STAKEHOLDER WELFARE, PROTECTION, AND ENGAGEMENT POLICY OF AZALEA LEISURE RESIDENCES CORPORATION

I. POLICY STATEMENT

The Company recognizes that sustainable value creation requires the protection of stakeholder rights and the promotion of transparent, ethical, and mutually beneficial relationships with stakeholders.

Consistent with the principles of fairness, accountability, transparency, integrity, and corporate responsibility, the Company shall establish programs and procedures that safeguard stakeholder interests and provide effective mechanisms for stakeholder participation and redress.

II. COVERAGE

This Policy applies to all directors, officers, employees, shareholders, investors, customers, suppliers, contractors, creditors, regulators, host communities, and other stakeholders of the Company.

III. IDENTIFICATION OF STAKEHOLDERS

The Company recognizes the following stakeholder groups:

A. Shareholders and Investors

Persons and entities holding ownership interests in the Company.

B. Employees

Regular, probationary, project-based, fixed-term, and contractual personnel engaged by the Company.

C. Customers and Clients

Individuals and entities that purchase or use the Company's products and services.

D. Suppliers, Contractors, and Service Providers

Entities engaged by the Company for goods and services.

E. Government and Regulatory Authorities

Government agencies overseeing the Company's operations.

F. Communities and the Public

Communities affected by or benefiting from the Company's activities.

IV. STAKEHOLDER RIGHTS

The Company shall respect and protect stakeholder rights established under law, regulations, contracts, and Company policies.

Stakeholders shall be treated fairly and equitably regardless of economic interest, position, or relationship with the Company.

V. STAKEHOLDER PROTECTION PROGRAMS

A. Shareholder and Investor Protection Program

The Company shall:

1. Ensure timely and accurate disclosure of material information;
2. Provide shareholders equal access to information;
3. Facilitate participation in stockholders' meetings;
4. Maintain investor relations channels for inquiries and concerns; and,
5. Protect minority shareholder rights.

B. Employee Welfare and Development Program

The Company shall:

1. Maintain a workplace free from discrimination and harassment;
2. Ensure compliance with labor, occupational safety, and health laws;
3. Provide learning and development opportunities;
4. Implement employee engagement and consultation mechanisms;
5. Promote employee wellness and mental health initiatives; and,
6. Encourage employee participation in corporate governance matters affecting employees.

C. Customer Welfare Program

The Company shall:

1. Promote fair dealing and responsible marketing;
2. Maintain quality standards for products and services;
3. Protect customer information and privacy;
4. Establish customer feedback and complaint channels; and,
5. Address customer concerns within reasonable periods.

D. Supplier and Contractor Relations Program

The Company shall:

1. Adopt fair and transparent procurement processes;
2. Promote ethical business conduct among suppliers;
3. Require compliance with labor, environmental, and anti-corruption laws;
4. Ensure objective evaluation and selection processes; and,
5. Provide channels for supplier concerns and disputes.

E. Community and Sustainability Program

The Company shall:

1. Support community engagement initiatives;
2. Promote environmental responsibility;
3. Encourage responsible use of resources; and,
4. Support programs contributing to sustainable development.

VI. STAKEHOLDER ENGAGEMENT MECHANISMS

The Company shall maintain appropriate channels through which stakeholders may communicate concerns, suggestions, and inquiries, including:

- Corporate website;
- Investor relations contact channels;
- Customer service channels;
- Employee communication platforms;
- Grievance reporting systems;
- Stakeholder consultations; and,
- Written correspondence.

The Company shall endeavor to acknowledge stakeholder concerns promptly and provide appropriate responses within a reasonable period.

VII. WHISTLEBLOWING AND ANTI-RETALIATION PROGRAM

The Company shall maintain a Whistleblowing Program that:

1. Encourages reporting of suspected violations of law, regulations, Company policies, fraud, corruption, unethical conduct, or other irregularities;
2. Permits reporting through confidential channels;
3. Protects whistleblowers acting in good faith from retaliation;
4. Provides for impartial investigation of reported concerns; and,
5. Ensures appropriate corrective action where violations are established.

VIII. ANTI-CORRUPTION AND ETHICAL BUSINESS CONDUCT

The Company adopts a zero-tolerance policy against bribery, corruption, fraud, and unethical conduct.

Directors, officers, employees, suppliers, contractors, and business partners shall comply with all applicable anti-corruption laws and Company policies.

IX. GRIEVANCE REDRESS MECHANISM

Stakeholders may submit complaints or concerns through designated channels.

Management shall:

1. Record and evaluate complaints;
2. Conduct appropriate investigation where necessary;
3. Recommend corrective measures;
4. Communicate resolutions to affected stakeholders where appropriate; and,
5. Maintain records for monitoring and reporting purposes.

X. DATA PRIVACY AND CONFIDENTIALITY

The Company shall protect personal and confidential information of stakeholders in accordance with applicable laws and regulations.

XI. BOARD OVERSIGHT

The Board of Directors shall oversee the implementation and effectiveness of this Policy through Management and the appropriate Board Committee.

Management shall periodically report to the Board on:

- Stakeholder engagement activities;
- Stakeholder complaints and resolutions;
- Whistleblowing reports;
- Employee welfare initiatives;
- Customer and supplier concerns; and,
- Significant stakeholder-related risks.

XII. MONITORING AND REVIEW

This Policy shall be reviewed at least annually to ensure alignment with:

- The Revised Corporation Code;
- Securities and Exchange Commission regulations;
- The Company's Manual on Corporate Governance;
- Sustainability and stakeholder engagement objectives; and,
- Other applicable laws and regulations.

XIII. EFFECTIVITY

This Policy shall take effect immediately upon approval by the Board of Directors.

APPROVED BY THE BOARD OF DIRECTORS

Pursuant to Board Resolution No. 20261201A dated 1 December 2025.

LO[illegible]ELLAN
Chairperson of the Board

ATTESTED BY:

DARIAN KAYE S. AQUINO
Corporate Secretary

TERESA C. SECUYA
Compliance Officer