

Corporate compliance is a top priority at Anchor Land Holdings, Inc. ("ALHI"). To achieve this end, ALHI has adopted measures to ensure observance of the law and its Code of Conduct. Additionally, ALHI is committed to maintaining a workplace where it can receive, retain and treat concerns and complaints about its affairs or the reporting of fraudulent financial information to our stockholders, the government, or the financial markets, and where people can raise such concerns free of any discrimination, retaliation or harassment. This is implemented through the adoption of a Whistleblower Policy and Compliance Hotline.

Pursuant to the said policy, any person with a concern relating to the violation of any law, rules and regulations in relation to ALHI or its subsidiaries' practice may forward his/her concern to:

**Ma. Annie B. Ocampo**  
Human Resources & Admin Manager  
**ANCHOR LAND HOLDINGS, INC.**  
16/F L.V. Locsin Bldg.,  
6752 Ayala Ave. cor. Makati Ave., Makati City  
Trunkline #: (02)988-7988 local 340  
M: +63917 8826643  
S : annie\_hrad  
E : [annie\\_ocampo@anchorland.com.ph](mailto:annie_ocampo@anchorland.com.ph)  
W: [www.anchorland.com.ph](http://www.anchorland.com.ph)

No director, officer or employee who in good faith (a) reports concerns regarding ALHI or its any of its subsidiaries' compliance with corporate practice standards, (b) reports a violation of ALHI's *Code of Ethics*, or (c) provides assistance to the management of ALHI or any other person or regulatory or law enforcement body regarding such a report shall suffer harassment, retaliation or adverse employment consequence. An employee or officer who retaliates against someone who has reported a concern or a violation in good faith is subject to discipline up to and including termination of employment. All of our other stakeholders who act in good faith shall also suffer no consequences for bringing about legitimate matters to ALHI's management for consideration.