

Sustainability Committee

Objective

The Sustainability Committee is responsible for overseeing the sustainability strategy, framework, policies, and programs of Sta. Lucia Land, Inc. (the “Company”), as well as the Company’s environmental, social, governance and overall economic performance with the aim of delivering long-term value to its stakeholders.

Key Functions

The Sustainability Committee shall assist the Board of Directors in fulfilling its oversight responsibilities in relation to sustainability governance in the company. The Committee shall have the following functions and responsibilities:

General Environmental, Social, and Governance (ESG) and Sustainability Oversight

- a. Formulate and maintain the Company's ESG/sustainability roadmap aligned with the Securities and Exchange Commission’s Sustainability Reporting Guidelines (SEC Memorandum Circular No. 16-2025);
- b. Identify, analyze, and manage ESG and climate-related risk exposures, integrating them directly into the corporate Enterprise Risk Management (ERM) framework;
- c. Direct the Company’s sustainability policies, strategies, and programs and ensure appropriateness in addressing sustainability-related risks and opportunities and effectiveness and alignment in addressing expectations of the stakeholders;
- d. Monitor sustainability performance of the Company, against management’s committed targets and material topics, and communicate progress to the stakeholders;
- e. Evaluate significant sustainability-related investments, initiatives, and capital allocation proposals, including expected returns, risks, and scenario considerations;
- f. Review sustainability, disclosures and communications, including annual sustainability reports and website content;
- g. Oversee the integrity of sustainability data, controls, and assurance processes, including management certifications, internal audit activities, and third-party assurance;
- h. Evaluate stakeholder feedback to refine strategy, enhance risk management, and update disclosure practices;
- i. Coordinate with Audit, Risk, Compensation, and Governance committees to ensure seamless integration, avoid operational overlaps, and align executive incentives;
- j. Monitor emerging market practices, regulatory shifts, and voluntary standards; and
- k. Review significant sustainability-related incidents, regulatory inquiries, or controversies, ensuring appropriate remediation and integration of learned lessons.

Real-Estate Specific Functions

- a. Pursue green building certifications (e.g., BERDE, LEED, EDGE) for flagship or applicable projects;
- b. Oversee energy efficiency, water conservation (including rainwater harvesting), waste management, and sustainable material sourcing in construction and property operations;
- c. Ensure the timely acquisition, renewal, and strict compliance of Environmental Compliance Certificates (ECCs) from the Department of Environment and Natural Resources (DENR) for all covered developments;

- d. Direct climate resilience measures for land holdings and developments, prioritizing flood mitigation, advanced drainage design, and disaster preparedness;
- e. Enforce ESG risk due diligence on land acquisitions, joint venture partners, and contractors; and
- f. Evaluate property-level sustainability metrics against leading real estate peers to maintain competitive industry positioning.

Composition

The Sustainability Committee shall have at least three (3) Directors, one of whom must be an Independent Director. The members of the Committee including the Chairman thereof shall be appointed by the Board of Directors. The Chief Sustainability Officer of the Company shall be the non-voting representative of the Management to the Sustainability Committee.

Recommended Qualifications, Skills, and Experience

- 1. Demonstrated understanding of environmental, social, and governance (ESG) principles, including materiality, stakeholder expectations, and emerging sustainability trends.
- 2. Experience overseeing or implementing sustainability strategy, risk management, or operational initiatives in relevant industries or value chains.
- 3. Familiarity with climate-related risk and opportunity assessment, including transition and physical risks, decarbonization pathways, and resilience planning.
- 4. Knowledge of sustainability reporting frameworks and assurance considerations, including data governance, internal controls, and disclosure quality.
- 5. Background in enterprise risk management, compliance, or internal audit sufficient to evaluate sustainability-related risks, controls, and mitigation plans.
- 6. Experience in human capital management, workplace safety, diversity and inclusion, or supply chain responsibility as applicable to the company's footprint.
- 7. Financial literacy sufficient to understand the linkage between sustainability issues, capital allocation, and long-term value creation.
- 8. Stakeholder engagement experience, including with investors, customers, regulators, communities, and employees on sustainability topics.
- 9. Technology and data proficiency relevant to sustainability measurement, including systems, metrics, and performance dashboards.
- 10. Strategic governance experience, including board service or senior leadership roles requiring oversight of long-horizon risks and opportunities.
- 11. Independence of judgment, ethical integrity, and the ability to challenge management constructively on sustainability-related assumptions and trade-offs.
- 12. Commitment to ongoing education on evolving sustainability standards, regulatory developments, and best practices.