



Background

Newport World Resorts (“NWR”) is the first integrated resort in the Philippines. It is a one-stop, non-stop entertainment and leisure destination that features gaming thrills, world-class entertainment, unique events, and exciting lifestyle options. It features seven hotel brands: MARRIOTT Hotel Manila, HOLIDAY INN Express, BELMONT Hotel Manila, SAVOY Hotel Manila, HILTON Hotel Manila, SHERATON Manila Hotel and HOTEL OKURA Manila. It offers a wide range of Meetings, Incentives, Conferences, and Exhibitions (MICE) venues, including a three-story convention center that houses the country’s largest hotel ballroom, the Marriott Grand Ballroom. It is home to world-class casino areas, bars and lounges with nightly live entertainment, and the NEWPORT Mall which features international luxury brands, the state-of-the-art Newport Cinemas, and the award-winning, ultra-modern Newport Performing Arts Theater (NPAT). It has over 50 restaurants offering a diverse selection of local and world cuisine, prepared by top Filipino and international chefs, the latest of which is GORDON RAMSAY BAR & GRILL.

To support and sustain the operations of NWR, the Legal and Corporate Affairs Team of NWR implements the Legal and Compliance Program (“Program”) which consists of the following:

1. Tax and Regulatory Compliance
2. Corporate Compliance and Contracts
3. Litigation
4. Labor Relations
5. Special Projects
6. Environmental Compliance
7. Data Privacy Compliance
8. Intellectual Property maintenance and protection

Vision, Mission and Values

The Program, which covers the legal and compliance concerns of the whole integrated resort spanning across the gaming facilities, five (5) international brand hotels, the biggest hotel MICE facility in the Philippines, mall, cinemas, performing arts theater and numerous food and beverage establishments, is anchored on the following:



Our Belief:

We believe that we should make the most out of life.



Mission:

Create world-class experiences with a Filipino touch.



Vision:

Thrill the world every chance we get.



Values:

Passion for People, Will to Wow, Thrive in Teamwork

Recent Accomplishments

The efficiency of the Program paved the way for NWR to achieve the following accomplishments, among others:

1. Comply with all pertinent regulatory requirements of the Philippine Amusement and Gaming Corporation (“PAGCOR”), Philippine Economic Zone Authority, Department of Tourism, Bureau of Internal Revenue, Department of Environment and Natural Resources, Laguna Lake Development Authority, Bureau of Fire Protection, National Privacy Commission, Department of Labor and Employment, Intellectual Property Office, Securities and Exchange Commission and Local Government Units;
2. Secure 98 Business Permits, 98 Sanitary Permits, 29 Fire Safety Inspection Certificates, and 14 Annual Inspection Certificates;
3. Maintain Department of Tourism accreditation of five (5) international brand hotels and various food and beverage establishments, MICE facilities, and spas;
4. Register/maintain 118 trademarks;
5. Secure confirmation by the Department of Labor and Employment of NWR’s compliance with general labor standards and occupational safety and health standards;
6. Secure registration of NWR’s Data Protection Officer and Data Processing Systems;
7. Earn the EarthCheck Silver Certification;
8. Recognition of Newport World Resorts Legal and Corporate Affairs Team as part o the GC Powerlist Philippines Teams 2024;
9. Recognition of its Chief Legal and Admin Officer, Atty. Walter L. Mactal (“Atty. Mactal”), and Director for Legal Services, • Atty. Michico Rizza G. Oi-Daquil (“Atty. Oi-Daquil”), as part of the first edition of The Legal 500 GC Powerlist Philippines 2023;
10. Recognition of NWR as 2023 Best Employer Brand in the Philippines; and
11. Secure 30 Certificates of Credit from PAGCOR for various cultural, educational, environment and health projects of the Newport World Resorts Foundation Inc.



EARTHCHECK

With the support of the Legal and Corporate Affairs Team, NWR is proud to have earned the EarthCheck Silver Certification through its all-encompassing, fully-integrated sustainability program dubbed I LOVE Earth (“ILE”). EarthCheck is the world’s leading certification, consulting, and advisory group for sustainable destinations and tourism organizations. NWR is the first and only integrated resort in the country with the coveted EarthCheck badge, which covers the entire property. ILE is built around a program framework with measurable

goals under each of the five pillars of our Sustainability Policy. We put sustainability at the very HEART of our business as guided by the following principles: Healthy, Responsible and Sustainable Sourcing; Environmental Impact (Energy, Water, Air); Active Engagement, Benchmarking, Certification’ Reform, Reduce, Recycle, Repurpose; and Transform through Teaching, Training, Technology.

The excellent leadership of Atty. Mactal was recognized by the magazine, CEO Insights Asia, when he was made the cover and featured Chief Legal Officer for its July 2024 issue. In the article, he mentioned the initiative of the members of the Legal and Corporate Affairs Team and the learning culture which they embrace.

The Legal and Corporate Affairs Team headed by Atty. Mactal was also recognized for their achievements when they were recognized as part of the Legal 500 GC Powerlist Philippines Teams 2024 by the Legal 500 this year. Last year, on the first edition of The Legal 500 GC Powerlist Philippines 2023, Atty. Mactal and Atty. Oi-Daquil were recognized among the top players in the profession. The Legal 500 is a London-based organization that has been analysing the capabilities of law firms and law practitioners across the world for the past 34 years. It also recognises and rewards the best in-house lawyers through its GC Powerlist series.



A testament to NWR's effective Program is the recognition of NWR's hotels at the Envision 2024 Global Partner Conference Conference in Shanghai, China. In the recently held conference, Holiday Inn Express Manila Newport City, which is owned and operated by NWR, was recognized as one of the Top Engaged Hotels among over 50 countries and regions. Hotel Okura Manila, on the other hand, was identified as one of the best destinations, hotels, restaurants, and attractions based on customer feedback. Furthermore, the Vega Pool, located between Hilton Manila and Sheraton Manila was recognized as one of the best hotel pools in the country in the Travel + Leisure Luxury Awards Asia Pacific 2024. Hotel Okura was also recognized as the Traveler's Choice in the same event.

Early this year, as a result of NWR's unwavering commitment to compliance with labor standards and government directives, even going above and beyond the duties of an employer, it was recognized by the Philippine Red Cross when it was conferred with the Most Outstanding

Humanitarian Award for its efforts in bolstering the country's response against COVID-19.

NWR was likewise recognized as the Best Employer Brand during the Philippines Best Employer Brand Awards held in 2023. The company was recognized for its continuous efforts in providing an empowering, holistic, and positive brand experience for employees.



The Legal and Corporate Affairs Team handled the incorporation of the NWR Foundation and is in charge of running its day-to-day operations. The Executive Director of the NWR Foundation is Atty. Mactal. In line with the Implementing Rules and Guidelines issued by PAGCOR, the NWR Foundation completed the following major projects in the past two (2) years:

1. Donation to Typhoon Karding Victims
2. Various sponsorships of cultural activities in support to the development of Filipino cultural heritage
3. Donation for the redevelopment of Baguio Post Office Park
4. Funding for the construction of Naga City Hospital Phase 2
5. Donation of Patrol Motorcycles to the Philippine National Police
6. Donation of Mobile Laboratory Clinic Van to the Local Government of Calocan City

The NWR Legal and Corporate Affairs Team also incorporated the Original Pilipino Performing Arts (OPPA) Foundation, Inc. to be the operating arm of NWR Foundation's scholarship program for performing arts. As part of the Program, Atty. Mactal serves as the Corporate Secretary of OPPA Foundation and the NWR Legal and Corporate Affairs Team handles the corporate housekeeping of OPPA Foundation and provides legal and administrative services for the scholarship program to ensure alignment and compliance with PAGCOR directive, rules and regulations.

At present, the scholar-graduates are showcasing their talents by performing domestically and internationally; by composing, arranging and/or producing music; or by shooting, directing and/or producing indie films. Majority are also imparting their talents and education by teaching, as faculty members or as freelance teachers, aspiring young artists to reach their potential. A number of the scholar-graduates became ensemble members of the hit all-Filipino musical, "Ang Huling El Bimbo" and NWR's biggest all-Filipino theater production, "Buruguduystunstugudunstuy".