

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.

NWR is the gateway to world-class Philippine hospitality. 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, the HOUSE MANILA Club, 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 Legal and Compliance Program (“Program”) of NWR is spearheaded by its Legal and Corporate Affairs Team. The Program 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:

<p>Our Belief</p> <p>We believe that we should make the most out of life.</p> <p>Vision</p> <p>Thrill the world every chance we get.</p> <p>Mission</p> <p>Create world-class experiences with a Filipino touch.</p>	<p>Values</p> <p>With unyielding integrity as our foundation, we are accountable to these principles:</p> <ul style="list-style-type: none"> • Passion for People <ul style="list-style-type: none"> • We are in the people business. • Be crazy about our employees, customers and shareholders. • Will to Wow <ul style="list-style-type: none"> • We create amazing stories. • Exceed expectations and constantly raise the bar. • Thrive in Teamwork <ul style="list-style-type: none"> • We believe in the power of together. • Vigorously act as one.
---	---

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, National Privacy Commission, Department of Labor and Employment, Intellectual Property Office, and Local Government Units;
2. Secure 94 Business Permits and 94 Sanitary Permits;
3. Secure 62 Annual Inspection Certificates;
4. Maintain Department of Tourism accreditation of five (5) international brand hotels and various food and beverage establishments, MICE facilities, and spas;
5. Register/maintain 142 trademarks;
6. Confirmation by the Department of Labor and Employment of NWR’s compliance with general labor standards and occupational safety and health standards;
7. Registration of NWR’s Data Protection Officer and Data Processing Systems;
8. Earn the EarthCheck Silver Certification;
9. Recognition of its Chief Legal and Admin Officer, Atty. Walter L. Mactal, and Director for Legal Services, Atty. Michico Rizza G. Oi-Daqui, as part of the first edition of The Legal 500 GC Powerlist Philippines 2023;¹
10. Recognition of NWR as 2023 Best Employer Brand in the Philippines;² and
11. Secure 30 Certificates of Credit from PAGCOR for various cultural, educational, environment and health projects of the Newport World Resorts Foundation Inc.



One of the recent achievements that NWR is very much proud of is earning the EarthCheck Silver Certification through its all-encompassing, fully-integrated sustainability program dubbed I LOVE Earth (ILE).³ EarthCheck is the world’s leading certification, consulting, and advisory group for sustainable destinations and tourism organizations.⁴ The rigorous and comprehensive certification process focuses on various key performance areas that cover environmental, social and cultural sustainability. NWR is the first and only integrated resort in the country with the coveted EarthCheck badge, which covers the entire property including its gaming areas, the Newport Mall, the Newport Performing Arts Theater, Marriott Grand Ballroom, and its line of international hotel brands from Manila Marriott Hotel, Sheraton Manila Hotel, Hilton Manila, Hotel Okura Manila, and Holiday Inn Express Manila-Newport City.

¹ <https://www.legal500.com/gc-powerlist/>; <https://www.legal500.com/gc-powerlist/philippines-2023/walter-l-mactal/>; <https://www.legal500.com/gc-powerlist/philippines-2023/michico-rizza-g-oi-daqui/>

² <https://www.employerbrandingawards.com/philippines.html#>;
https://malaya.com.ph/news_special_feature/newport-world-resorts-named-best-employer/

³ <https://manilastandard.net/spotlight/314323676/a-silver-earthcheck-certification-for-newport-world-resorts.html>

⁴ <https://earthcheck.org/>

Building on the existing sustainability programs of NWR and the international hotel brands within the property, ILE taps into collaborative engagement as well the personal commitment of every employee and stakeholder to make sustainability an integral part of our business and our daily lives. ILE is built around a program framework with measurable goals under each of the five pillars of our Sustainability Policy.⁵ We put sustainability at the very HEART of our business as guided by the following principles:

- H Healthy, Responsible and Sustainable Sourcing - We choose local partners and support businesses that practice environmental sustainability.
- E Environmental Impact (Energy, Water, Air) - We employ management systems and procedures specifically designed to minimize the use of energy, water and other natural resources to support health and well-being.
- A Active Engagement, Benchmarking, Certification - We continually seek opportunities to improve our sustainability performance by establishing objectives and targets, measuring progress, identifying risks and opportunities and measuring our competitiveness through annual benchmarking and certifications as part of our commitment to continual improvement.
- R Reform, Reduce, Recycle, Repurpose - We will start by reforming our mindset so that we can promote a circular economy.
- T Transform through Teaching, Training, Technology - We will promote participation and communicate our commitment by promoting sustainability among our employees; by providing the necessary training and support to enable them to implement this policy; by informing suppliers of our sustainability policy and encouraging them to adopt effective sustainable management practices; and by soliciting input from our employees, suppliers, customers and board members in meeting our sustainability goals.



From left: Newport World Resorts Director for Legal Services Atty. Michico Rizza G. Oi-Daquil and Newport World Resorts Chief Legal and Administrative Officer Atty. Walter L. Mactal

On the first edition of The Legal 500 GC Powerlist Philippines 2023, NWR Chief Legal and Administrative Officer, Atty. Walter L. Mactal, and NWR Director for Legal Services, Atty. Michico Rizza G. Oi-Daquil, were recognized among top players in the profession.

The Legal 500 is a London-based organization that has been analysing the capabilities of law firms across the world for the past 33 years, with a comprehensive research programme revised and updated every year to bring the most up-to-date vision of the global legal market. The Legal 500 also recognises and rewards the best in-house lawyers through its GC Powerlist series.

The GC Powerlist is a publication that highlights the most influential and innovative general counsels in a given market, involving a three-month process of nominations, background research and interviews. Each

⁵ <https://www.newportworldresorts.com/sustainability-policy>

individual has made a demonstrable impact to their team, company or industry through innovative approaches to their everyday work.

NWR Chief Legal and Administrative Officer Atty. Walter L. Mactal recognizes the importance of having a competent and inspired team, especially given the integrated resort's industry, "Our in-house legal team is structured to efficiently respond to the needs of the organization, and currently handles regulatory, data privacy and corporate compliance, industrial or labor relations, contract drafting and review, among others."⁶



A testament to NWR's commitment to compliance with labor standards, and even going above and beyond the duties of an employer, is NWR's recognition as the Best Employer Brand⁷ during the recently held Philippines Best Employer Brand Awards 2023. The company was recognized for its continuous efforts in providing an empowering, holistic, and positive brand experience for employees.

"To be recognized as the Best Employer Brand in the country is a validation of our belief, our operating ethos, Thrive in Teamwork. For the last couple of years, our collective efforts have focused on investing in our talent and fostering a culture of positivity. We will continue to make the best possible employee experience for everyone," said Chief HR Officer Terri Llamas.

The award was instituted by the Employer Branding Institute (EBI), World HRD Congress, and the Stars of the Industry Group to recognize the exemplary human resource (HR) practice of individuals and companies across Asia. EBI is an international virtual organization of seasoned HR professionals that share best practices in talent management and employer branding.



In compliance with rules and regulations of PAGCOR, NWR established the Newport World Resorts Foundation ("NWR Foundation") to undertake projects and initiatives in support of cultural heritage, education, and environment and health.

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 NWR's Chief Legal and Admin Officer, Atty. Walter L. Mactal. In line with the Implementing Rules and Guidelines issued by PAGCOR, the NWR Foundation completed the following major projects, among others:

⁶ <https://businessmirror.com.ph/2023/08/01/key-members-of-newport-world-resorts-in-house-legal-counsel-ranked-among-phls-best/>

⁷ https://malaya.com.ph/news_special_feature/newport-world-resorts-named-best-employer/

1. Typhoon Yolanda Relief Operations
2. Construction of Pasay City East School (4 storey bldg. w/ 24 classrooms)
3. Construction of Paranaque City Science High School (4 storey bldg. w/ 24 classrooms)
4. Construction of a Building in Urdaneta City University (4 storey bldg. w/ 24 classrooms)
5. Construction of Tambo Elementary School (4 storey bldg. w/ 24 classrooms)
6. Construction of JP Rizal Elementary School (3 storey bldg. w/9 classrooms)
7. Computerization Projects for 27 public schools
8. Construction of the PMA Cadet Barracks in Baguio City
9. Donation of Medicines to a non-government organization of volunteer medical practitioners
10. Construction Mandaluyong Addition Hills Elementary School (4 storey bldg. w/ 42 classrooms)
11. Refurbishment of and donation of medical equipment to the Philippine National Police - Camp Crame General Hospital
12. Donation of medical equipment to "PNP - Camp Crame General Hospital
13. Donation to the City Government of Parañaque for procurement of medicines and medical supplies for public hospitals
14. Construction of the Davao Drug Abuse Treatment and Rehabilitation Center
15. Donation of Medical Supplies for COVID-19 response
16. Donation to Typhoon Karding Victims

The NWR Legal and Corporate Affairs Team also incorporated the Original Pilipino Performing Arts (OPPA) Foundation to be the operating arm of NWR Foundation's scholarship program for performing arts. NWR's Chief Legal and Admin Officer Atty. Walter L. 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.

Since the Scholarship Program was launched in 2016, it has benefited 56 scholars from various universities and colleges. Out of 56 scholars, 34 arduously pursued their chosen courses and have successfully graduated. 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. One of our scholars, Nerissa De Juan, performed as Maria Clara in the Philippines' first full-length opera "Noli Me Tangere" in the 2019 staging.⁸ Another scholar, Vanessa Celestial, was a four-time defending champion in the 5th Season of Tawag ng Tanghalan.⁹ The scholarship also produced a soprano who is currently pursuing postgraduate studies in the Guildhall School of Music and Drama in London¹⁰ and two violinists who were offered masteral scholarships in Austria and Canada. We also have a scholar who is now a member of the Asian Youth Orchestra in Europe. Distinguishable as well are the scholar-graduates who are ensemble members of the hit all-philipino musical "Ang Huling El Bimbo".¹¹

⁸ <https://news.abs-cbn.com/life/03/09/19/review-ph-operas-future-is-bright-and-noli-me-tangere-is-proof>

⁹ https://www.facebook.com/TNTABSCBN/photos/a.1512416849077747/2967693503550067/?type=3&_rdc=1&_rdr

¹⁰ <https://www.facebook.com/PhilippineOperaCompany/photos/a.174593029236064/5305514206143895/?type=3>

¹¹ <https://news.abs-cbn.com/life/05/29/23/oppa-foundation-scholars-fulfill-dream-to-be-on-stage;>

<https://www.wheninmanila.com/get-to-know-some-of-the-talented-artists-behind-ang-huling-el-bimbo-the-musical/>