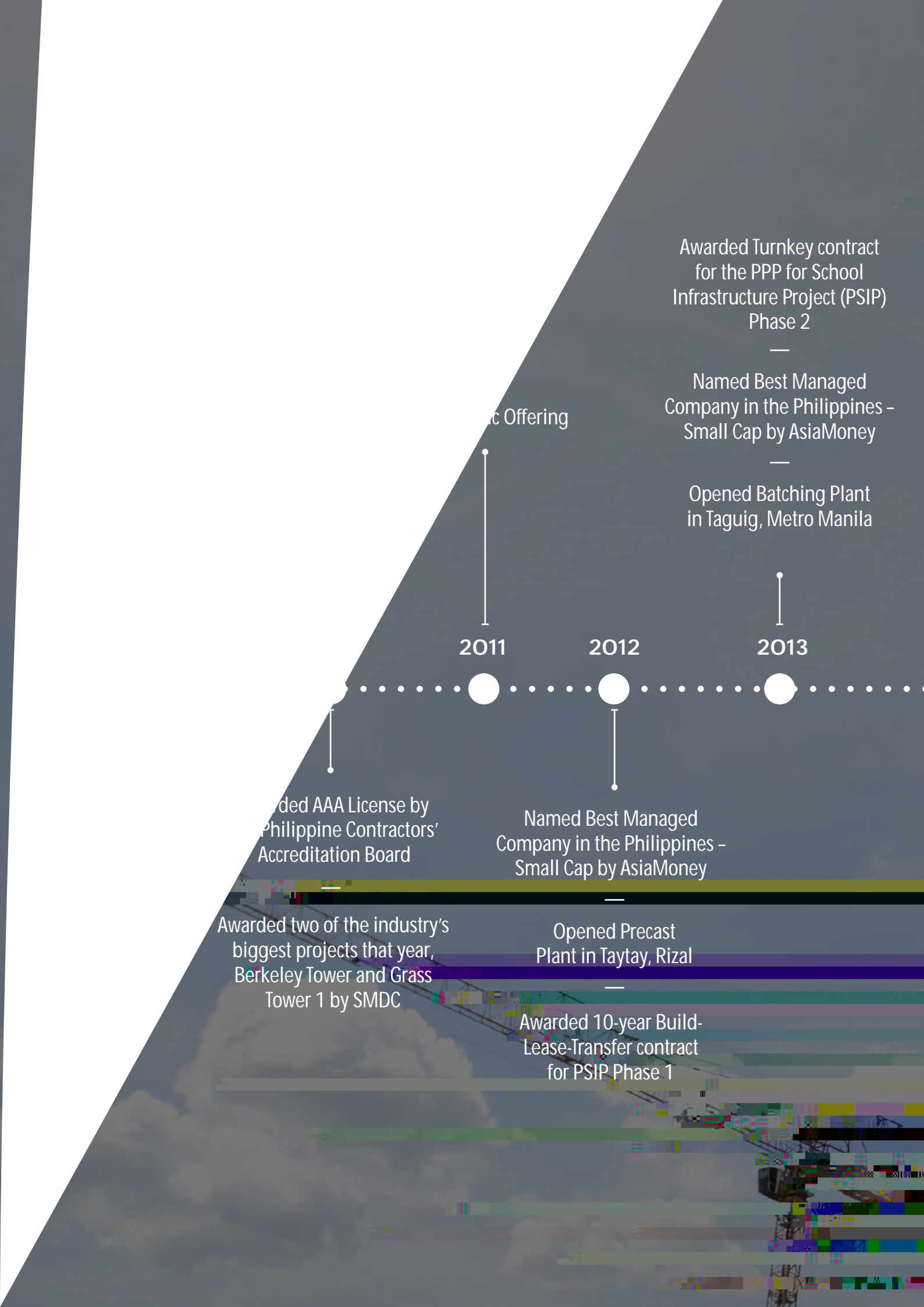
“

Our Company is the ideal incubator for enriching sustainability practices not just in the industry but in the country, through our large-scale construction projects and long-term infrastructure contracts.

”

01

COMPANY
OVERVIEW



Awarded Turnkey contract for the PPP for School Infrastructure Project (PSIP) Phase 2

Named Best Managed Company in the Philippines - Small Cap by AsiaMoney

Opened Batching Plant in Taguig, Metro Manila

2013

2012

2011

Public Offering

Awarded AAA License by Philippine Contractors' Accreditation Board

Named Best Managed Company in the Philippines - Small Cap by AsiaMoney

Awarded two of the industry's biggest projects that year, Berkeley Tower and Grass Tower 1 by SMDC

Opened Precast Plant in Taytay, Rizal

Awarded 10-year Build-Lease-Transfer contract for PSIP Phase 1



2014

2015

2017

2018

Awarded 25-year Build-Operate-Transfer contract for MCIA

Named Best Managed Company in the Philippines – Small Cap by AsiaMoney

Megawide Office attains LEED Gold Certification

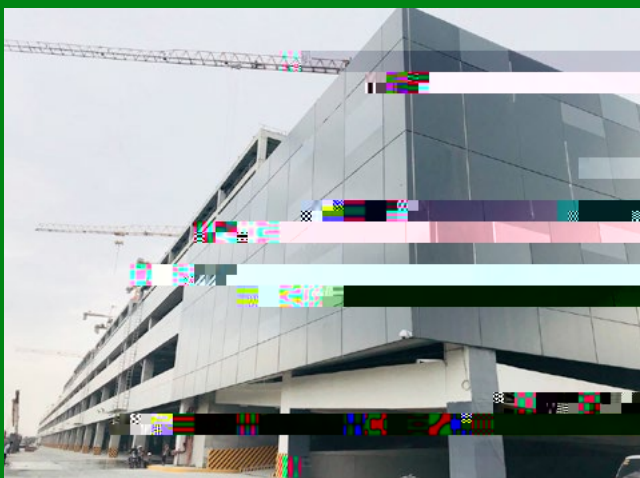
Named 1st Place Outstanding Large Corporation in the Landbank Gawad Kaagapay Awards Non-Agri-based category

COMPANY OVERVIE

Megawide's sustainability strategy emanates from its corporate mission to engineer a First-World Philippines.

To achieve its vision of building a First-World Philippines, Megawide holds on to the following core values: excellence, innovation, teamwork, integrity, and community.

Using the principles of sustainable development and the Company's core values as anchors, Megawide now seeks to transform its business processes into platforms for social growth and environmental conservation.



OWNERSHIP STRUCTURE

As of December 31, 2018, Citicore Holdings Investment, Inc., Megacore Holdings Inc. and PCD Nominee Corporation hold the largest number of shares of Megawide Construction Corporation. There were no cross or pyramid shareholdings.

Common	Citicore Holdings Investment, Inc.	712,925,501	34.12%	Citicore
Common	Megacore Holdings Inc.	617,709,197	29.56%	Megacore
Common	PCD Nominee Corporation (Filipino)	490,860,547	23.49%	Various
Common	PCD Nominee Corporation (Non-Filipino)	221,946,360	10.62%	Various
	TOTAL	2,043,441,605	97.78%	

The World's Friendliest Resort-themed Airport

GMR MEGAWIDE Cebu Airport Corporation (GMCAC), a partnership between Megawide and India's GMR Group, operates and develops the Mactan-Cebu International Airport (MCIA), the second largest and busiest airport in the Philippines.

GMCAC is a consortium between Megawide and India's GMR Group, a world-renowned infrastructure developer

The Parañaque Integrated Terminal Exchange (PITX) is one of the country's flagship intermodal terminal projects. The terminal was inaugurated in November 2018 and is expected to function with the same systematic efficiency of airports.

The project is owned and managed by MWM Terminals, Inc. under a build-transfer-operate scheme with the Department of Transportation. Through this strategic public-private partnership, Megawide seeks to help in addressing one of the biggest challenges facing the country today: urban traffic congestion.

In 2019, PITX will fully serve as the main transfer hub for buses, jeepneys, taxis, and trains that pass through the main thoroughfares of EDSA, Badjaran, and Taft going to Cavite and Batangas, and vice-versa. The project spans 4.5 hectares in the Manila-Cavite Expressway area and was designed to ease traffic flow in the metropolis. All provincial buses coming from southern provinces, such as Cavite and Batangas will end their routes in PITX and no longer contribute to the incoming volume of traffic in the city.

ENGINEERING, PROCUREMENT AND CONSTRUCTION (EPC)

Megawide established its corporate foundation in 2012 to pursue strategic Corporate Social Responsibility programs that complement Megawide's vision of realizing a first-world future for the Philippines.

In 2018, Megawide Foundation updated its vision and mission and aligned its programs with the UN Sustainable Development Goals, notably: SDG 3 (Good Health & Wellbeing), SDG 4 (Quality Education), SDG 8 (Decent Work), SDG 11 (Sustainable Cities & Communities), SDG 12 (Responsible Production), and SDG 13 (Climate Action).

The flagship program of the foundation is the Megawide Engineering Excellence Scholarship program, which provides civil, mechanical, and electrical engineering and architecture scholarships to bright students from disadvantaged (average).

Corporate Governance

Megawide believes that good corporate governance is an inherent aspect of an accountable and transparent corporation. As such, the Company seeks to constantly make its governance systems and processes more robust, rigorous, and equitable.

The Company's annual corporate governance initiatives seek to strengthen the Company's policies on transparency, internal controls, risk management, and sustainability in a way that also creates long-term value.

fi ic A 1 ° bu en ã , v » v v h +
cry'
susta r inabilitsa y" v t,, Q

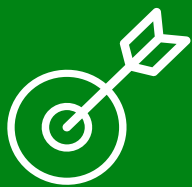


BOLDER V

Vision

We will be a
First-World
Philippines.

Mission

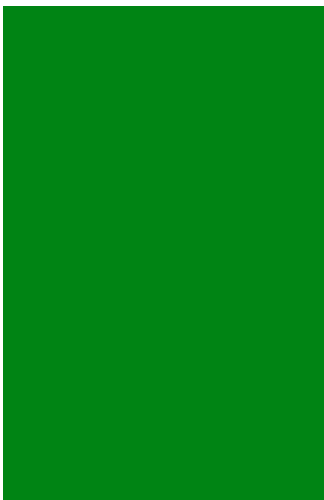
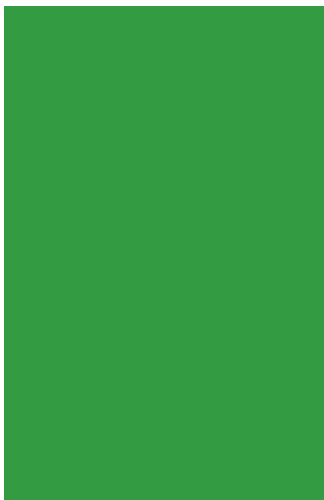


We will be at the forefront
of building a First-World
Philippines through
engineering excellence
and innovation.

Values

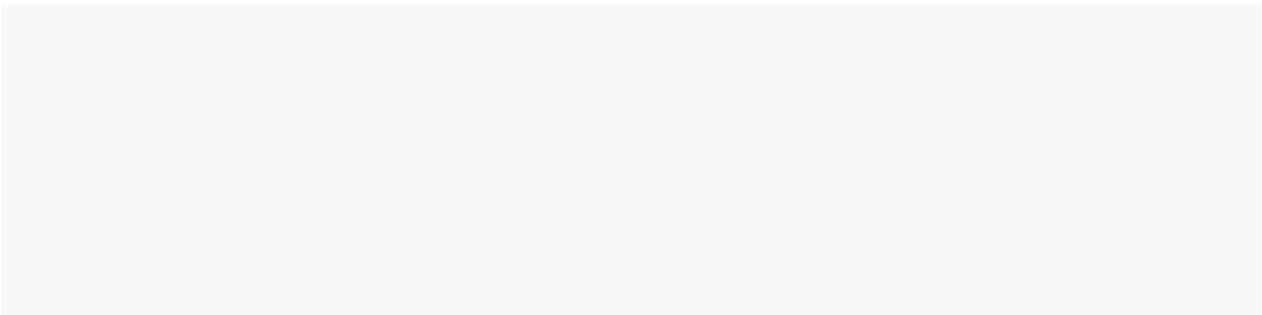
Excellence

Innovation



GOVERNANCE POLICIES AND ACTIVITIES

Customer's Welfare	The Company implements strict quality assurance and quality controls.	Conducts site visits to perform audit on the accomplishments and quality output of each site.
Supplier/Contractor Selection Practice	The Company has a supplier accreditation policy in place.	At least three (3) suppliers are required to submit their bid proposals for review and evaluation; a recommendation is submitted for consideration.
Environmentally Friendly Value-Chain	ISO 14001-2004 Environmental Management System Standards LEED Certification	The Company is ISO 14001 compliant.





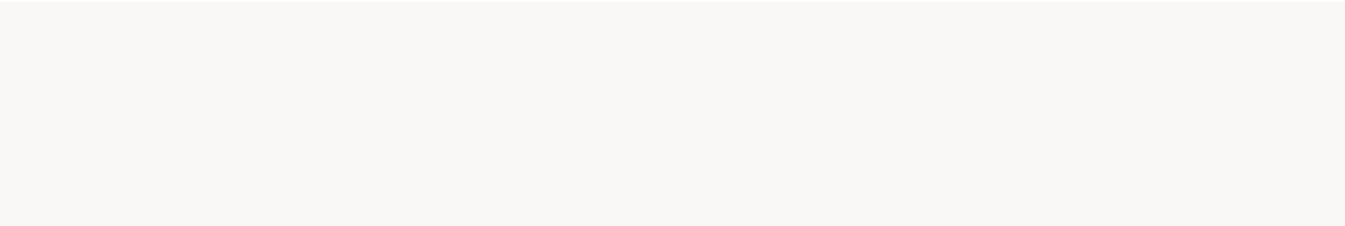
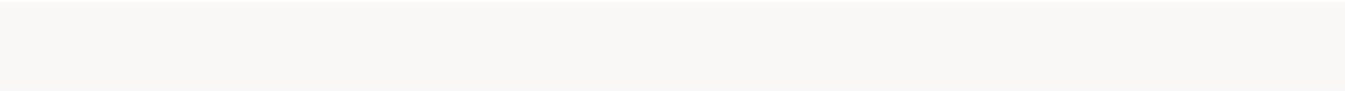
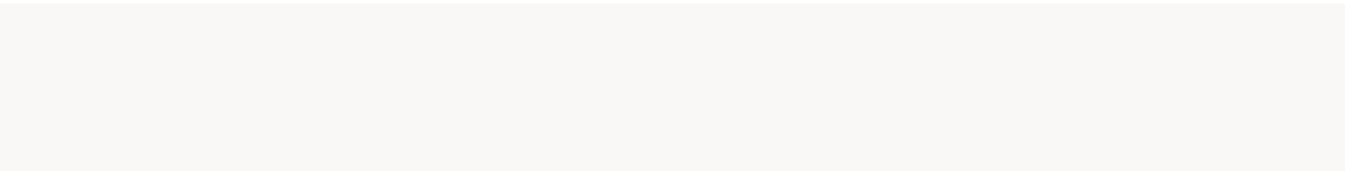
Challenge Taken

Sustainability is a challenge and an opportunity for Megawide. The challenge lies in how to achieve strong shareholder returns while also protecting the environment and improving the material well-being of its immediate publics. The opportunity lies in how the Company will seize the challenge to become a profitable agent of environmental and social change.

STAKEHOLDER ENGAGEMENT

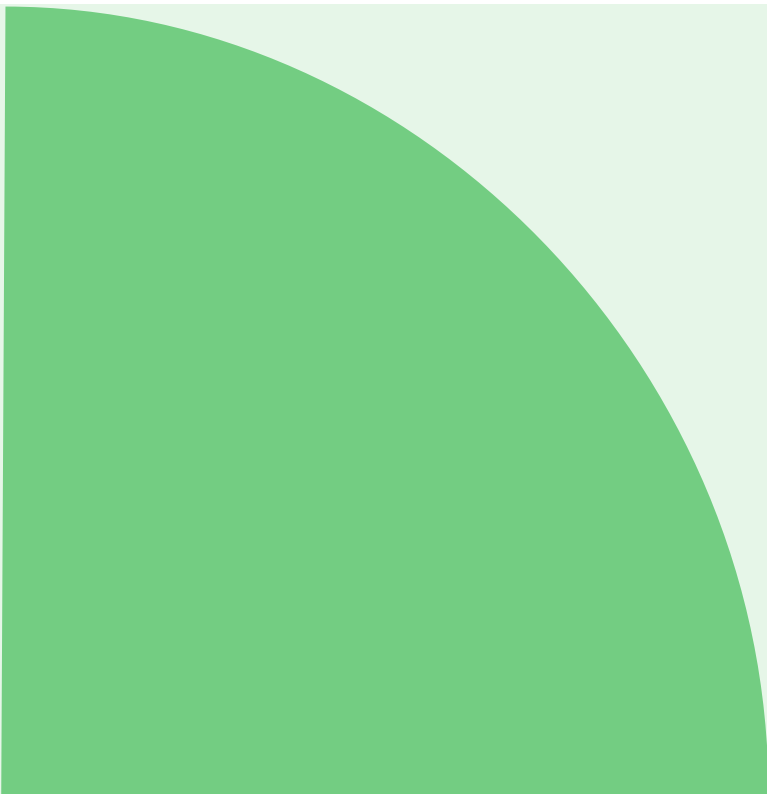
Over the past 20 years, Megawide has taken stock of how its operations and continued growth have directly affected the well-being of various groups, particularly with

Employees



MATERIALITY

Framed against the GRI Standards, Megawide began the Company's sustainability process by determining the topics that are most significant to its business, operations, and stakeholders.



work



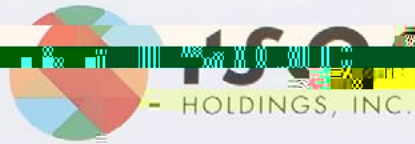
EXCELLENCE IN INNOVATION TEAMWORK COMMUNITY INTEGRITY MALASAKIT

<p>ENVIRONMENTAL STEWARDSHIP</p>	<p>SOCIAL RESPONSIBILITY</p>	<p>GOOD GOVERNANCE</p>
<p>We employ First-World innovations to minimize our impact on the environment</p>	<p>We find First-World solutions to uplift underprivileged Filipinos</p>	<p>We demonstrate First-World concern toward our suppliers and employees</p>

What We Improve

- Sustainable cities & communities
- Environmental conservation
- Responsible production
- Community development
- Accessible & Affordable Education
- Accessible & Affordable Healthcare
- Business ethics
- Employee wellbeing
- Healthy & safe work environment

MEGAWIDE
CONSTRUCTION



COLD CHAIN SOLUTIONS



Management Group Inc.

CEREMONY

MEGAWIDE COLD STORAGE FACILITY

OCTOBER 2018

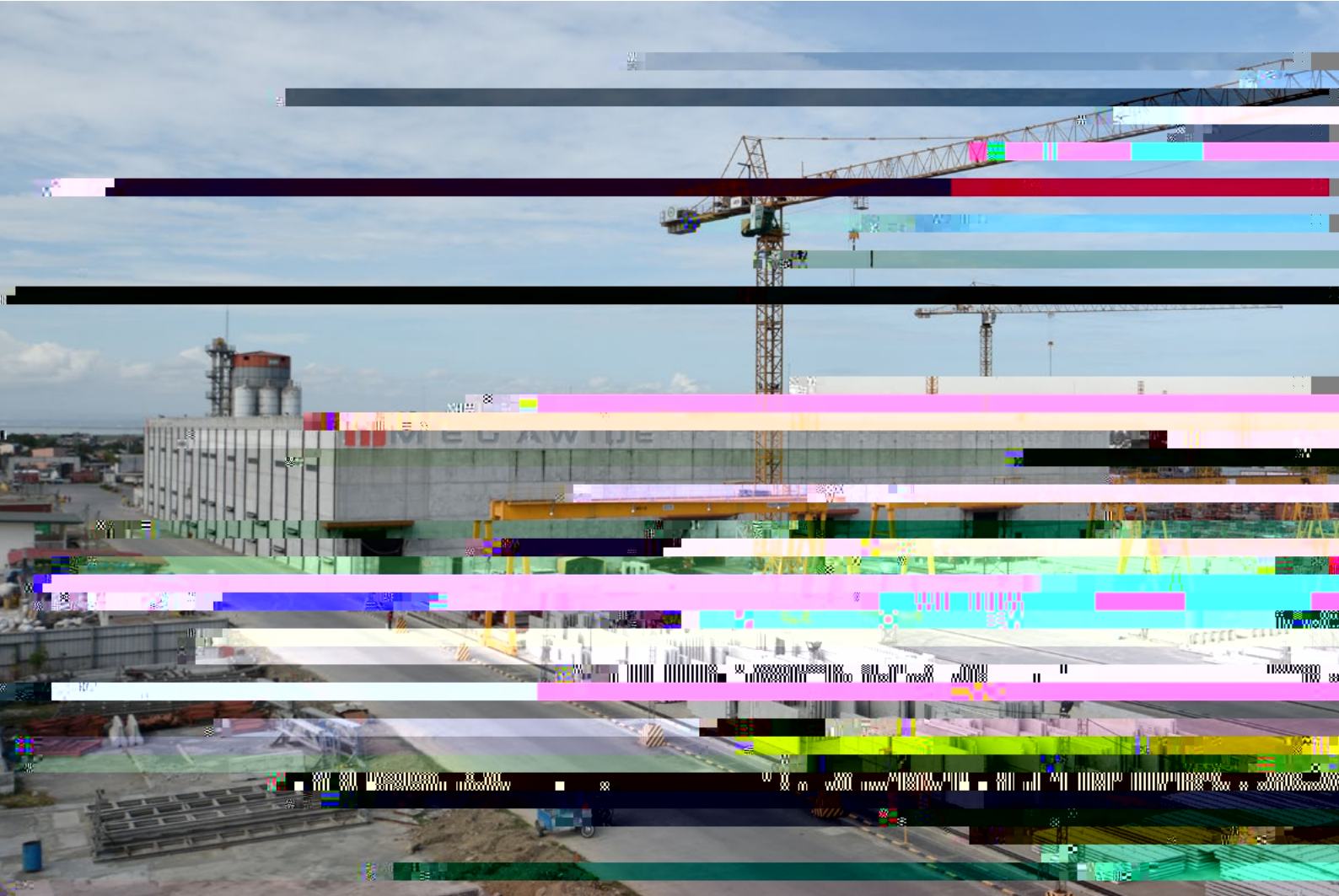


05



MEGAWIDE CONSTRUCTION CORPORATION

MEGAWIDE CONSTRUCTION CORPORATION





Values- Driven Engineering

Megawide's Engineering, Procurement and Construction (EPC) business segment is the bedrock upon which the Megawide group of companies is built.

VALUE ENGINEERING: TOWARDS GREATER SHARED ECONOMIC VALUES

In recent years, Megawide has made the transit on from Construct on to Infrastructure Development. This move to part cipate in projects that have a greater impact on the economy is a testament to Megawide's goal to advance Value Engineering—the kind of engineering that f nds greater shared values that not only benef t the Company and its shareholders but also the greater Filipino public.

As its frst major steps towards Value Engineering, Megawide has expanded and diversif ed its project port olio through three major program areas:

Megawide entered in 2017 into a shared-value creat ng project—one that would bring in prof ts for the Company while also directly addressing the water sewage treatment challenges in Metro Manila. This project is the construct on of a water treatment facility through Maynilad's Las Piñas Water Reclamat on Facility.

In 2017, the MEGAWIDE GMR consortium won the tender to undertake the design and construction of the Clark International Airport's 2nd terminal* (

B e j A th e Meg

Some of our EPC Projects

Urban Deca Tondo

Residential project of 13 mid-rise condominiums and a full-service mall covering 410,447 sq m.

Worldwide Plaza

Double Dragon Plaza

Commercial plaza with construction area of 230,131 sq m built using low-carbon emitting material in construction that will consume less energy compared to average commercial buildings.

Hampton Gardens

Residential project covering the area of 17,025 sq m located in Pasig.

Jollibee Delta Phase 2

Warehouse covering the area of 46,341 sq m in Laguna.

The Curve

using the latest construction methods of Megawide that contribute in greening the industry. It also aims to attain Leadership in Energy and Environmental Green Building Council.

St. Moritz

Ultra high-end township of two clusters of nine-storey buildings located in BGC with construction of 35,384 sq m.

Megawide's sustained growth as a strong company is a result of its commitment to the growth and development of its people. As the muscle behind the Company's construction arm, Megawide's employees are indispensable partners in achieving the Company's sustainability goals in tandem with its business targets. As such, the Company is committed to providing a safe and healthy work environment for all employees.

—

tion

By position and gender



NEW HIRES AND EMPLOYEE TURNOVER

By gender



H

WORKER HEALTH AND SAFETY

MEGAWIDE'S LEED DEVELOPMENTS

Four of Megawide's ongoing construction projects are

HEAD OFFICE



Fuel Consumption (generator sets)

667 liters



Electricity Consumption
1,037,200 kWh



Water Consumption
84,265 m³



Waste generated

Generic waste **6,669 kg**

Recyclable waste **1,728 kg**

DOUBLE DRAGON



Fuel Consumption (vehicles)

520 liters



Electricity Consumption
64,480 kWh



Waste Generated

Domestic
Waste/Debris **211 kg**

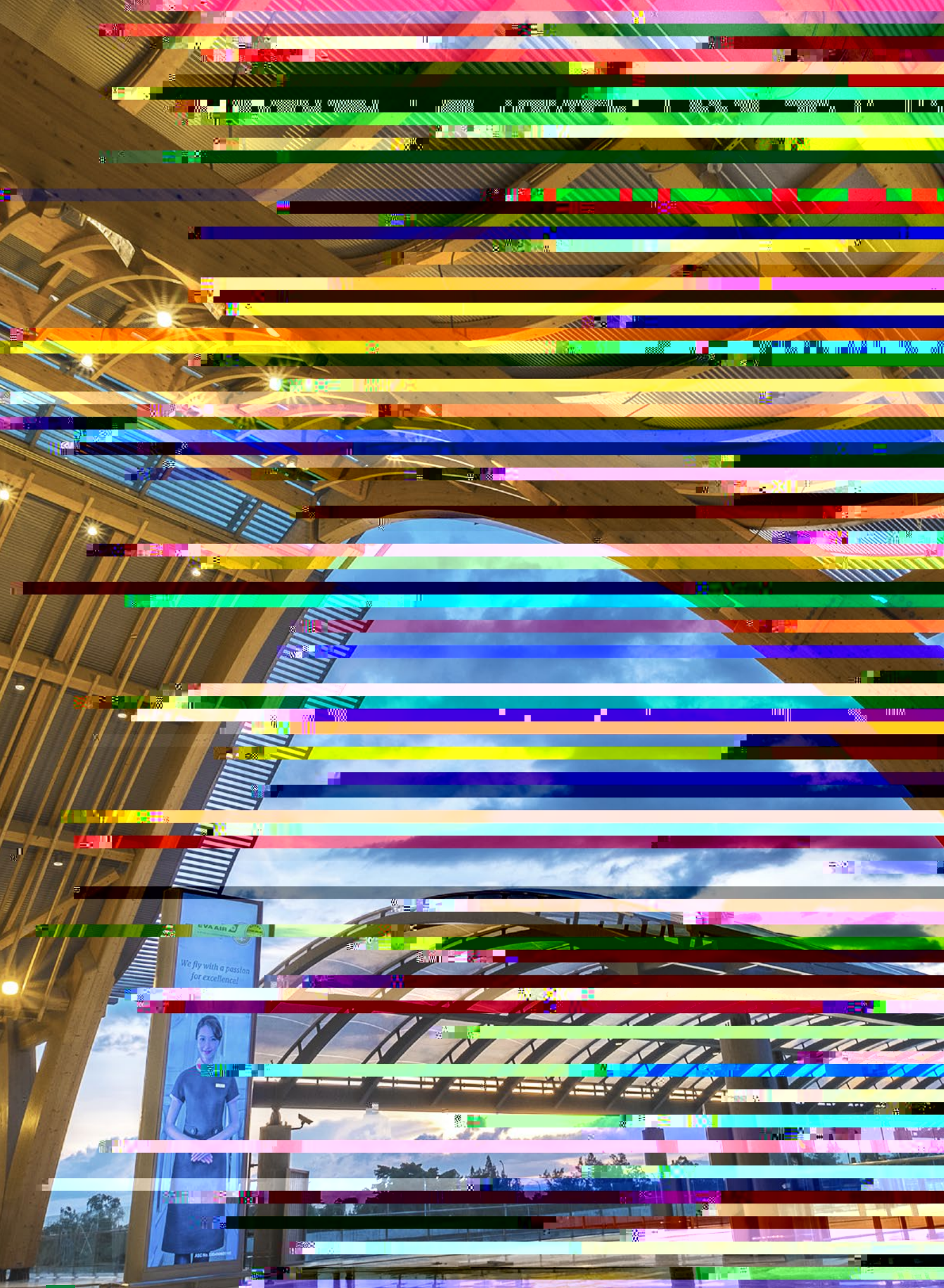
JOLLIBEE DELTA



4,673 liters

474,400 kWh

BATCHING PLANT

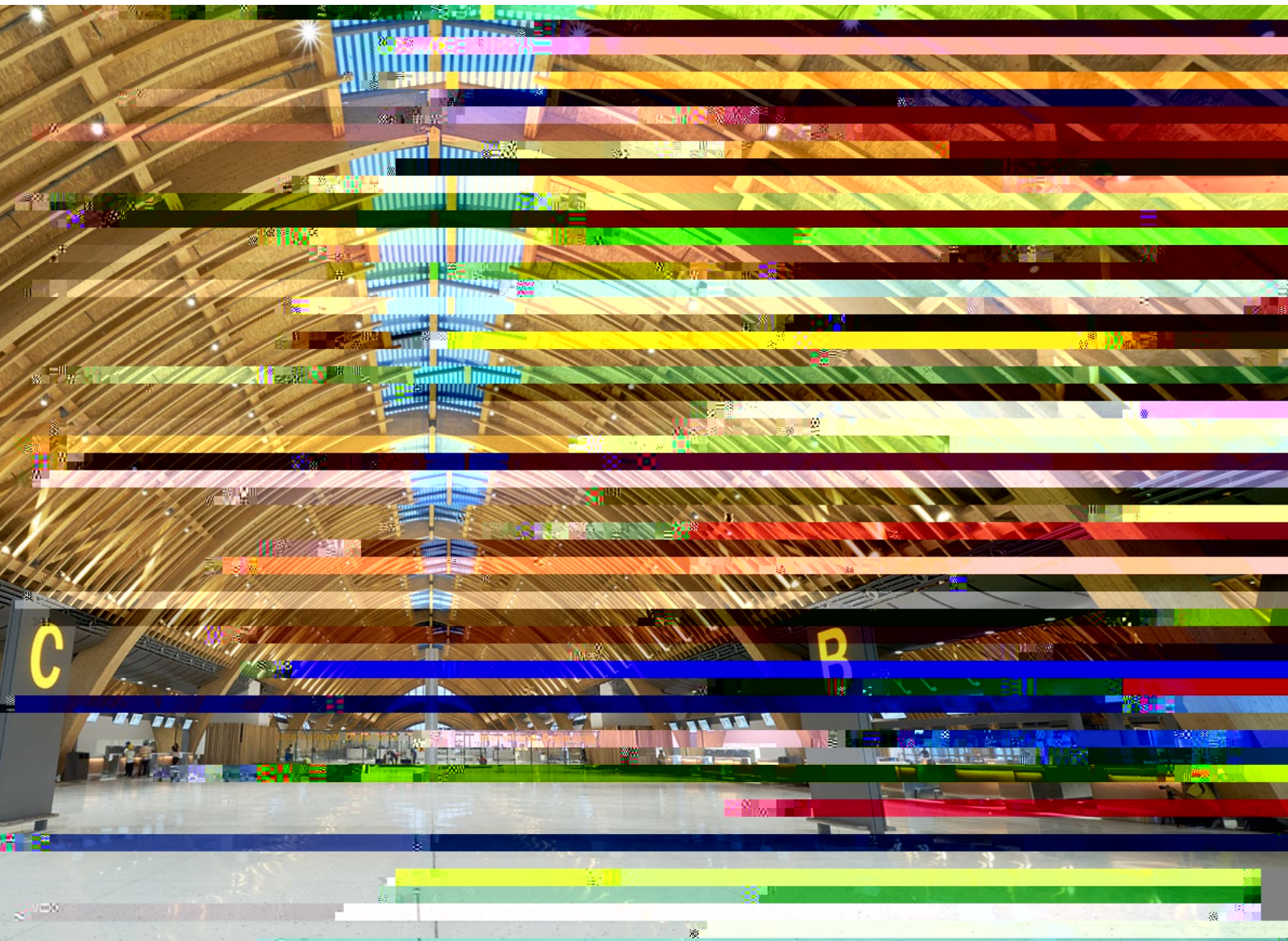




03

GMR MEGAWIDE
CEBU AIRPORT
CORPORATION

Boosting



INCREASING PASSENGER HANDLING CAPACITY

GMCAC used Glued-laminated (glulam) timber from Austria to create the full roof structure of Terminal 2 (T2). Glulam is an engineered wood product that is treated for strength and fireproofing. It has high stability and resists strong seismic loads. It is stronger than steel on a weight-per-weight basis and allows for fast, precise, and stable construction. Finally, glulam is a renewable construction material grown in sustainably managed forests.

By using glulam, installation of the roof structure was reduced to four months instead of seven months. Approximately, 4,500 m³ of glulam timber were used in MIA T2, making it the only airport building in Asia that uses the material for a full roof structure.

During the handover of operations in November 2014, the airport was handling 6.9 million passengers per annum (mppa) even though the existing terminal (T1) was built to handle only 4.5 mppa. It was apparent to GMCAC that there was an urgent need to address the congestion and other operational difficulties being experienced by the airport.

Therefore, GMCAC invested in the improvement of T1 within the first two years of operation rather than after the commissioning of T2 as originally stated in the concession agreement. This increased capacity of T1 to 8.9 mppa. The renovation of T1 is now ongoing and will be complete by 2020.

The new international terminal (Terminal 2) was officially commissioned on July 1, 2015.

TRANSFORMING MCIA

Since opening in 2018, the newly inaugurated MCIA T2 has lived up to its promise of creating transformative travel experiences through innovation and efficiency using Filipino hospitality.

With Megawide's homegrown brand of world-class engineering excellence and the GMR Group's sterling track record of transforming old airports into award-winning global gateways, MCIA is now poised to become one of

DIRECT AND INDIRECT ECONOMIC IMPACTS

In 2018, nearly two thirds of GMCAC's net profit went to suppliers and contractors, many of whom are local businesses. Nearly a fifth of GMCAC's net income for the year were paid to employee salaries and to the government as taxes. Notably, the Company's employees enjoy entry level wages that are considerably higher than the government's minimum wage levels for these positions.

A significant portion of the Company's retained earnings will be rechanneled to further transform the airport into a world-class facility. GMCAC's investments in transforming the airport will provide huge indirect benefits to trade and tourism in Cebu and the nearby islands. Aside from addressing growing passenger demand and bringing in more tourists into Cebu, the airport is simultaneously stimulating commercial activity and widening pathways toward greater countryside development.



DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

Direct economic value generated	3,027.47	100%
Direct economic value distributed		
Salaries paid to employees	227.30	8%
Taxes paid to government	231.64	8%
Amount paid to suppliers/contractors	1,681.72	56%
Dividends paid to stockholders	-	
Charitable contributions	1.00	0%
Direct economic value retained	885.82	29%

MARKET PRESENCE

	WAGE LEVEL	AMOUNT IN PHP/MONTH
Standard entry level wage (male)	13,700.00	₱
Standard entry level wage (female)	13,700.00	₱
Local minimum wage	10,068.17	₱

OPERATIONAL EFFICIENCIES

At the handover of operations in November 2014, GMCAC started rehabilitating MIA. In June 2015, GMCAC vowed to reduce congestion, increase annual capacity from 4.5 million passengers per year to 12.5 million, and create one of the best airports in the Philippines.

Five years since the Company took over the operations, renovation, and maintenance of the airport, GMCAC has

QUALITY AND CUSTOMER SATISFACTION

The concession agreement between MCIAA (Mactan-Cebu International Airport Authority) and GMCAC require the concessionaire to submit quarterly performance reports and meet Minimum Performance Specifications and Standards (MPSS). The MPSS includes Objective Performance Parameters, which are based on objective data from measurements and empirical observations, and Subjective Performance Parameters, which measure overall satisfaction with facilities from customer perception.

To meet these requirements, GMCAC is implementing an Airport Quality Service Program for both objective and subjective parameters. This quality program conducts regular data collection and reporting activities, and audits and process monitoring programs. It also demands

Airline Service Quality

Assessment Program

STRONGER AS ONE

GMCAC is aware that its impacts on society should be managed with the same rigor as its economic and environmental impacts. As such, the Company is building strategic engagement channels and nurturing strong relationships with its various publics, particularly its employees, clients, and its host communities in Mactan, Cebu.

For this reporting period, GMCAC has started to measure its social performance in the areas that are most relevant to its communities. These are customer satisfaction, workforce health and wellbeing, and community investments and corporate social responsibility.

GMCAC seeks to create shared value through its core business activities to unite people who are guided by the Company's corporate values. As part of its sustainability journey, the Company seeks to attract, develop and retain the best talents who share GMCAC's sustainability ideals and values.

Today, GMCAC employs nearly 300 full-time regular staff and over 100 s

y o e

A

mu

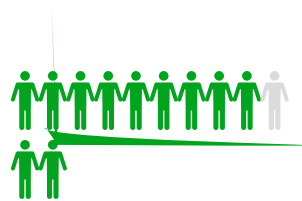
OCCUPATIONAL HEALTH AND SAFETY

GMCAC puts a high premium on the health and safety of all its workers. There were no significant accidents or incidents that caused injuries among the Company's workforce for this first reporting year. In addition, 13.5% of the Company's total employee count is represented in formal joint management-health and safety committees that help monitor and advise on occupational health and safety programs.

INJURIES & ACCIDENTS

Employees in health & safety committee	38
Total Manhours	599,293
Lost time accidents	0
Number of occupational injuries/illnesses	0
Incidence Rate	n/a
Severity Rate	0
Lost days	0
Fatalities	0
Work-related fatalities	0

Training programs conducted



Gasa sa Kahimsog (Gift of Nutrition) Feeding Program	Held from December 2017 to April 2018, this program promoted weight-building and proper nutrition to undernourished children ages 2 to 10 in Barangay Soong, Lapu-Lapu City.	100 children
Brigada Eskwela Program/ Adopt-a-School Program	A core CSR program under the Education Portfolio of GMCAC's Adopt-a-School campaign. It was held once again in 2018 in partnership with the Department of Education at Pajo Elementary School in Lapu Lapu City with 20 GMCAC volunteers. The half-day activity painted about 200 chairs and tables. GMCAC also donated 5 sets of cleaning materials.	200 students
Christmas Outreach Program	With the help of the People Management Association of the Philippines – Cebu (PMAP Cebu), students at Umapad Elementary School in Mandaue City received: <ul style="list-style-type: none"> • 121 Christmas food baskets • 121 school supply packs Umapad Elementary School is home to about 500 students from neighboring households including households from Umapad dumpsite.	121 students (primary level)
Scholarship Support to senior high school students of Olango National High School	GMCAC is supporting 10 scholars from Sta. Rosa National High School – Senior High School under the General Academic strand through monthly financial assistance and pledge support for the skills certification of its scholars. GMCAC also hosted an airport tour for the scholars and invited partner concessionaires to give a career talk in the Food and Beverage industry.	10 students
Disaster response to communities razed by fire	Distributed relief packs of dry goods and sleeping mats to the families affected by separate fire incidents in Brgy. Pusok and Brgy. Pajo in Lapu-Lapu City.	300 families (approx 1,200 pax)
Disaster response to a community affected		

TOWARDS ENVIRONMENTAL EXCELLENCE

GMCAC ensures full compliance to all environmental requirements and regulations and seeks to conserve and protect Mactan's ecosystems even as it grows its business.

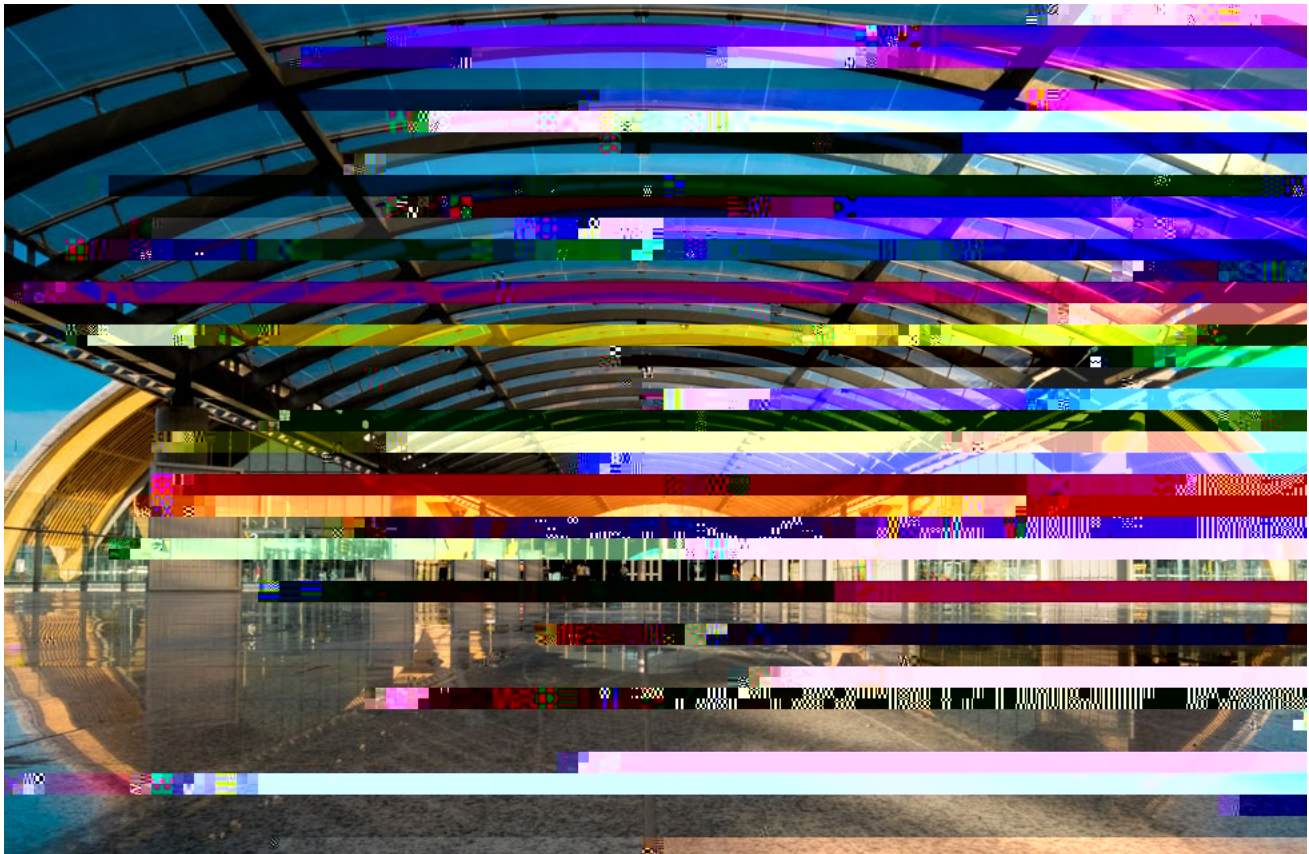
GMCAC develops, implements, and maintains health, safety, quality, and environmental management systems with a focus on continual improvement. The Company has environmental management programs in place that constantly monitor and manage air quality, water quality, solid and hazardous waste, and the wildlife that are affected by airport operations. The Company also pursues various environmental initiatives, such as tree planting and coastal clean-up drives, to promote responsible environmental stewardship within the airport and surrounding areas.

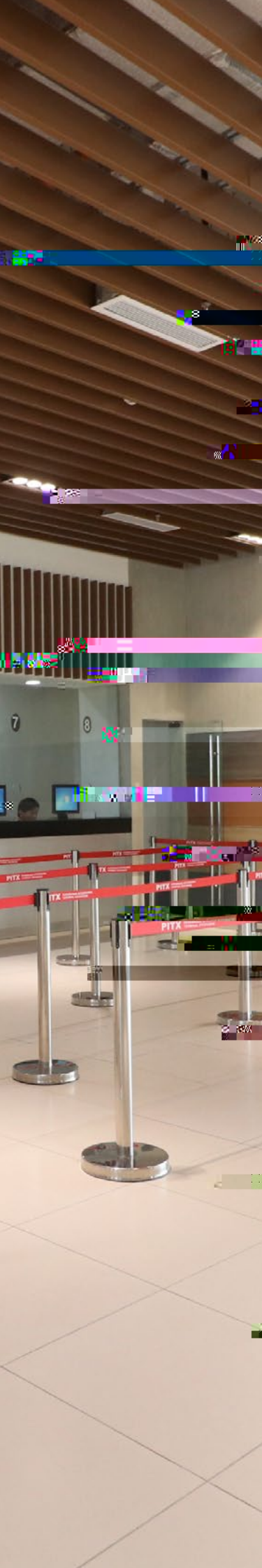
ENERGY

The local power distributor Mactan Electric Company and Cit Core Energy Solutions Inc. provide electricity to the entire airport. GMCAC installed a 1.64 MW grid-tied rooftop solar plant that produces 6,560 kWh daily providing about 70% of

ITEM	FUEL TYPE	AMOUNT (LITERS)
GENERATOR SETS (TERMINAL 1)	Diesel	935
GENERATOR SETS (TERMINAL 2)	Diesel	3,780

FACILITY	AMOUNT (kWh)
TERMINAL 1	8,877,640.80
TERMINAL 2	9,966,377.28





04

MWM TERMINALS, INC.

MWM TERMINALS, INC.

The terminal is built and operated by
MWM Terminals, Inc. (MWM) under a



Commuting Made Easier

PITX is the first fully modern intermodal land transport terminal in the Philippines. The facility is located on a 4.6-hectare site in AsiaWorld, Bay City, at the end of the Manila-Cavite Expressway off Macapagal Boulevard. PITX opened on November 5, 2018 and now serves as a transfer hub between provincial and in-city public utility vehicles in southern Metro Manila.

CUSTOMER-CENTRIC FACILITY

CUSTOMER EXPERIENCE

PITX strives to provide the best terminal services in the city by featuring world-class facilities, such as electronic ticketing, QR code-capable turnstiles, and real-time announcement of arrival and departure times. The fully air-conditioned, 75,000-square meter complex also has floor-to-ceiling glass windows and rows of cushioned seats for customer enjoyment and comfort.

The facility is working to make transferring between various modes of transport much easier, from the time commuters arrive at the terminal until they line up at their respective boarding gates. A park-and-ride facility is now open and encourages more people to take public transport. Online ticketing will soon be available for buses.

NOTABLE FACILITIES FOR PASSENGER CONVENIENCE

Multi-faith prayer room

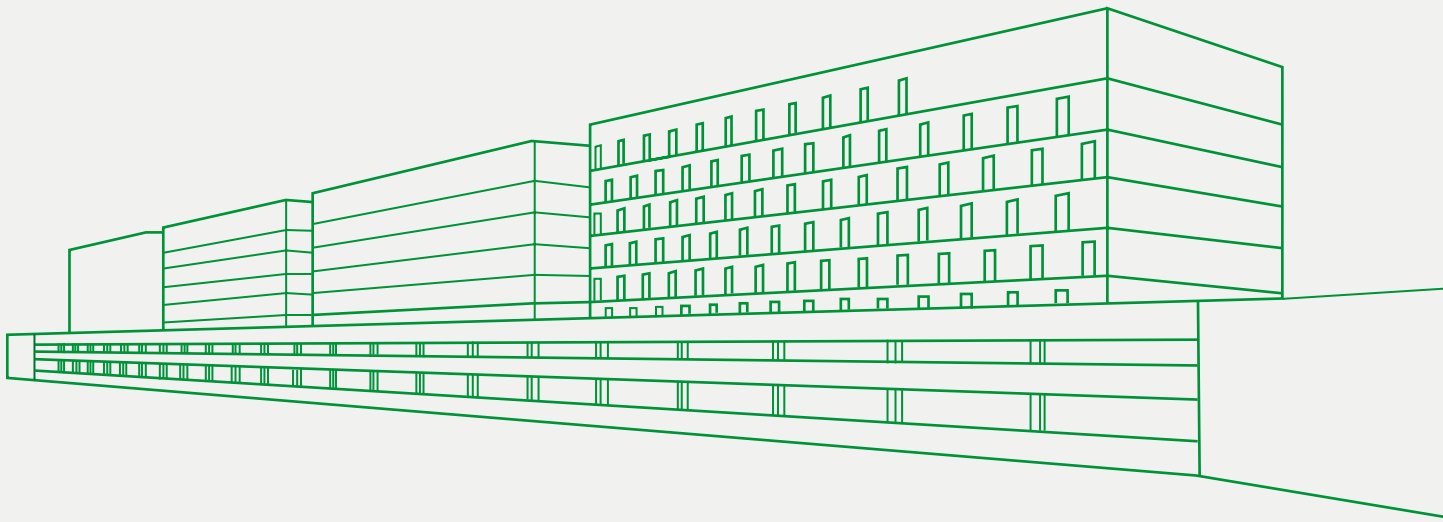
Family room/breastfeeding area



Clinic



Wheel chairs/emergency response team



SURMOUNTING CHALLENGES

The first months of operations were challenging for PITX, given the many solutions and innovations that it seeks to provide. Nevertheless, MWM rose up to these challenges by addressing customer complaints and concerns speedily and accurately. The biggest customer issue was the lack of connections to and from PITX due to the considerable number of buses that were initially by-passing PITX. As part of its CSR support to MWM Terminals, Megawide Foundation launched the SerBus Free Shuttle service in partnership with the JCI Senate Philippines to provide free rides to commuters during weekday peak hours between PITX and Lawton, Badaran and Monumento.

Number of passengers per month	22,400 per day	100,000 per day
Number of routes	42	57
Number of transport companies partnered with	40	50
Number of formal complaints received	37,805	0
Number of complaints resolved	90%	99%
Complaint resolution rate	90%	99%
Overall customer satisfaction rate	368.1 out of 1,227 (1.5 out of 5)	5 out of 5

FACILITY SECURITY

A number of security and disaster-preparedness measures have been put in place for 2019 to address security issues. These include fire, earthquake, bomb, and terrorist drills, as well as various trainings on human rights, missing children, and extreme customer behavior, among other topics.

Fire	BFP/PNP/Barangay
Bomb threat	BFP/PNP/Barangay
Earthquake	BFP/PNP/Barangay
Shooter/terrorist	PNP



STRENGTH IN DIVERSITY

Aside from promoting transport excellence, PITX also seeks to foster social inclusivity and diversity to become a truly world-class facility. The terminal has multi-faith prayer rooms, facilities for senior citizens and PWDs, breastfeeding stations, and clinics that can address various health concerns.

EMPLOYEE BREAKDOWN

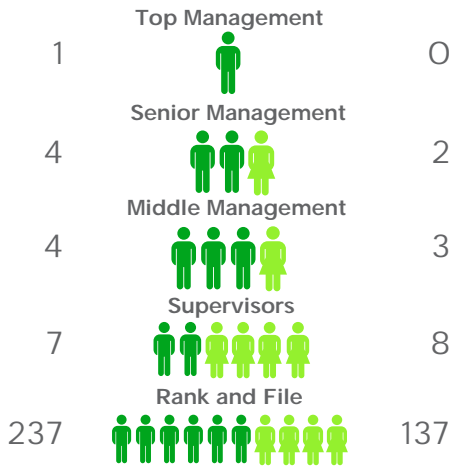
By contract type and gender



By position and age group

Above 50 years	4	0
30 - 50 years	103	2
Supervisors	7	8
Rank and File	237	137

By position and gender



NEW HIRES AND EMPLOYEE TURNOVER

By gender



SOLID WASTE MANA



06



MEGAWIDE FOUNDATION

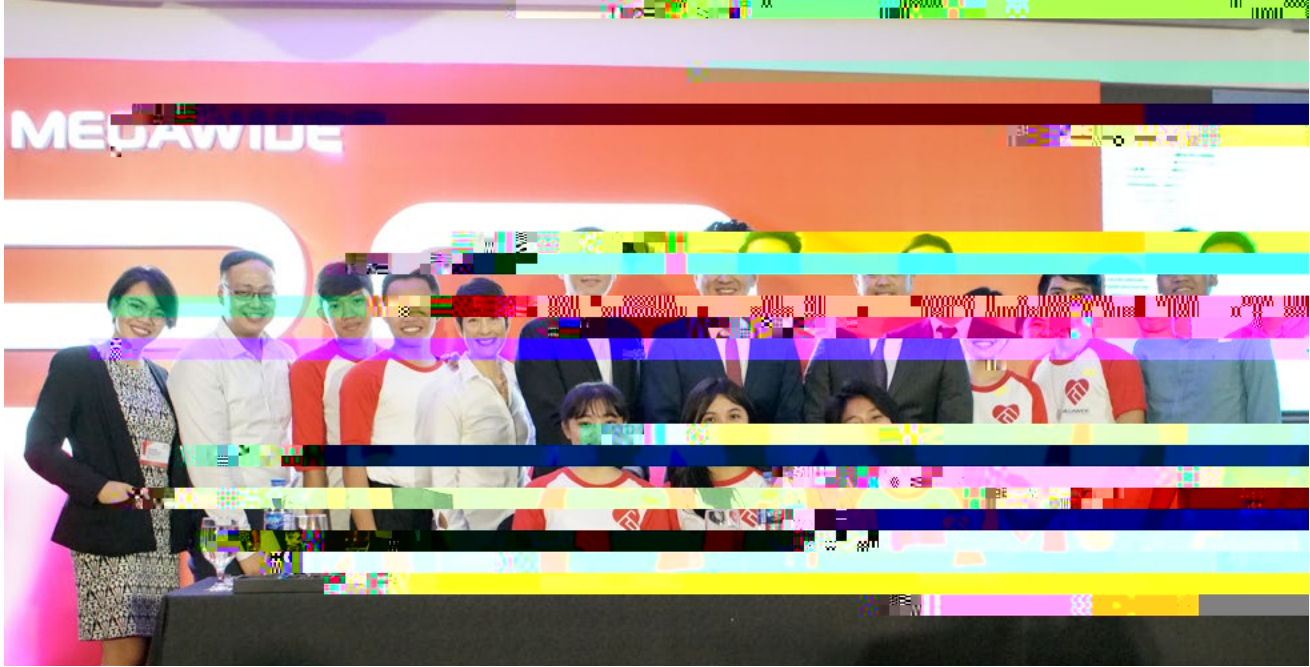
Strategic Social Interventions and Innovations

Established in 2012 to provide opportunities to marginalized groups in communities where we operate, Megawide Foundation embodies

OUR VISION

To be the innovator in providing underserved Filipino communities with First-World solutions.

OUR MISSION



MEGAWIDE ENGINEERING EXCELLENCE SCHOLARSHIPS (MEES)

The MEES Program provides engineering and architecture scholarships to underprivileged but highly deserving students. The program embodies Megawide's vision of engineering a better future for promising students who, without financial assistance, would not be able to finish a degree and embark on a career in engineering and architecture.

In 2018, the third year of the MEES program, Megawide Foundation added a new partner school—the Pamantasan ng Lungsod ng Maynila—bringing our total number of partner schools to three, along with Polytechnic University of the Philippines (PUP) and Technological University of the Philippines (TUP). The Foundation increased the number of scholarship grants, doubling the total number of scholars from 24 to 48.

We are also happy to report that our first two female civil engineering MEES scholar-graduates passed the Board examination and had their oath-taking in December 2018.

MEGAWIDE – SKILLS BUILDER PROGRAM

This program provides vocational scholarships for livelihood training in carpentry, masonry, and tile-setting. The aim is to provide free and quality technical education to unemployed Filipinos who plan to pursue a career in the construction industry but have no means to jumpstart their goals.

In 2018, in partnership with SKILLS (School of Knowledge in Industrial Labor, Leadership, and Service), Megawide Foundation signed a MOA with Primary Structures Educational Foundation, Inc. (PSEFI) to provide scholarships for out-of-school youths and out-of-work adults in Cebu who live near developments managed or built by Megawide. Our hope is that, after passing their TESDA certification, these new skilled workers will be able to work for Megawide and other construction firms.

MEGAWIDE ECO-BRICK AND ECO-PAVER DEVELOPMENT

In 2018, the Foundation signed a MOA with Green Antz Builders to co-develop eco-bricks and eco-pavers made from recycled Megawide construction waste. Green Antz is a unique social enterprise which upcycles solid waste,

GRI Content Index Sheet

GRI 102-50	Reporting period	2018
GRI 102-51	Date of most recent report	Not Applicable
GRI 102-52	Reporting cycle	Annual
GRI 102-53	Contact point for questions regarding the report	1
GRI 102-54	Claims of reporting in accordance with the GRI Standards	1
GRI 102-55	GRI content index	69-72
GRI 102-56	External Assurance	Not Applicable

		MATERIAL TOPICS	PAGE NO. / DIRECT ANSWER	OMISSION
ECONOMIC				
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundaries	9	
	GRI 103-2	The management approach and its components	9	
	GRI 103-3	Evaluation of management approach	9	
GRI 201: Economic Performance 2016	GRI 201-1	Direct economic value generated and distributed	46	
	GRI 201-2	Financial implications and other risks and opportunities due to climate change		Mitigating activities are in place when calamities due to climate change occurs
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundaries	46	
	GRI 103-2	The management approach and its components	46	
	GRI 103-3	Evaluation of management approach	46	
GRI 202: Market Presence 2016	GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	46	
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundaries	46	
	GRI 103-2	The management approach and its components	46	
	GRI 103-3	Evaluation of management approach	47	
GRI 203: Indirect Economic Impacts 2016	GRI 203-1	Infrastructure investments and services supported	57	
	GRI 203-2	Significant indirect economic impacts	57	
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundaries	19	
	GRI 103-2	The management approach and its components	20	
	GRI 103-3	Evaluation of management approach	20	
GRI 205: Anti-corruption 2016	GRI 205-1	Operations assessed for risks related to corruption	None	
	GRI 205-3	Confirmed incidents of corruption and actions taken		All departments were assessed for the risk of corruption

GRI Content Index Sheet

		MATERIAL TOPICS	PAGE NO. / DIRECT ANSWER	OMISSION
ENVIRONMENT				
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundaries	52	
	GRI 103-2	The management approach and its components	38	
	GRI 103-3	Evaluation of management approach	38	
GRI 302: Energy 2016	GRI 302-1	Energy consumption within the organization	39, 40, 53, 61	
	GRI 302-3	Energy Intensity	39, 40, 53, 61	
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundaries	39	
	GRI 103-2	The management approach and its components	39	
	GRI 103-3	Evaluation of management approach	39	
GRI 303: Water and Effluents 2018	GRI 303-1	Interactions with water as a shared resource	62	
	GRI 303-2	Management of water discharged-related impacts	62	
	GRI 303-3	Water Withdrawal	39, 40, 53, 62	
	GRI 303-4	Water Discharged	39, 40, 53, 62	
	GRI 303-5	Water Consumption	39, 40, 53, 62	
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundaries	38	
	GRI 103-2	The management approach and its components	38	
	GRI 103-3	Evaluation of management approach	38	
GRI 306: Effluents & Waste 2016	GRI 306-2	Waste by type and disposal method	39, 40, 55	
	GRI 306-3	Significant spills	None	
	GRI 306-4	Transport of hazardous waste	39, 40, 55	
Labor Practices & Employee Relations				
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundaries	49	
	GRI 103-2	The management approach and its components	49	
	GRI 103-3	Evaluation of management approach	49	
GRI 401: Employment 2016	GRI 401-1	New employees hires and turnover	35, 60	
	GRI 401-3	Parental Leaves	36	
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundaries	36	
	GRI 103-2	The management approach and its components	36	
	GRI 103-3	Evaluation of management approach	36	
GRI 402: Labor/ Management Relations 2016	GRI 402-1	Minimum notice period for termination of employment	36	

GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundaries	35
	GRI 103-2	The management approach and its components	35
	GRI 103-3	Evaluation of management approach	35
GRI 403: Occupational Health & Safety 2016	GRI 403-1	Workers representation in formal joint management-worker health and safety committees	37, 50, 61
	GRI 403-2	Types of injury and rates, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	37, 50, 61

MATERIAL TOPICS			PAGE NO. / DIRECT ANSWER	OMISSION
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundaries	35	
	GRI 103-2	The management approach and its components	35	
	GRI 103-3	Evaluation of management approach	35	
GRI 404: Training & Education 2016	GRI 404-1	Average hours of training per year per employee	36	
	GRI 404-2	Program s for upgrading employee skills and transition assistance programs	36	
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundaries	15	
	GRI 103-2	The management approach and its components	15	
	GRI 103-3	Evaluation of management approach	15	
GRI 405: Diversity & Equal Opportunity 2016	GRI 405-1	Diversity of governance bodies and employees	15	
	GRI 405-2	Ratio of basic salary and remuneration of women to men		The ratio of salary is based on performance and position and not on gender
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundaries	16	
	GRI 103-2	The management approach and its components	16	
	GRI 103-3	Evaluation of management approach	16	
GRI 406: Non-discrimination 2016	GRI 406-1	Incidence of discrimination and corrective actions taken		There were no such incidents

Community Development

GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundaries	65
	GRI 103-2	The management approach and its components	67-68
	GRI 103-3	Evaluation of management approach	67

HOLDING COMPANY

BUSI

PLANNING

Maylene Soriano

PROCUREMENT

Aries Capili

Earl Jason Vistro

Jamica Brillante

QUALITY ENVIRONMENT

SAFETY HEALTH

Christ an Villaf or

Fermin Chavez Jr.

Katherina Grace Malunes

Marycon Salazar

Michael Pereyra

Neil Torres

Rowell Soriano

Warren Gabriel Magtoto

GMR MEGAWIDE CEBU AIRPORT CORPORATION

Arlene Pinky Mante

Armarie Borden

Avigael Ratdife

Cybil Krhystel Inot

Edilyth Maribojoc

Jetro Baac

Joanne Claire Simbajon

John Valente Binamira

Lee Concuera

Magesh Nambiar

Ravi Bhatnagar

Rhea Taneo

Ulysses Tecson

Ynno Igut

BUSINESS UNITS



This report was printed on recycled paper.