

Building Tomorrow

2016 EAGLE CEMENT CORPORATION ANNUAL REPORT





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ABOUT THE COVER: *BUILDING TOMORROW: Eagle is committed to building a better future for the Filipino. It prides itself in taking an active part in the building process by providing top-quality cement made to last for generations.*

Building Tomorrow

2016 EAGLE CEMENT CORPORATION ANNUAL REPORT



VISION

Our vision is to be a global leader in the building materials industry and to improve people's quality of life through our products. We will achieve this by being the most efficient, flexible, and innovative cement company as we create a lasting brand.

MISSION

We have an ongoing commitment to sustainable development and growing company profit in order to maintain these four (4) objectives:

1. Create better value for our customers through frugal innovation to make us the ideal business partner
2. Continue to serve our local communities
3. Meet the highest standards in the responsible use of our natural resources
4. Empower the lives of our employees and their families





OUR CORPORATE IDENTITY

We are Eagle Cement Corporation (“EAGLE” or “the Company”)--- a fully-integrated, Filipino-owned company committed to providing our customers with high quality cement. We are focused on creating value for our customers, shareholders, and the community through efficiency, innovation, and environmental responsibility.

We are primarily engaged in the business of manufacturing, marketing, sale and distribution of cement under the brands Advance Type 1P, Exceed Type 1P and Strongcem Type 1.

OUR HISTORY

EAGLE was incorporated and registered with the Securities and Exchange Commission (SEC) on June 21, 1995.

Our plant in San Ildefonso, Bulacan was established in 2008 guided by the vision and fueled by the passion of our Chairman, Mr. Ramon S. Ang, to provide high quality cement for the Filipino people. EAGLE began its commercial operations in 2010, with its main office in Mandaluyong City, Philippines.

OUR GROWTH

Eagle Cement Corporation has the newest, state-of-the-art, and single largest cement manufacturing plant in the Philippines. The Company is the fourth largest player in the Philippine cement industry based on sales volume, with the fastest growing market share among all competitors in the industry since it started commercial operations in 2010.

OUR FUTURE

EAGLE strives to meet the strong and ever-growing demand for quality cement through product innovation and continuous plant and facility expansion.

The Company prides itself for having the largest single plant production capacity in the Philippines through its primary cement production facility located in San Ildefonso, Bulacan.

The company's Bulacan cement plant consists of two production lines, and together with its grinding plant in Bataan, combines cement production capacity of approximately 5.1 million metric tons or 130 million bags per annum.

By 2018, its third production line in Bulacan will be completed resulting to an annual cement production capacity of approximately 7.1 million metric tons or about 180 million bags per annum.

EAGLE will also construct its fourth fully integrated plant in Cebu that is expected to come on stream in 2020. The plant will have an annual cement production capacity of 2.0 million metric tons. Majority of the cement produced will be dispatched from the plant by sea to a network of cement distribution terminals across Visayas and Mindanao. By 2020, Eagle's production capacity will increase to 9.1 million metric tons with an expanded market coverage in the Philippines.





Corporate Milestones

'95

January 1995

EAGLE Cement was incorporated with the Securities and Exchange Commission of the Philippines ("SEC").

'04

March 2004

Acquisition of mineral rights in a 169.37-hectare property situated in San Ildefonso, Bulacan was completed.

'06

December 2006

EAGLE Cement was registered with the Bureau of Investments as a new producer of cement on a pioneer status with non-pioneer incentives.

'07

August 2007

Planning and preliminary works were started for the first end-to-end cement manufacturing facility ("Line 1") in the Bulacan Cement Plant which included the following:

- Land acquisition for raw material sources and plant site, and
- Engineering design and procurement of plant equipment

October 2007

Construction of the Line 1 facility in Bulacan Cement Plant commenced.

'10

July 2010

The Company launched EAGLE Cement Advance brand in the market.

November 2010

Line 1 of the Bulacan Cement Plant was commissioned.

December 2010

The Company was granted an ITH by the BOI for the Bulacan Cement Plant.

December 2010

First full year of commercial operations of the Company resulted to sales of Php3.9 Billion and corresponding net income of Php187.7 Million.

'12

February 2012

The Company launched EAGLE Cement Strongcem brand in the market.

'13

July 2013

Construction of the second end-to-end cement manufacturing facility in the Bulacan Cement Plant ("Line 2") facility commenced.

September 2013

Completion and commissioning of the Waste Heat Recovery ("WHR") facility with an equivalent power generation capacity of 6.3 MW. EAGLE Cement is the first cement manufacturing company to install a WHR facility in the Philippines allowing reduction in power costs.

'17

January 2017

The Company launched EAGLE Cement Exceed brand in the market.

May 2017

Became a publicly listed company with its shares listed in the Philippine Stock Exchange.

'16

July 2016

Construction of the third end-to-end cement manufacturing facility in the Bulacan Cement Plant ("Line 3") facility commenced.

November 2016

TUV SUD certifications were awarded to the Company for implementation of Quality Management System, Environmental Management System and Occupational Health and Safety Management System for the Manufacture of Portland Cement and Blended Hydraulic Cement with Pozzolan.

November 2016

Acquisition of mineral rights in a 549.00-hectare property situated at Ginatilan, Cebu from APC Group, Inc. ("APC") was completed.

December 2016

Acquisition of South Western Cement Corporation ("SWCC"), a cement manufacturing company with mineral rights in an 812.25-hectare property situated at Malabuyoc, Cebu, was completed.



'15

June 2014

ISO-9001 certification was awarded to the Company for the implementation of Quality Management System.

December 2014

Acquisition of the grinding plant in Limay, Bataan.

August 2015

Acquisition of KB Space Holdings, Inc., a holding company with certain investments in real estate properties was completed.

December 2015

Line 2 commercial operations commenced.





Message to Our Shareholders

It's been barely four months since our listing on the Philippine Stock Exchange; and while we know there is much more for us to do over the next years to capitalize on the promise of our listing, we're already proud of what we've achieved. But before anything else, we'd like for you to get to know your company a bit better.

Eagle Cement Corporation (our ticker symbol is "EAGLE"), one of the Philippine's leading cement players, is a wholly Filipino-owned company, operating the largest single cement plant in terms of production capacity in Luzon. Our integrated plant facility in San Ildefonso, Bulacan consists of two production lines with a total production capacity of approximately 5.1 million metric tons or 130 million bags a year.

Over the span of seven years since we started our commercial operations, we have become the fourth largest player in the Philippine cement industry in terms of sales volume. While at present we operate only in Luzon, this market accounts for an estimated 65% of total domestic output.

This is our home base and the region we know best and to supplement our existing lines, we are constructing a third production line in our Bulacan plant (Line 3) that we expect to complete by the first quarter of 2018. The new line will add roughly 2.0 million metric tons or about 50 million bags to our annual production capacity.

And to grow our presence in underserved markets in the Visayas and Mindanao, we will start construction of a 2.0 million metric annual cement production capacity in Cebu (Line 4).

The P12.5 billion Line 4 is set to come on stream by 2020. By then, EAGLE's production capacity will rise to 9.1 million metric tons.

We are competing in an industry that is benefiting from growing demand and new technologies. Given our investment and aggressive expansion plans—particularly outside Luzon—we're well positioned to shape markets and change the nature of the competition rather than to react to them.

Our customers are not just private-sector customers and consumers but also building and construction companies, and local and national governments.

EAGLE was a major cement supplier to the following infrastructure projects: NAIA Expressway, STAR Tollway in Batangas and Petron Refinery in Limay, Bataan. Currently, the company supplies cement to the Skyway Stage 3 project and the on-going LRT to Masinag expansion project. Quite apart from our state-of-the-art facilities, EAGLE's greatest strength is its fully integrated business model, one that integrates both the manufacturing and supply chains and harnesses distribution infrastructure and a dealership network in the markets that we serve today.

Our manufacturing processes and proximity to limestone reserves in Region 3, approximately 300 million metric tons has helped us keep down costs in an industry where buyers are price-sensitive, substitute products are plenty, and rivalry among competitors is cutthroat.

Furthermore, the construction of strategically located marine terminals as we enter Visayas and Mindanao will allow EAGLE to make inroads into these cement markets. We are also on the look out for other opportunities to invest in raw material sources that will allow us to build additional plants as growing demand warrants.

Certainly, as one of the most efficient cement manufacturing operations in the country and the owner of powerful high-performing brands *Eagle Cement Advance (Type 1P)*, *Eagle Cement Exceed (Type 1P)* and *Eagle Cement Strongcem (Type 1)*, we are better cushioned from the volatility that threatens this cyclical commodity business.

Our 2016 performance was greatly helped by strong macroeconomic indicators. GDP growth of 6.9% was supported by robust consumer and government spending, and steady growth in real estate, construction, and infrastructure—sectors in which EAGLE is active.



Ramon S. Ang
Chairman



Paul Ang
Chief Executive Officer

We have a solid balance sheet position. In 2016, our total assets stand at Php27.6 billion, a growth of 19% from previous year's Php23.2 billion. Current ratio improved to 3.34x while debt-to-equity ratio at 0.51x. We have a sound financial performance with net sales at Php13.3 billion, with a growth of 20% from Php11.1 billion in 2015. This is attributed by an increase in selling price by 5% and improved sales volume by 14% at the back of the completion of the second production line in the first quarter of 2016. We have maintained healthy profitability with net profit margin at 31% in 2016.

We believe that moving forward, our company is well-placed to take advantage of emerging consumer trends and an improved outlook for the infrastructure sector. For us at EAGLE, infrastructure is a catalyst, not just of urban development, but of modern urban society, its economic viability and progress. The current reality of too few and inferior roads, ports and airports reminds us that infrastructure is, if not always a prior requirement; or at the very least a concurrent one in determining an economy's capacity to grow and advance.

As such, we are fully committed to meet the infrastructure needs of our country and will continue to invest to grow our local production in support of this. We see plenty of upside in everything, particularly in our own capabilities as a modern and dynamic cement company.

To our employees, thank you very much for your hard work and your commitment. Your service paints for us a compelling long-term and favorable picture of what we can achieve together. We hope you are proud of your company. And to our new shareholders, we are excited and ready to roll up our sleeves and work hard for your investment. We look forward to keeping you updated on our progress and we thank you for your trust in Eagle Cement.

EAGLE Takes Flight in Stock Market Debut

29 May 2017, MAKATI -- Local cement firm Eagle Cement Corporation, with ticker symbol EAGLE, is all ready to reinforce its presence in the local cement industry as it debuts in the local bourse today with the traditional bell ringing ceremony at the Philippine Stock Exchange (PSE).

EAGLE sold 500 million common shares by way of primary offer with an over-allotment option of up to 75 million secondary shares. Shares were priced at P15 a piece resulting to a market capitalization of P75 billion.

The company raised approximately P6.9 billion in net proceeds from its primary offer which will be used to partially finance the construction of its P12.5 billion Cebu cement plant and marine terminals allowing it entry to the Visayas and Mindanao markets.

EAGLE's IPO was anticipated with excitement by institutional and retail investors as the company exhibited consistently strong financials over the past years. The warm reception was also due to the government's long-term plan to increase infrastructure spending, which will consequently bolster the demand for cement in the Philippines.

"Growth will be EAGLE's game coming from this IPO. And this resolve is strengthened even more by the confidence shown to us by investors who believe in our capabilities and products. This achievement is only a take off point for EAGLE as we continue to shake up the Philippine cement industry," says EAGLE Chairman Ramon Ang.

Post-IPO, EAGLE's value is expected to grow further with the continued boom of the real estate market and expanding tourism sector, both of



which will spur more construction activity. According to industry estimates, Philippine cement consumption will rise to at least 39 million metric tons in 2022 from only 26.7 million tons in 2016.

Apart from its aggressive expansion plan in Visayas and Mindanao, EAGLE also boasts an efficient production structure, backed by the most advanced and largest single-site cement plant in the Philippines. Located in Bulacan and presently running with two production lines, EAGLE's plant currently produces 5.1 million metric tons of cement per annum or 130 million bags a year. EAGLE expects its total annual cement capacity to reach 7.1 million metric tons by 2018, once the third production line of its Bulacan cement plant is completed. By 2020, it will increase by another 2.0 million metric tons as it completes its fourth production line in Cebu, which will result to a combined total annual cement capacity of 9.1 million metric tons. The said output will make EAGLE

the leader in the Philippine cement industry in terms of capacity.

The company's modern manufacturing equipment allows it to implement production efficiencies that contribute to strong financials and delivery of quality products. In 2016, EAGLE sold a record 77 million cement bags with net income of P4.11 billion, up by 11.7% from P3.68 billion in 2015.

EAGLE, led by Chairman Ramon Ang and President and CEO Paul Ang, is currently the fourth largest player in the industry based on sales volume. It has a strong foothold in the National Capital Region and Central Luzon and boasts of having the fastest growing market share among industry peers since it started commercial operations in 2010.

EAGLE tapped China Bank Capital Corporation, PNB Capital and Investment Corporation, and SB Capital Investment Corporation as the joint lead underwriters for its IPO.

Board of Directors

The Board of Eagle Cement is entrusted with the responsibility for the overall management and direction of the Company which consists of eleven directors. The Board meets on a quarterly basis at least, or more frequently as required, to review and monitor the financial position and operations of the Company.

Ramon S. Ang

Chairman

John Paul L. Ang

Director

Manny C. Teng

Director

Monica L. Ang

Director

Mario K. Surio

Director

Luis A. Vera Cruz, Jr.

Director

Manuel P. Daway

Director

Melinda Gonzales-Manto

Independent Director

Ricardo C. Marquez

Independent Director

Martin S. Villarama, Jr.

Independent Director

Jose P. Perez

Independent Director



Ramon S. Ang, 63, is the Chairman of the Board of Directors of the Company since October 2007. He has been a director of the Company since 2007 and has served as its Chairman from October 2007. He holds, among others, the following positions in other publicly listed companies: President and Chief Operating Officer of San Miguel Corporation; President and Chief Executive Officer of Top Frontier Investment Holdings Inc. and Petron Corporation; Chairman of the Board of San Miguel Brewery Inc. and San Miguel Brewery Hong Kong Limited (listed in the Hong Kong Stock Exchange); Vice Chairman of the Board of Ginebra San Miguel, Inc., and San Miguel Pure Foods Company, Inc. He is also the Chairman of the Board and CEO of SMC Global Power Holdings Corp., Chairman and President of San Miguel Holdings Corp. and San Miguel Equity Investments Inc.; Chairman of the Board of Sea

Refinery Corporation, San Miguel Foods, Inc., San Miguel Yamamura Packaging Corporation, San Miguel Properties, Inc., Clariden Holdings, Inc., Anchor Insurance Brokerage Corporation, Philippine Diamond Hotel & Resort, Inc., Philippine Oriental Realty Development, Inc., and Atea Tierra Corporation. He is also the sole director and shareholder of Master Year Limited and the Chairman of Privado Holdings, Corp. He formerly held the following positions: President and Chief Operating Officer of PAL Holdings, Inc., Philippine Airlines, Inc.; Director of Air Philippines Corporation; Chairman of the Board of Cyber Bay Corporation; and Vice Chairman of the Board and Director of Manila Electric Company. Mr. Ang has held directorships in various domestic and international subsidiaries of SMC in the last five years. He has a Bachelor of Science degree in Mechanical Engineering from Far Eastern University.

John Paul L. Ang, 37, is the President and Chief Executive Officer of the Company. He was elected as director of the Company in November 2010. He is also currently a member of the Nomination and Remuneration Committee of the Company. He previously served as the Chief Operating Officer and General Manager of the Company from 2011 to 2016. He served as the Chief Operating Officer and General Manager from 2008 to 2016 and Managing Director from 2003 to 2007 of Sarawak Clinker. He also served as the Purchasing Officer of Basic Cement from 2002 to 2003. He has a Bachelor of Arts Degree in Interdisciplinary Studies, Minor in Economics and Finance from Ateneo De Manila University.



Manny C. Teng, 46, is the General Manager and the Chief Operating Officer of the Company. He was elected as director of the Company since incorporation in June 1995. Mr. Teng has served as President of the Company for seven (7) years from 2009 to 2016. For the past ten (10) years, Mr. Teng held various positions in the following companies: Technical Services Manager, Beverage Group of Ginebra San Miguel, Inc.; Technical Services Manager, Beverage Group of San Miguel Beverages; Product Development Manager, Non-Alcoholic Beverages International of San Miguel Beverages; Project Group of Centech Consultancy; Purchasing Head of Cement Management Corporation; and Purchasing Officer of Standard Construction and Rebuilding Corporation. He has a Bachelor of Science degree in Chemical Engineering from University of Santo Tomas.



Monica L. Ang, 29, is the Chief Finance Officer and Treasurer of the Company. She is concurrently the Vice-President for Business Support Group of the Company since 2011. She was elected as director of the Company in June 2013. MLA is currently a member of the Nomination and Remuneration Committee of the Company. She is also a director of the following companies: A5 Wagyu, Inc, Q-tech Alliance Holdings, Inc., and Premier Capital Venture Corporation. She has a Bachelor of Science degree in Management, Minor in Enterprise Development from Ateneo de Manila University.



Mario K. Surio, 71, has been a director of the Company since January 2011. He is a member of the Audit Committee of the Company. He currently holds, among others, the following positions in other companies: Technical Consultant for the Office of the President and Chief Operating Officer of San Miguel Corporation; Vice-Chairman and Director for Private Infrastructure Development Corporation – Tarlac-Pangasinan-La Union Expressway (PDIC/TPLEX); Director of South Luzon Tollway Corporation – South Luzon Expressway (SLTC/SLEX), Ginebra San Miguel, Inc.; and San Miguel Yamamura Packaging Corp. In the past ten (10) years, Mr. Surio served as the President of Philippine Technologies, Inc., Centech International, Inc., Cement Management Corporation and Cema Consultancy Services, Inc. He also became the Assistant Quality Control Head, Quality Control Head, Production Manager and Plant Manager of Northern Cement Corporation and a Laboratory Technician and Physical Tester for Republic Cement Corporation. Mr. Surio is a licensed Chemical Engineer with a Bachelor of Science degree in Chemical Engineering from University of Santo Tomas – College of Engineering.



Luis A. Vera Cruz, 67, was elected as director of the Company in February 2017. He is currently Of Counsel at Angara Abello Concepcion Regala & Cruz, a Legal Consultant of San Miguel Corporation, Corporate Secretary of Chemical Industries of the Philippines, Inc., and a Director of Philippine Resources Savings Banking Corporation and Cyber Bay Corporation. He previously served as Co-Managing Partner at Angara Abello Concepcion Regala & Cruz and Director of ACCRA Holdings, Inc. Mr. Vera Cruz holds a Master of Laws from Cornell University, a Bachelor of Laws Degree from the University of the Philippines College of Law, and a BS Business Administration Degree from the University of the Philippines College of Business Administration.



Melinda Gonzales-Manto, 65, was elected as an independent director of the Company in December 2016. She is also the chairperson of the Audit Committee and a member of the Corporate Governance Committee of the Company. She currently holds the following positions in other companies: Director and Vice-President of Linferd & Company, Inc. (a Global Accounting Solutions Company), Director and Vice President of ACB Corabern Holdings Corporation, and Independent Director of Bank of Commerce. She was a Partner at SGV & Co., Assurance and Advisory Business Services Division, and previously served as Board Member of The Philippine Retailers Association and as an Independent Member of the Board of Directors of the GSIS Family Bank. She is a Certified Public Accountant and holds a Bachelor of Science degree in Business Administration, Major in Accounting from the Philippine School of Business Administration.



Manuel P. Daway, 70, is the Vice-President for Operations of the Company since January 2010. He was elected as a director of the Company in February 2017. In the past ten (10) years, Mr. Daway held the following positions in various corporations, namely: Project Director of CEMA Consultancy, an engineering and construction corporation; Vice-President for External Relations of Lafarge Cement Services Philippines Inc.; and Vice President for Operations of Lafarge/ Republic Cement Corporation. Mr. Daway is a licensed Electrical Engineer and holds a Bachelor of Science degree in Electrical Engineering from Mapua Institute of Technology.

Board of Directors



Ricardo C. Marquez, 57, was elected as an independent director of the Company in February 2017. He is currently a director of the Public Safety Mutual Benefit Fund, Inc. He previously held various positions in the Philippine National Police, eventually being promoted to Chief of the Philippine National Police. He also served as the Chairman of Public Safety Mutual Benefit Fund Inc. from July 2015 until June 2016. He has undergone various trainings and programs from the Institute of Corporate Directors, Harvard Kennedy School, and the Federal Bureau of Investigation National Academy, among others. He holds a Master's Degree in Management from the Philippine Christian University and a Bachelor of Science Degree from the Philippine Military Academy.



Martin S. Villarama, Jr., 70, was elected as an independent director of the Company in February 2017. He was the 166th member of the Supreme Court and served as a Supreme Court Justice from 2009 to 2016. He started his career in the judiciary in 1986, when he was appointed as Regional Trial Court Judge of Pasig City. He obtained his Bachelor of Laws degree from the Manuel L. Quezon University (MLQU) after completing BS in Business Administration from De La Salle University.



Jose P. Perez, 71, was elected as an independent director of the Company in February 2017. He served as a Justice of the Supreme Court from 2009 to 2016. He started his career in the Supreme Court in 1971 as a legal assistant. He rose from the ranks and became Assistant Court Administrator, Deputy Court Administrator, and Court Administrator. He holds a Bachelor of Laws Degree and Political Science Degree both from the University of the Philippines.

Market Presence and Reach

Eagle Cement is considered one of the leading players in areas with the highest economic activity in the Philippines with an estimated market share of 30% in NCR, Region III, and Region IVA in 2016, based on internal Company data.

EAGLE generates revenue from the sale of cement comprising cement bags for our dealer clients, under the *Eagle Cement Advance* and *Eagle Cement Exceed* brands, bulk cement, under the *Eagle Cement Strongcem* brand, for our institutional clients.



EXISTING
MARKET
COVERAGE





2016 at a Glance: Financial Highlights

The Company has always set its EAGLE-eye on becoming an industry leader. EAGLE has always been keen on growing the company while creating value.

For the year (in PhP millions)	2014	2015	2016
Net Sales	8,760	11,065	13,276
Gross Profit	3,917	4,769	6,937
Net Income	3,115	3,680	4,113
EBITDA	3,921	4,435	6,363
EBIT	3,416	3,967	5,697

At yearend (in PhP millions)	2014	2015	2016
Total Assets	19,518	23,200	27,569
Cash and Cash Equivalents	4,232	4,473	6,621
Interest bearing debt	6,302	5,866	5,957
Total Liabilities	8,517	8,559	9,343
Total Equity	11,002	14,641	18,226

Per Share	2014	2015	2016
Basic earnings	0.10	0.35	0.88
Book Value	0.35	1.14	3.38

Financial Ratios	2014	2015	2016
Current Ratio	3.10	2.78	3.34
Gearing Ratio	0.57	0.40	0.33
Net Debt to Equity Ratio	0.19	0.10	(0.04)



Corporate Social Responsibility



No matter how high EAGLE has soared, the Company has always kept its feet on the ground—keeping true to its promise to develop and serve its local communities and maintain the highest of standards in the responsible use and rehabilitation of natural resources.

Corporate social responsibility is part of our Company's business model. We take sustainable development to heart and we believe in a business approach that benefits the stakeholders socially, economically, and environmentally. Our facilities are environmentally friendly and we are committed to the progress of the communities we work and live in.

The eagle is the symbol of our willingness and commitment to take our host communities under our wings the same way they have accepted Eagle Cement Corporation into their communities.





*We are Eagle, we soar high.
With F.L.I.G.H.T., we soar even higher.*



Plaque of Appreciation from Bulacan Agricultural State College for the three-classroom donation by Eagle Cement Corporation
EAGLE, in partnership with Philam Foundation, donated three classrooms in Bulacan Agricultural State College which was turned over on 26 May 2017.

F.L.I.G.H.T. is EAGLE's guide in executing all Community Relations related programs and initiatives.



F.L.I.G.H.T. is the integration of all Social Development and Management Programs and corporate responsibility programs run by EAGLE's Mining & Sustainability Department.

F.L.I.G.H.T. PROGRAMS

Family and Community

EAGLE believes that as the most basic unit of society, taking care of the Family is most integral in its efforts to nurture and care for communities under its wings.

- Values Formation Programs
- Community Building Programs
- Sponsorship and participation in Barangay activities
- Community Outreach Programs
- Tree Planting
- Clean-Up Drive
- Solid Waste Management

Infrastructure Support

EAGLE is in the business of building infrastructure. We believe in expanding horizons by providing better access through better roads and stronger bridges.

- Road concreting
- Installation of streetlights
- Construction of school classrooms
- Construction of Water System
- Cement provision for various community infrastructure project



Livelihood and Employment

At the heart of EAGLE's commitment to better lives are its efforts to help people help themselves by teaching and enhancing skills and providing opportunities for better and longer-term employment.

- Seed capital for farmers
- Water Farm Reservoir
- Farm tools and equipment
- Financial & technical support
- Establishment of Barangay Nursery





Growth and Development

At EAGLE, we do not only help start progress, we help follow-through. By providing skills training, we help set the road towards personal progress.

- Shielded Metal Arc Welding NC2 Training
- Electrical Installation and Maintenance NC2 Training
- Massage Therapy NC2 Training
- Beauty Care and Hair Dressing
- Motorcycle Repair

Health and Emergency Response

EAGLE's eyes are set keen on the future. We do not only help build better lives but also help prepare for unforeseen events.

- Weekly Free Clinic
- Medical & Dental Mission
- Flu vaccination
- Medical tools and equipment for barangay health center
- Feeding Programs

Technology and Education

As a proponent of progress, EAGLE is aware of the ever-changing trends in technology and development. We strive to keep in step with the times and commit to help our beneficiaries be prepared to face modern and future challenges.

- Scholarship programs
- Provision of books
- School Bus
- Allowance for day care workers
- Cement donation for various school facilities improvement
- Teacher's training
- Feeding Program
- Support to Alternative Learning System
- Construction of classrooms



Awards and Recognitions



Winner of PMIEA

(Presidential Mineral Industry Award) for three consecutive years 2014-2016 - TITANIUM AWARD IN QUARRY OPERATION CATEGORY
 EAGLE has also been given the accolade in recognition of its environmentally friendly mining practice by the Chamber of Mines of the Philippines (COMP). The prestigious award is annually given to mining companies who have exemplary practices in safety and health, environmental protection and rehabilitation, and community and social development and management.

EAGLE has an ongoing commitment to sustainable development. The company grows not only to create a lasting and more profitable brand; it flies high in order to make greater contributions to the community, protect the environment, develop infrastructure, and change lives for the better.

Winner Don Emilio Abello Awards, 2015-16

The Department of Energy (DOE) led by Secretary Alfonso G. Cusi honored Eagle Cement Corporation in the prestigious Don Emilio Abello Energy Efficiency Awards (DEAEE) held on 9 December 2016. The said award is given to a company that has shown improvement on its Specific Energy Consumption (SEC) by 3%.

On 27 September 2017, EAGLE was again awarded by DOE as it was able to achieve more than the 5% required improvement on the energy efficiency performance with a 30% improvement on its energy efficiency performance.

Aside from the Outstanding Award, Danilo Madariaga, Eagle Cement Corporation's Process Manager, will also be honored with an Outstanding Energy Manager Award being the appointed Energy Conservation (ENERCON) Manager of the company.

EAGLE has not only generated millions of pesos of savings from this Energy Conservation (ENERCON) program, but has also achieved significant carbon offset by decreasing its emission of CO₂ by about 19.25 million kilograms. This is in line with EAGLE's aim to actively minimize Greenhouse Gas Emission (GHG) and to actively participate in the worldwide pursuit to fight Climate Change.



IMS Certification

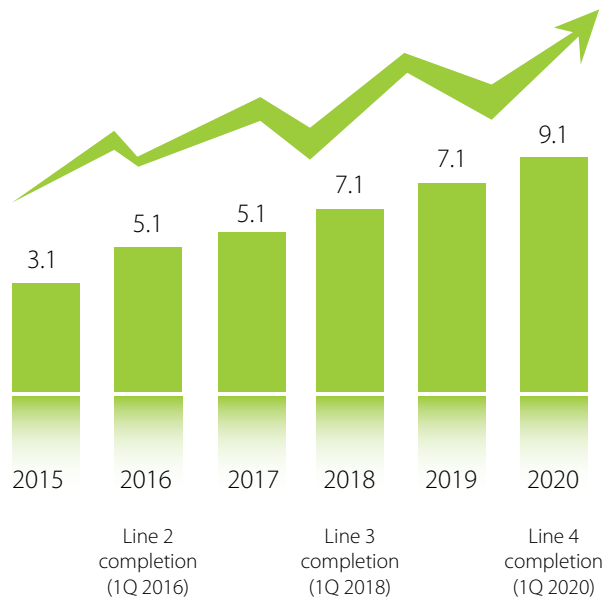
Eagle Cement Corporation was recently awarded a certification by TÜV SÜD PSB Philippines for its Integrated Management System (IMS) initiatives.

TÜV SÜD is an international certification organization. It conducts comprehensive testing, inspection, auditing, training and certification of integrated services and processes for various industries, including manufacturing.



Corporate Outlook

EAGLE's outlook in the Philippine cement industry is a bullish one. Our efforts towards being the leading cement company in the country is evident in our expansion strategy. Eagle is the only cement company in the Philippines that has expanded in the past years and is continuously increasing its capacity to cater to and capitalize on the growing local demand.



Lines 1, 2 and 3 are all located in San Ildefonso, Bulacan. EAGLE's fully integrated cement manufacturing plant in Bulacan is strategically located in Luzon which accounts for about 65% of the total cement demand in the Philippines with the National Capital Region (NCR) having, by far, the largest domestic market demand.

Line 4 will be located in the province of Cebu. Cebu City, the capital of Cebu, is the second largest metropolitan city in the Philippines after NCR. Cebu is the center of economic activity in the Visayas Region; including trade, commerce, education and industry.



Corporate Governance

In its pursuit of growth and global leadership, EAGLE maintains the highest standards in efficiency, flexibility, innovation, and integrity. It is a company with both a heart and a conscience—keen on building a better future for all.

We value transparency and accountability in creating value for our customers, shareholders, and the community. Good governance, sound business practices, and compliance with the laws are our commitment to our stakeholders.





EAGLE Code of Ethics

This code of ethics applies to all Eagle employees, including members of the executive office, management and board committees. It provides an outline of the general expectations and sets standards by which employees are expected to conduct themselves.

Employees are required to disclose annually any business and family-related transactions to ensure that potential conflict of interest are brought to management's attention. Compliance to the law and appropriate ethical standards of Eagle promote the personal integrity and create a strong corporate culture within the company.

EAGLE Gifts and Gratuity Policy

All Eagle employees and officers are prohibited from requesting, accepting or offering any form of gifts or gratuities in connection with any corporate expenditure, sale of goods or services from all vendors, suppliers, customers, co-employees, contractors, consultants, potential employees, politicians, potential vendors or suppliers and any other individual or organization.

Gifts and gratuities include, but are not limited to, cash, tickets to events, sports and entertainment in general, paid vacations, electronic equipment, liquor, food, substantial favors and other items of value given by co-employees and third parties (e.g. vendors, suppliers, customers,

contractors, consultants, potential employees, politicians, potential vendors or suppliers, and any other individual or organization to employees or officers with whom they transact, whether directly or indirectly, in relation to Eagle business dealings, and regardless of the place where such gifts are offered to or received by an employee or officer.)

All efforts must be employed in the non-acceptance or the act of returning such gifts or gratuities received; these attempts or actual receipt of such favors must be reported/registered to the management and Ethics Committee.

Anti- Fraud Policy

The term "fraud", used in this Policy, refers generally to any intentional act committed to secure an unfair

or unlawful gain including, but not limited to, fraud, corruption, theft and other similar irregularities that reflect actual or potential:

- Misrepresentation in Eagle's publicly released financial statements or other public disclosures;
- Misappropriation or theft of Eagle's asset such as cash, inventories, corporate certificate, plant blueprints, material documents, equipment, tools or supplies;
- Unlawfully obtained revenue, expenses and assets or unlawful avoidance of costs and expenses;



- Claiming reimbursement for fictitious expenses;
- Commercial bribery or bribery of a government official or other violation of anti-corruption laws; or
- Improper payment schemes such as employees or Directors of Eagle seeking or accepting from, paying or offering to, suppliers or business partners, kickbacks or gifts intended to or which may appear to influence business judgment.

Eagle Workplace Ethical Relationship Policy

Employees are prohibited or must refrain from having personal close ties with suppliers, clients / distributors and co-employees in any kind of mutually benefiting relationship (i.e. sponsorship or god-parenting by way of marriage or baptism activities, romantic or sexual ties, etc.). Superiors (i.e. supervisor, manager) should avoid accepting invitations

to be a godparent of a subordinate, colleague or any employee within his scope of influence and vice versa. With that, the company also extremely discourages any romantic relationships between:

- Employee and contractor, supplier, customer;
- Immediate superior and subordinate; Superior with indirect subordinate, but has the power / influence over certain department and / or within the department

These relationships may bring potential conflict to the business interest of the company.

In addition, this rule is to maintain an ethical standard and fairness during the job evaluation of any respective subordinate and undue treatment in general working conditions. Affected employees must report to Human Resources via updating their FBID forms or whenever a new entrant / applicant to the company is related. Employees with direct or indirect

contacts with vendors, distributors, contractors should strictly avoid from accepting or soliciting sponsorships / god-parenting from these third parties. For existing relations like this, granting or acceptance of any excessive gifts is also discouraged and should be reported to the company through FBID's Declaration of Gifts form. This may influence ethical relationships concerning the company's interaction with vendors, distributors, and contractors.

Eagle Whistle-blowing Policy

Eagle's Whistle-blowing Policy is intended to encourage and enable employees and partners in business to raise serious concerns within the company.

The Eagle Whistle-blowing Policy identifies who could be whistleblowers, laying down the matters that are reportable hereunder, the procedures for whistle blowing, as well as their rights and responsibilities under the said policy.





Financial Statements