

Dear scholars, I was once like you—a dreamer.

When I was little, my parents barely managed to send me to school due to financial difficulties. Studying was tough, not only because of my school work, but also because of the various expenses we couldn't afford. Just like every young man in school, I wanted to graduate and improve my family's life. I dreamt of owning a grocery store.

After I finished college, that dream gave me the courage to go out and build my own company. It made me discover opportunities to think big and advance further.

It was never a walk in the park. Along the journey, I faced all sorts of hardship, criticism and failure. But these did not dishearten me. When faced with a crisis, I just continued to work, strive for excellence and make the most of every situation. Through the years, I have imparted this sense of dedication and hard work to my team. Today, I impart those same important lessons to you.

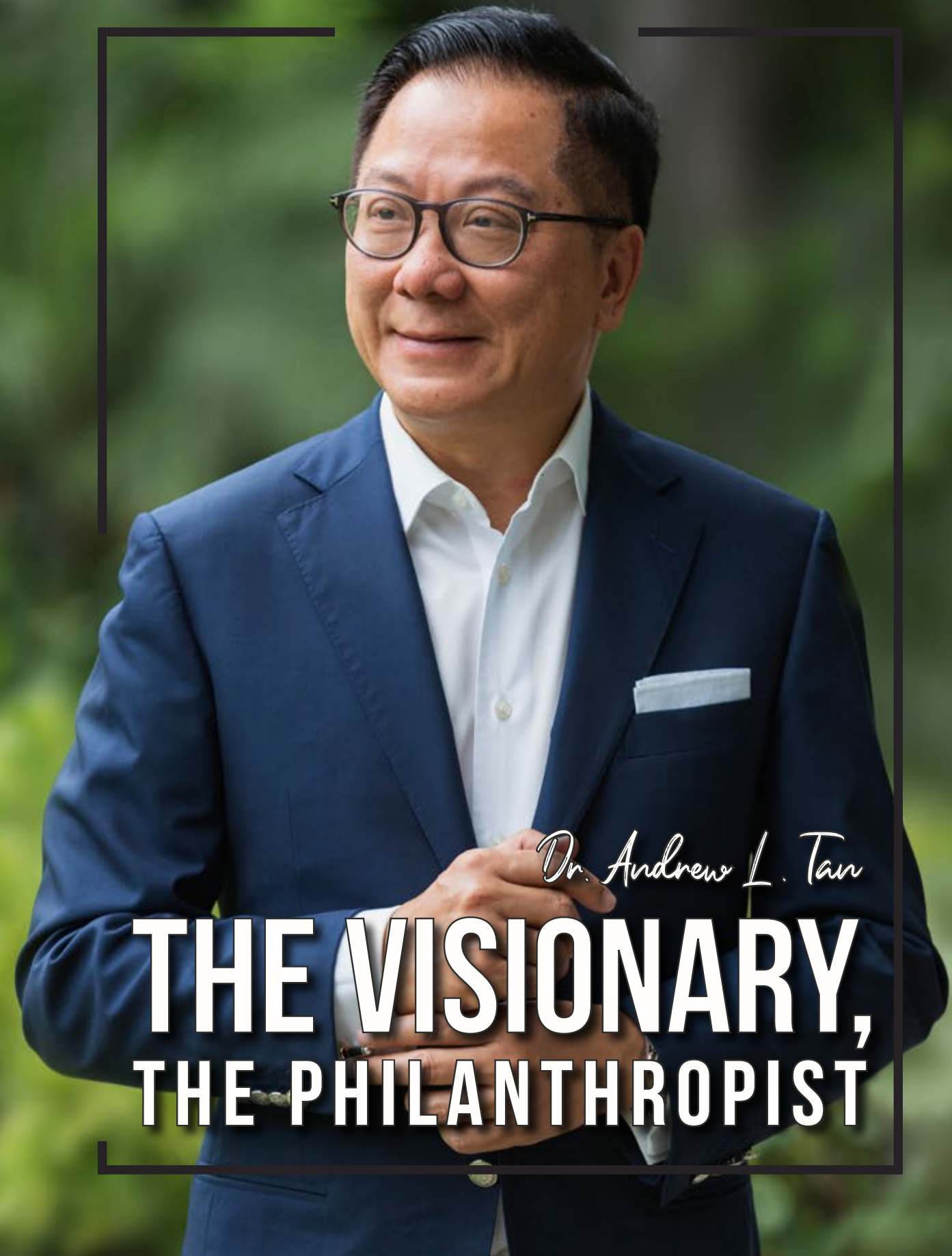
May the stories of the companies we have built motivate you to keep pursuing your dreams, fuel your desire to prosper, and inspire your higher purpose in making your vision a reality.

Your brilliance, passion and grit will be your driving force on your road to success.

Andrew

THE VISIONARY, THE PHILANTHROPIST

 MEGAWORLD FOUNDATION, INC.



Dr. Andrew L. Tan

**THE VISIONARY,
THE PHILANTHROPIST**



A LETTER FROM THE CHAIRMAN

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A LETTER FROM THE PRESIDENT

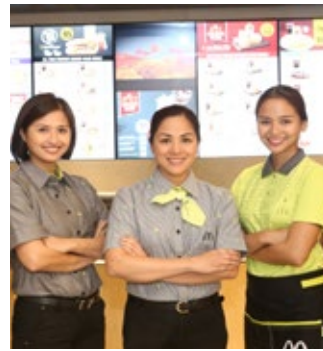
Through the years, the vision of Dr. Andrew L. Tan has not only created premier properties and brands but also uplifted lives and helped realize dreams. His vision is our beacon at Megaworld Foundation, Inc., and it is the bright light that drives us to continuously look for opportunities to transform more lives for the better.

This is what we at the Foundation want to share with you, a perspective on how a simple person was able to create change through his vision and philanthropy. We want to share with you how his passion has transformed—and continues to transform—every life he touches.

Our hope is that through Dr. Tan's story and example, more will follow his lead and embody the values of hard work, passion, determination and compassion in their lives.

Francis

FACES OF VISION ON EVERY PAGE



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A man in a white shirt is working in a distillery, surrounded by numerous wooden barrels. The barrels are stacked and have the text "CONSOLIDATED DISTILLERS OF FAR EAST" and "EBC 100" printed on them. The man is using a tool to work on one of the barrels. The lighting is warm and focused on the man and the barrels.

HUMBLE BEGINNINGS

“

Through the years, as my group of companies expanded, I stuck to my formula of hard work and luck to stay ahead of the pack. That, basically is the story of my life's journey. It has been a constant process of moving forward no matter what.”

Dr. Andrew L. Tan



DR. ANDREW L. TAN'S STORY

Pursuing dream with passion

Even as a young man, Dr. Andrew Lim Tan already had an inclination for business. His dream then was to have a small grocery store and become a businessman.

Dr. Tan was no stranger to a life of meager means. Born in the Fujian province, south of China, he grew up in Hong Kong where he lived with his family in a tenement apartment with only one bathroom. His family shared their home with four other families. Even cooking facilities were shared. The corridors of their building were similarly rented out to accommodate other families.



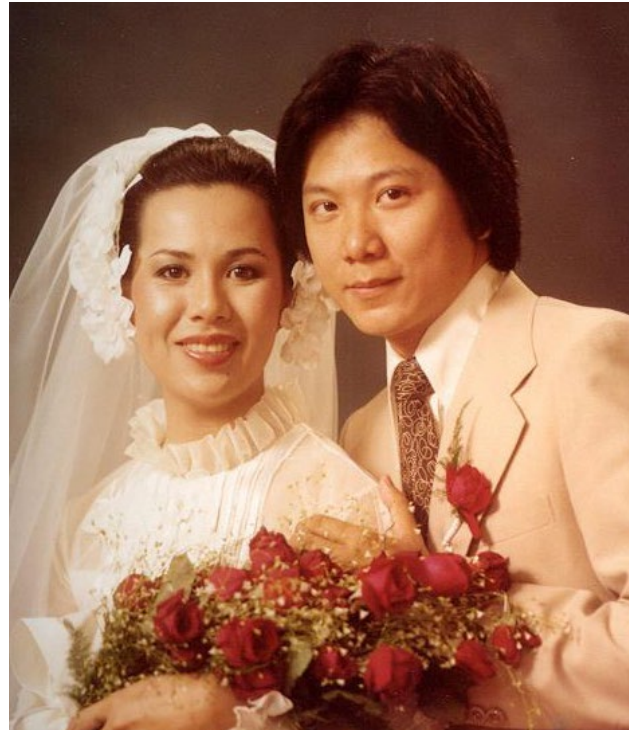
At the age of 16, he and his family migrated to the Philippines. There, he grew up in downtown Manila.

He continued his high school education in the Far Eastern University. To prepare him for his entrepreneurial career, he pursued a degree in Business Administration in college, majoring in Accounting at the University of the East. He graduated *magna cum laude* in 1974. During his first two years in college, he supported himself by selling watches and working as a part-time Math tutor to grade school students. As a student, he had a limited allowance. To save money, he would walk from Sta. Cruz to Manila to reach the UE campus instead of taking public transport. Often for his lunch, he would buy fried bananas sold along Gastambide Street for 30 centavos.



In college, most of Dr. Tan's classmates were well off. Their families either owned or were engaged in businesses such as textile trading or grocery and hardware stores. This sparked his dream to own his own business. At 18, he promised his family a better life. He often told his mother that once he had enough capital—which he estimated at PhP200,000—he would own and operate a grocery store. It was a dream that she encouraged.

Dr. Tan's parents supported him as best as they could. His father Tan Ha was a transistor radio factory worker and his mother Soonti Lim was a housewife. His father, who had little formal education, encouraged Dr. Tan to complete his college education. His dream was for his son to someday get a job in a bank along old Escolta—a mark of professional stability back then—and go to work in a barong Tagalog. Dr. Tan also learned much from his mother, who was gifted with the fortunate combination of pragmatism, optimism and business sense. He would consult her before making important decisions in his life, and took her guidance and advice to heart.



Full Name: Andrew Lim Tan
Birthplace: Fujian, China
Mother: Soonti Lim
Father: Tan Ha
Spouse: Katherine Tan
Children: Kevin Andrew
 Kendrick Andrew
 Kester Andrew
 Andrea Kara

Educational background

Tertiary
 University of the East – Manila
 BS Business Administration, Major in Accounting
 1974, *Magna Cum Laude*

Secondary
 Far Eastern University



After graduating from college, he became an accountant. His first job was with the late Filipino Chinese taipan Leonardo Ty of Union Hitachi, Ajinomoto. By 25, Dr. Tan was already a partner in a trading firm that imported and sold appliances by bulk. He made his first million at the age of 27.

With the money he earned as a kitchen appliance salesman, he went into the distillery business. He put up a small liquor factory he named Consolidated Distillers of the Far East, and made his first fortune in brandy. As his business grew and prospered, he entered the real estate business, naming his company Megaworld. Under the company, he would launch his first project in 1989. Although it was one of the most difficult times in the country to embark on an enterprise, right in the midst of political instability and the Asian financial crisis, he made the tough decision to pursue the business, overcoming difficulties by being innovative.



Entrepreneurship journey

Dream: To have his own grocery store.

First business: Distillery

Business interests now: Diversified

Holding firm: Alliance Global Group, Inc.

Notable companies: Megaworld Corporation, Emperor Inc., Travellers International Hotel Group, Inc., Golden Arches Development Corporation, Infracorp Development Inc.

Notable brands: Emperor, Fundador, McDonalds, Megaworld, Resorts World Manila, PikNik

First million: Age 27

Net Worth (Forbes 2020): 2.3 billion USD

Highest rank in Forbes list of Philippines' Richest: 4th in 2011

An aerial, blue-tinted photograph of a modern city skyline. In the foreground, a large stadium with a white roof and a cross on top is visible. The middle ground is filled with several tall, modern skyscrapers with glass facades. The background shows a dense urban landscape with many smaller buildings and a cloudy sky. The overall scene is a mix of modern architecture and urban development.

BUSINESS AND BRANDS

“

Business was tough when I started my first company. When you don't have much capital, it is paramount that you exercise your nose a lot, much like a dog that never ceases to sniff out for food. You cannot afford to fail and lose vital resources. That is how you develop an instinct for success.”

Dr. Andrew L. Tan



MANIFESTATION OF THE VISION

Small dream, big vision

A small dream combined with earnest efforts can overcome even the biggest challenges. This is what the young Dr. Andrew L. Tan believed in when he once dreamed of owning a grocery store. He remained persevering and humble as he worked towards his goal, and despite challenges and limitations.

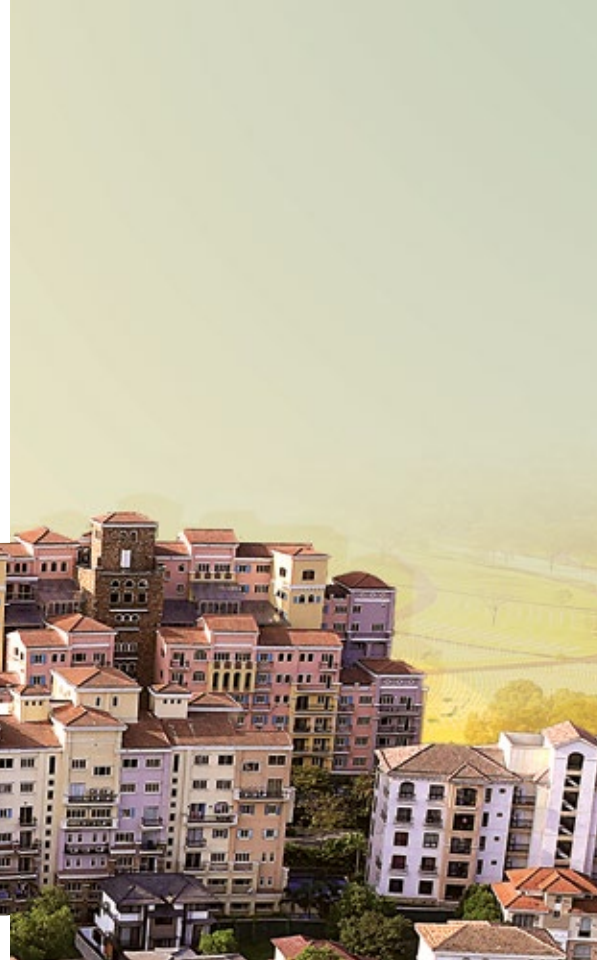
What began as a straightforward ambition to start a business for the prosperity of his family eventually bloomed into a conglomerate that contributes significantly to society today. It is through the companies that he has built and the businesses that he has ventured into that Dr. Tan has been able to extend his hand to Megaworld scholars, so that they, too, can be one step closer to their dreams.

From blueprints to reality

Even before the concept of integration boomed in various industries, integration became the anchoring proposition of the township, which has redefined the standards of modern urban living. The growing demand for homes located close to offices led Dr. Tan to think of a logical fusion of office, commercial and residential spaces, giving rise to the township, which is, quite simply, a “city within a city.” The township introduces a unique lifestyle where people can live, work, play and learn in a single setting.

It wasn't an easy journey for Dr. Tan to realize his groundbreaking real estate concept. The Asian financial crisis crippled businesses in the same year he envisioned his one-of-a-kind township development. Many companies went bankrupt at the time, but in spite of the crisis, Dr. Tan moved forward, remained positive and held on to his faith. This bold move would eventually bring forth Eastwood City, his first township in the Philippines and the country's first cyber park. Eastwood City is and will always remain a landmark achievement, as it brought people, especially Filipinos, the opportunity to fulfill their personal aspirations.





For Dr. Tan, transforming land is also about changing lives, creating jobs and building the nation. Today, Dr. Tan ensures that a vast range of properties are offered to different segments of society through his subsidiary companies, Global-Estate Resorts, Inc., Empire East Land Holdings, Inc. and Suntrust Properties, Inc. Dr. Tan's companies work together to reach more and more Filipino families, affording them the opportunity to invest in quality homes and communities.

Twin Lakes

As the Philippines' first vineyard resort community and Tagaytay's first master-planned integrated tourism estate, Twin Lakes is a gem of a township that people constantly seek out. Its main attraction is The Vineyard—177 hectares of natural landscape overlooking a perfect view of the famous Taal Volcano, along with the man-made lake within the estate. People can enjoy the best of Europe in Twin Lakes' first residential cluster called The Vineyard Residences, composed of three mid-rise condominium towers named after famous grape varieties: Shiraz, Merlot, and Chardonnay.



Iloilo Business Park

This vibrant township is comprised of office buildings targeting the information technology (IT) and business process outsourcing (BPO) sector. It makes up the biggest IT-BPO cyber park in the region. It is composed of the iconic 3,700-seat Iloilo Convention Center, branded luxury hotels, a lifestyle shopping center, a long shop-and-dine strip, and well-planned condominium towers. A stroll through the street of Festive Walk can be the ultimate shopping experience for both locals and tourists. The commercial and lifestyle estate offers a variety of exciting entertainment and leisure activities, all under one roof.



Eastwood City

Eastwood City is a pioneer and model of Megaworld's successful integrated township project, offering a complete array of amenities and establishments that make living, working, playing and learning more fun in the Philippines. Eastwood City is an 18.5-hectare township masterpiece that is home to more than 22,000 residents and a 55,000-strong workforce. Here, people can enjoy a holistic lifestyle.



Forbes Town

Forbes Town is a five-hectare township in the heart of Fort Bonifacio, Taguig City. Forbes Town has 12 residential towers with 3,558 residential units. The focal point of activity in Forbes Town is the aptly named Forbes Town Road, a retail strip with more than 40 restaurants and shops catering to the diverse needs of residents. With its convenient location, it offers a lifestyle of leisure. Residents enjoy an unobstructed panoramic half-kilometer-wide view of the Manila Golf Course, as well as easy access to Burgos Circle and a retail destination punctuated by a small park.



Boracay Newcoast

The Philippines is blessed with captivating natural wonders, especially beach and island hot spots. Among these islands is Boracay, a world-renowned tropical destination. Megaworld capitalized on the growing tourism market when it created Boracay Newcoast. The development is nestled in the island with a captivating white sand beach, a 24/7 beach culture and non-stop leisure activities. Boracay Newcoast is a 150-hectare integrated tourism estate situated along the northeastern side of Boracay Island. It is the first and only master-planned leisure-oriented community in the Philippines that makes up 15 percent of the saleable land in Boracay. It is set to host residential condominiums, hotels and residential and commercial lots where local and foreign visitors can look forward to first-class offerings and lifestyle experiences.



Mactan Newtown

The Mactan Newtown is the first major township development outside Metro Manila with its own beachfront. This 30-hectare mega-community combines first-rate office towers, condominiums, leisure amenities, retail establishments, a school supervised by the Lasallian School Supervision Services Association, signature hotels, and a cyber park. Soon to rise in the township are hotels and residential components. This township masterpiece highlights the spectacular views of the historic Mactan Shrine, Magellan Bay and Hilutungan Channel. It also boasts an exclusive world-class beach club at the township's 11-hectare beachfront.



Uptown Bonifacio

Illuminated dramatically by surrounding high-rises and the vibrant Uptown Mall, Uptown Bonifacio exemplifies a life of leisure and luxury in the metropolis. With its deluxe retail and dining hub, attractions such as the dancing fountain in front of its mall, and the privilege of being home to the largest nightlife entertainment complex in the Philippines, Uptown Bonifacio has become one of the millennials' popular go-to places. Uptown Bonifacio is the location of the 30-story Alliance Global Tower, the headquarters of Megaworld and its subsidiaries, accommodating a workforce of more than 3,500.



Newport City

Newport City is an integrated resort easily accessible to tourists coming from or expecting flights at the Ninoy Aquino International Airport. Aside from thoughtfully planned residences and various world-class hotels (Marriott, Maxims, Holiday Inn, Hilton, Sheraton, Hotel Okura), the township is also home to Resorts World Manila, the “Leisure Capital of the Philippines,” which hosts Newport Mall, international restaurants, the state-of-the-art Newport Performing Arts Theater featuring world-renowned shows, and a first-class gaming center.



Southwoods City

Southwoods City is the largest and only fully-integrated township with a golf course to rise in the south of Manila. Located right at the heart of the township is the 125-hectare Jack Nicklaus-designed Manila Southwoods Golf and Country Club and a 26-hectare sprawling residential village called Pahara, showcasing 602 lots on hilly terrain with spectacular views of the golf course and the Laguna de Bay. The Mediterranean-inspired architecture of the homes complements exclusive amenities such as a clubhouse, swimming pool, function halls, a children's playground, an outdoor circuit gym, jogging paths, landscaped parks, as well as green open spaces.



McKinley Hill

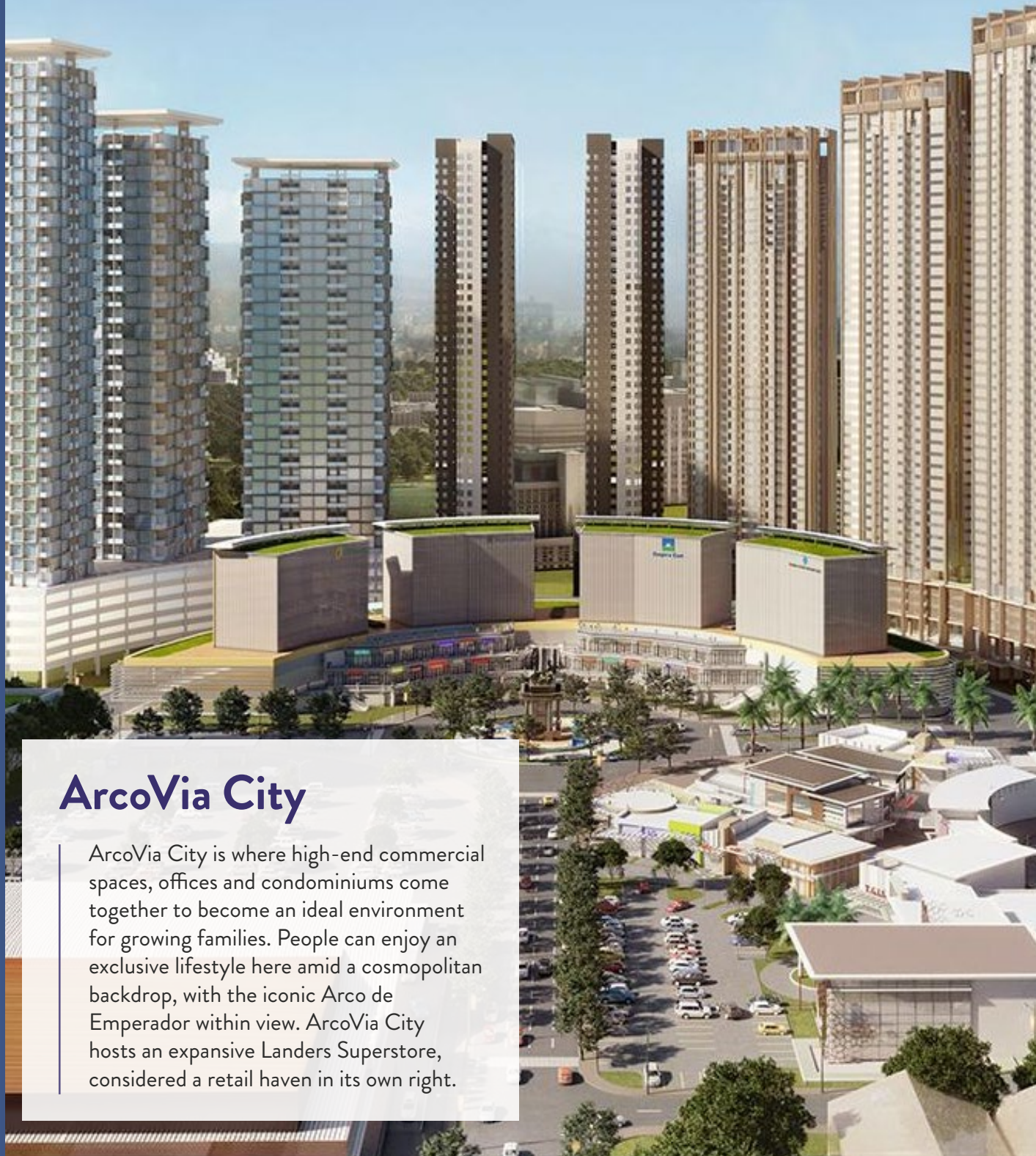
With an expanse of 50 hectares, McKinley Hill in Taguig City is Megaworld's biggest township in Metro Manila. The 23 residential buildings, commercial areas, restaurants, office buildings and other properties within the estate are inspired by Spanish and Italian design. Here, residents and visitors can get a feel of the European life as they take a gondola down the man-made Venice Grand Canal. Enhancing McKinley Hill's "global" scene are three foreign embassies and three international schools.



McKinley West

Luxurious living in Taguig is epitomized in McKinley West, an upscale township ideal for Metro Manila's who's who. Residential units are designed with state-of-the-art security features and first-of-its-kind amenities. Aside from three residential buildings and one residential village, this 34.5-hectare community is also home to six office buildings designed for a variety of industries.





ArcoVia City

ArcoVia City is where high-end commercial spaces, offices and condominiums come together to become an ideal environment for growing families. People can enjoy an exclusive lifestyle here amid a cosmopolitan backdrop, with the iconic Arco de Emperador within view. ArcoVia City hosts an expansive Landers Superstore, considered a retail haven in its own right.



ARTIST'S RENDITION

Eastland Heights

Eastland Heights features the Forest Hills Golf Course as its centerpiece. It's the only golf club in the Philippines with two courses designed by golfing greats Jack Nicklaus and Arnold Palmer. Eastland Heights was recognized as the "Best Golf Course in the World" by the Golf Course Superintendents Association of America in 2000. In this 640-hectare township, residents have the pleasure of watching the sunset over Laguna de Bay and Mount Makiling and taking in the brilliance of the Ortigas skyline at night.



Davao Park District

Davao Park District is envisioned to be Davao City's central business district and a major center for the IT and BPO sectors in Mindanao. This 11-hectare township is equipped with smart digital innovations that put safety and security as a top priority. First to rise in the township are various office buildings. The township is set to bring together themed residential condominiums, a lifestyle mall, commercial and retail strips, open parks, a lagoon, and a school.

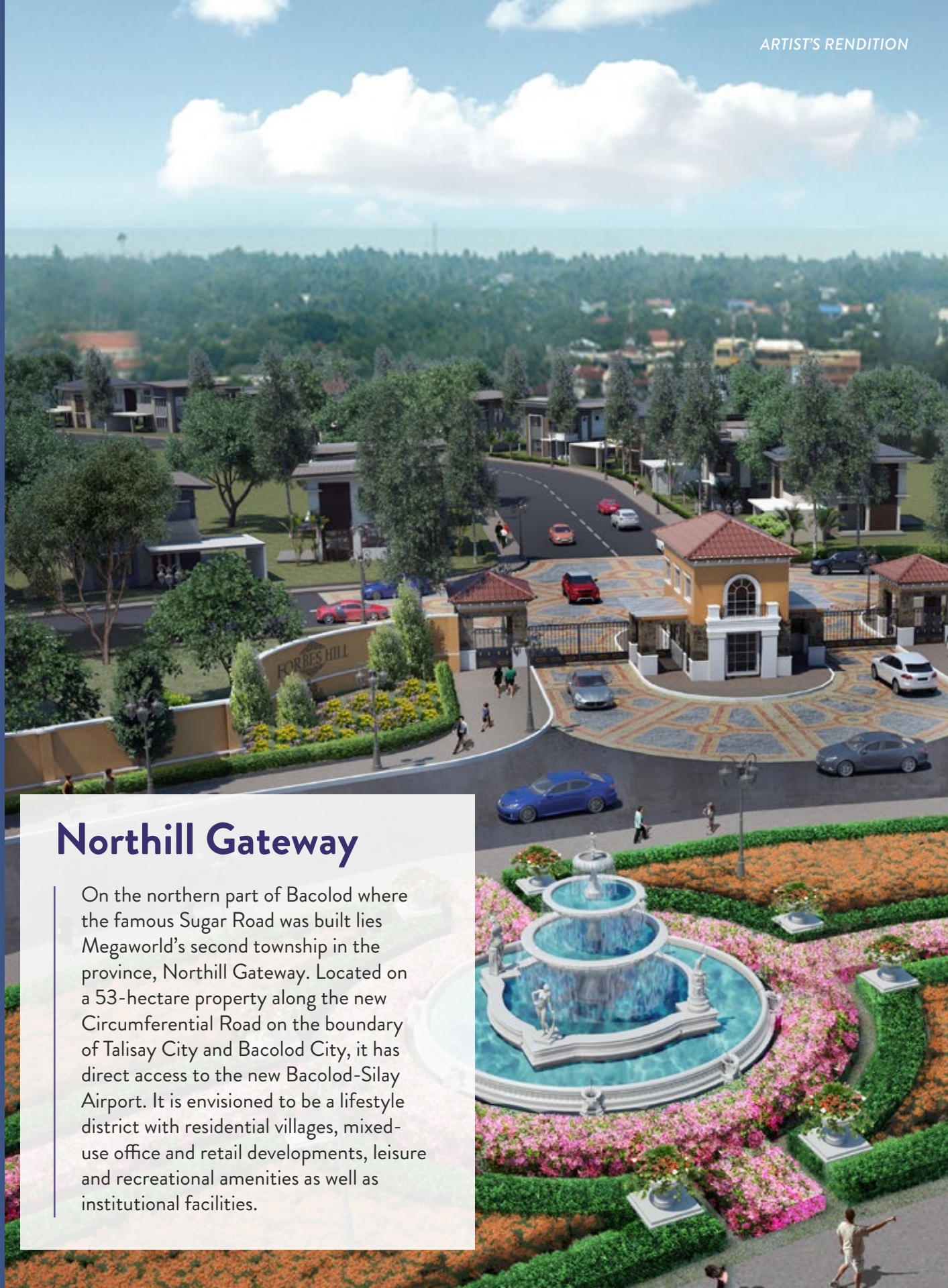


Suntrust Ecotown

Suntrust Ecotown in Tanza, Cavite, is Megaworld's first mixed-use development integrating an industrial park and an environment-friendly community within one township. Aside from the offices of the Philippine Economic Zone Authority and Bureau of Customs, where tenant-locators can fast-track their business permit requirements, the park will also have its own administration office, fire station, chapel, parking for container vans, guardhouse, as well as a transport terminal.



ARTIST'S RENDITION



Northhill Gateway

On the northern part of Bacolod where the famous Sugar Road was built lies Megaworld's second township in the province, Northhill Gateway. Located on a 53-hectare property along the new Circumferential Road on the boundary of Talisay City and Bacolod City, it has direct access to the new Bacolod-Silay Airport. It is envisioned to be a lifestyle district with residential villages, mixed-use office and retail developments, leisure and recreational amenities as well as institutional facilities.

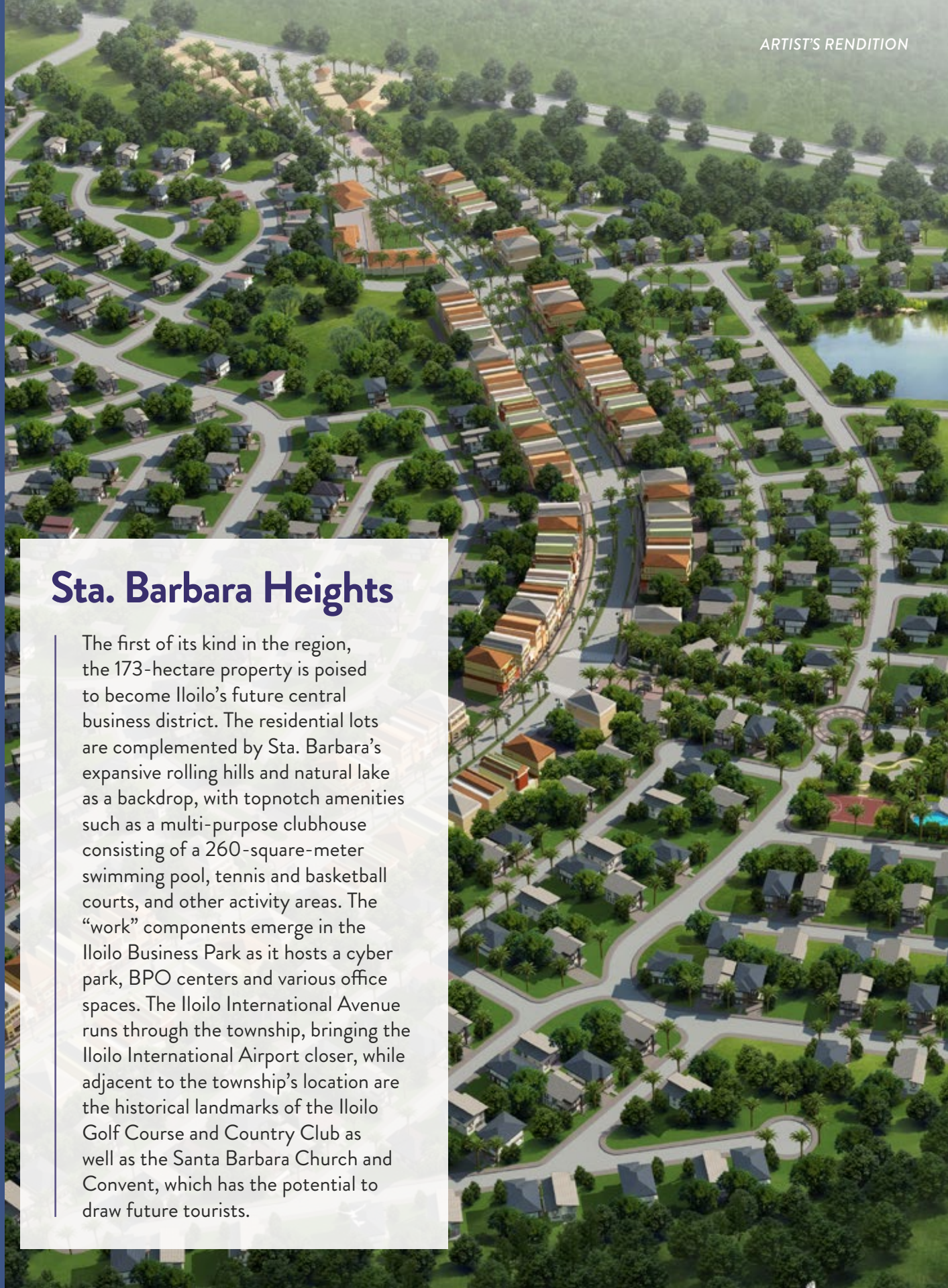


ARTIST'S RENDITION

Maple Grove

This suburban township is a gated residential community within General Trias, Cavite. It transports residents to a modern Asian paradise just outside the hustle and bustle of the city proper, bringing modern lifestyle amenities within their reach. These features are designed to provide every homeowner with comfort and convenience, with schools, churches, hospitals and commercial centers just a stone's throw away. The development also provides amenities for work as well as play, especially with the exclusive sports amenities and recreational facilities.





Sta. Barbara Heights

The first of its kind in the region, the 173-hectare property is poised to become Iloilo's future central business district. The residential lots are complemented by Sta. Barbara's expansive rolling hills and natural lake as a backdrop, with topnotch amenities such as a multi-purpose clubhouse consisting of a 260-square-meter swimming pool, tennis and basketball courts, and other activity areas. The "work" components emerge in the Iloilo Business Park as it hosts a cyber park, BPO centers and various office spaces. The Iloilo International Avenue runs through the township, bringing the Iloilo International Airport closer, while adjacent to the township's location are the historical landmarks of the Iloilo Golf Course and Country Club as well as the Santa Barbara Church and Convent, which has the potential to draw future tourists.

Capital Town

Heritage meets progress at Capital Town in Pampanga, a 35.6-hectare integrated urban township by Megaworld, set to become the newest premier business district in the North. Backed by the rich history, culture and heritage of the Pampanga Sugar Development Company, Capital Town will be at the forefront of business and progress as the area enters a new phase of growth, driven by a desire to move forward while preserving its traditional values. One of the features of this township is a cyber park which will open BPO opportunities to the province and its neighboring areas.



ARTIST'S RENDITION

The Westside

As the country's largest developer of integrated urban townships, Megaworld is increasing its investments in the 31-hectare Westside City township within the booming Entertainment City beside Manila Bay in Parañaque City. This 31-hectare integrated resort will feature the following hotels: Westin Hotel, Hotel Okura Manila, Genting Grand, and Crockfords Tower. It will also feature a 3,000-seat grand opera house.



The Upper East

The Upper East is located on a 34-hectare property that used to be the Bacolod-Murcia Milling Company on the eastern side of Bacolod City. Inspired by New York City's affluent Upper East Side district, The Upper East will be Bacolod's own version of an upscale lifestyle district where residential condominiums, lifestyle malls, commercial centers, BPO office towers, tourism and leisure facilities as well as recreational parks and open spaces are integrated to create an exciting live-work-play township.



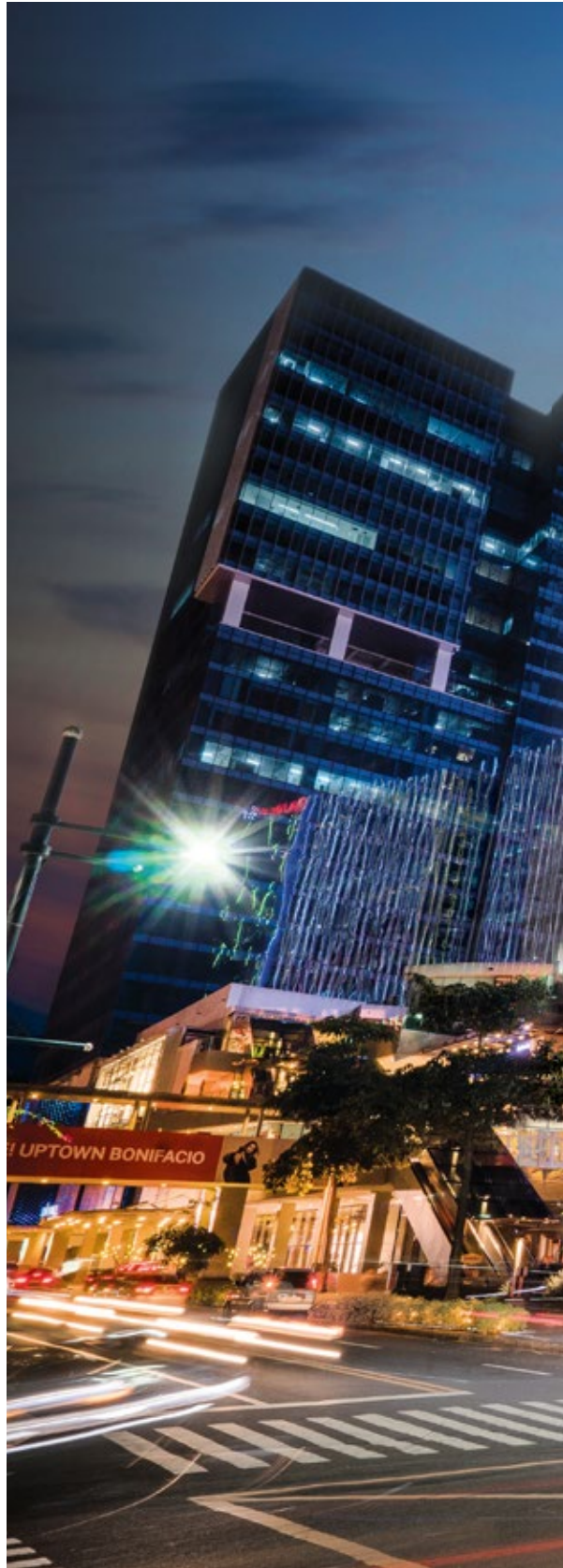
The Hamptons Caliraya

The Hamptons Caliraya, a 300-hectare development, is the newest lakeside integrated lifestyle community developed by Megaworld. Located along the beautiful Lake Caliraya, potential buyers are not just acquiring a place to call home, they are also laying claim to a lake. Inspired by the posh and exclusive The Hamptons in New York, combined with the natural beauty of Lake Caliraya, The Hamptons Caliraya is set to be the country's next prestigious tourist destination, featuring residential lots for sale at The Hamptons Village.



Alabang West

The glitz and glamour of Beverly Hills is the inspiration behind Alabang West. Its posh neighborhood is graced with high-end shopping boutiques and world-class amenities. Accessible to and from business districts such as Makati and Taguig via the South Luzon Expressway and Muntinlupa-Cavite Expressway in Daang Hari, its location is ideal for the upwardly mobile. Its proximity to Manila's weekend destinations, Batangas and Tagaytay, makes it attractive to those seeking the good life.



Creating the good life for you

To veer away from what is standard is to welcome uncertainty, but it also means having a unique identity. Megaworld Lifestyle Malls are the epitome of this. Each mall is distinctively built and exhibits special features that pay homage to its location.

The malls appeal to people in different ways, showing them a glimpse of the history and culture of their locations. The retail portfolio in the malls showcase diversity, creativity and innovation.



01



02



03

- 01 Festive Walk Mall
- 02 Forbes Town Center
- 03 Eastwood Mall
- 04 Southwoods Mall



04



01



01

- 01 Uptown Mall
- 02 Lucky China Town Mall
- 03 Grand Canal Mall



02



02

Through Megaworld Lifestyle Malls, Filipino families experience what the world has to offer without leaving the country. The Filipinos can try Italy's gondola ride in McKinley Hill, partake in the rich festivities of the Chinese culture in Lucky Chinatown and find great deals from international high-fashion brands and dining destinations in Uptown Bonifacio.





Opportune workspaces for Filipinos

For someone from humble beginnings, Dr. Andrew L. Tan always finds a way to help others. He has always provided opportunities for Filipinos, encouraging them to begin their own journey to success. In his townships alone, many opportunities await.

As Megaworld has solidified its reputation as the country's largest BPO office developer and landlord in the country, it remains committed to strategically expand its BPO office inventory, which translates to even more work opportunities for Filipinos.



Dr. Tan’s visionary spirit allows him to go beyond shaping landmarks. For him, transforming land is also about creating jobs and building communities, where Filipinos can build their career while having the freedom of time and energy to fulfill their personal aspirations and strike a true work-life balance.



Showcasing the Filipino hospitality

When Dr. Tan ventured into the hospitality industry, every hotel he built was envisioned as a sanctuary offering Filipino hospitality. Homegrown hotel brands of Dr. Tan such as Richmond, Belmont, Savoy, Twin Lakes Hotel and Hotel Lucky Chinatown offer services tailored to fit its guests.

Apart from creating his homegrown hotel brands, Dr. Tan has brought in foreign brands such as Marriot, Sheraton, Hilton, Okura, Holiday Inn and Maxims.



6,800

Room keys in Metro Manila and major tourist destinations in the provinces

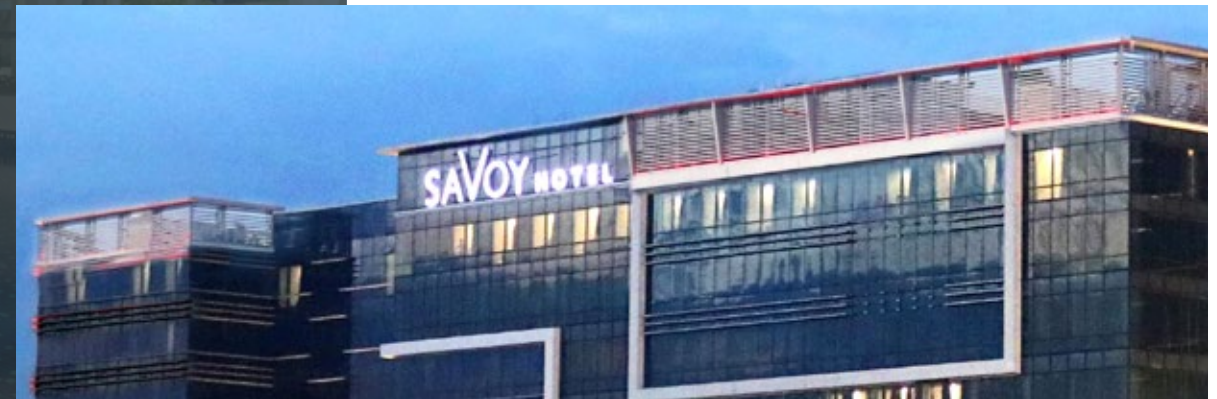
5

Homegrown hotel brands

6

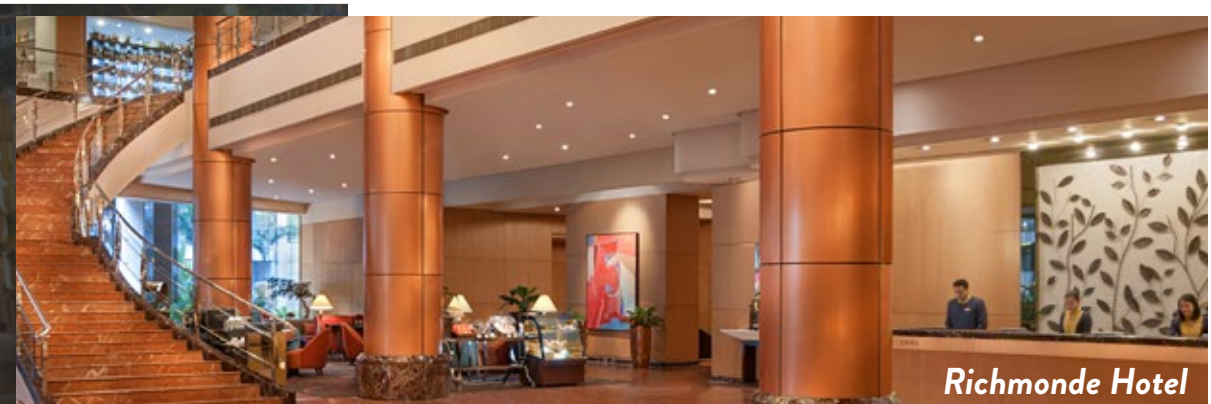
International hotel brands

Beyond the expansion of his business, Dr. Tan's efforts positively impact the country's tourism industry. Through his hotels, especially the homegrown brands, people from all walks of life have a newfound appreciation for breathtaking local scenery, experience the warmth distinct to Filipino hospitality, and are further convinced that the Philippines is a wonderful place to be. With a significant number of accommodations in each hotel, Dr. Tan and his group of companies have helped the government accommodate the country's growing tourist arrivals that subsequently boost the tourism industry.





Boracay New Coast



Richmonde Hotel

Dr. Tan started a unique way of attracting tourists by integrating tourism in his township developments. Each township is conceptualized and designed with a country in mind. For example, McKinley Hill, one of the most popular townships of Dr. Tan, offers an Italian vibe. Its residential towers and lifestyle malls, complete with grand and intricate architecture, evoke the beauty of Venice. Restaurants in the township offer a veritable feast of international flavors. One of the famous attractions in the township is the Venice Grand Canal, where a traditional gondola ride can be taken, while being serenaded by a gondolier.



Limitless possibilities

Everything big starts small. For Dr. Tan, what started as a small dream became so much more. Aside from being successful in real estate, he is recognized in the entrepreneurial world for having one of the most diversified business portfolios. Creating townships isn't the only thing he has succeeded at—he has interests in food and beverage, distilled spirits manufacturing, quick service restaurants, integrated tourism and infrastructure development. Clearly, thinking of diverse ways of expansion is one thing Dr. Tan never gets tired of doing.

“Ating tagumpay”

Follow your passion, and success will follow you. These are the words that can summarize how Dr. Andrew Tan turned his passion for brandy into a successful venture.

Dr. Tan was hands on in establishing Emperor as the first locally produced brandy label. He even contributed to branding and marketing the product. He wanted to associate the Emperor brand with hard-earned success, ambition, valuing parents' advice, and professionalism. True enough, Dr. Tan's efforts pushed Emperor Brandy to become the world's largest brandy by volume, which is now distributed in 40 countries across Asia, North America, Africa, the Middle East and Europe.

Dr. Tan's Emperor, Inc. acquired in 2014 the fifth largest scotch maker in the world, Whyte and Mackay of Scotland. The Scottish brand has a more than 160-year-old history and owns some of the most iconic brands in the industry such as The Dalmore Single Highland Malt, Jura Premium Single Malt, and Whyte and Mackay Blended Scotch Whiskeys.





#1

brandy in the world in 2019
as recognized in the International
Wine and Spirits Competition



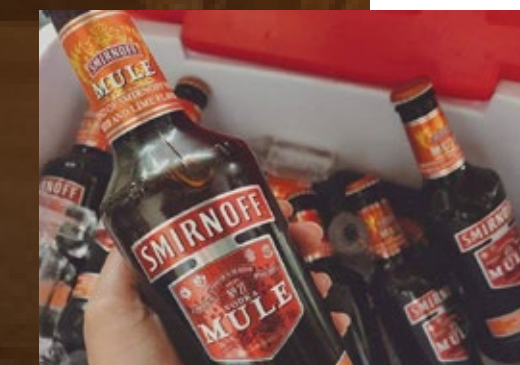
102

countries being globally distributed to



300,000,000

liters sold every year



Dr. Tan then acquired Spain's largest and oldest brandy company, Fundador Pedro Domecq, in an "all-cash" deal. Unknown to many, Spain's Fundador was the inspiration behind his Emperador brand. He can still vividly recall the time his father bought home three bottles of Fundador for their family and relatives to celebrate his graduation as *magna cum laude* from the University of the East in 1974. Since then, Fundador has always brought back fond memories of his late father. With this acquisition, Dr. Tan was able to achieve one of his greatest dreams—to establish the world's largest brandy company. Through this momentous feat, Dr. Tan was also able to raise the Filipino flag with pride over Spain's largest vineyard.

Apart from the success of his brandy company, Dr. Tan continues to make his presence apparent in the food and beverage industry. His acquisition of US-based holding firm McKester Pik-Nik International through subsidiary Alliance Growers Holdings Inc., has strengthened his company's interests and assets in the business.



655

McDonald's branches under Golden Arches Development Corporation (GADC) nationwide

189

NXTGEN stores

Serving smiles to Filipinos

In 2005, Dr. Tan initiated the strategic expansion of the Alliance Global Group, Inc. With a keen eye on business trends, Dr. Tan observed the upswing in the Quick Service Restaurants (QSR) industry. Through a 49 percent stake, Dr. Tan forged a partnership with the local franchise holder of McDonald's, the Golden Arches Development Corporation (GADC) of the George Yang Group, which enabled him to participate in leading the development, expansion and innovation of the iconic restaurant chain. In the highly competitive QSR industry, McDonald's has remained one of the Philippines' most loved fastfood chains through the years.

Today, McDonald's continues to pave the future of the QSR industry with the birth of its NXTGEN stores which further enhances the customers' McDo experience.





1,500

seating capacity for concerts, plays, musicals, and exclusive productions

Amplifying leisure and excitement

Adding to his portfolio of various businesses is Dr. Tan's investment in the integrated tourism industry. Armed with the vision of making the Philippines a world-class tourism destination, Dr. Tan forged a partnership with Genting Hong Kong Limited to establish Travellers International Hotel Group, Inc. Since its inception, Travellers continues to amplify the entertainment and gaming scene in the Philippines through Resorts World Manila.

Being the first of its kind in the country, the integrated resort complex features homegrown talents as well as internationally acclaimed performances. It has been at the forefront of building topnotch gaming facilities, offering unique dining experiences, and revamping its remarkable line of international and local hotel brands. In just a decade, Resorts World Manila has been touted as one of the most exciting destinations for world-class entertainment and events in the country.



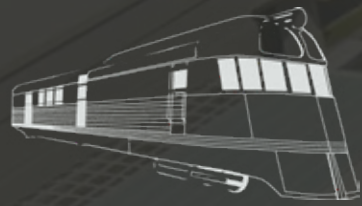
Manila Marriott Hotel



Newport Performing Arts Theater



Resorts World Manila Casino



100,000

sky train passengers
to be connected daily
to major business districts

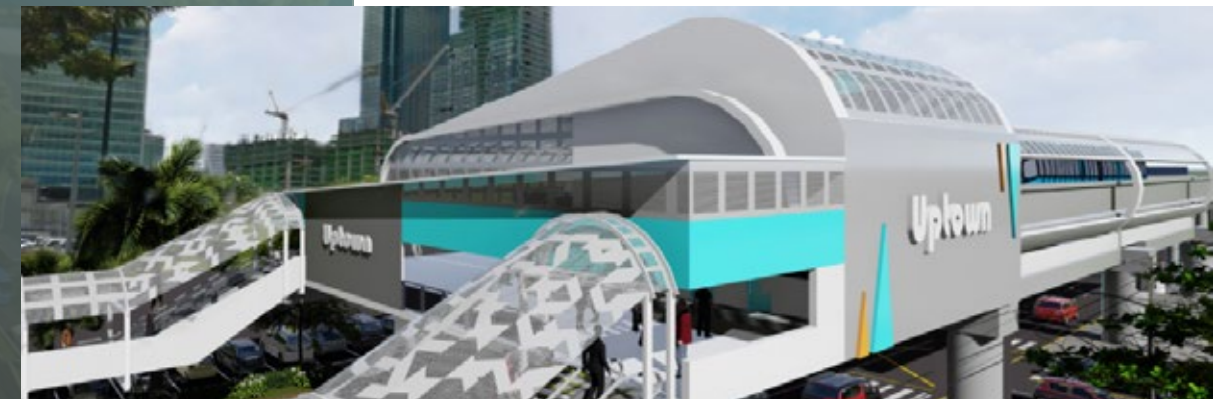
Vision of the future

For Dr. Tan, going forward in pursuit of a golden future is a way of life.

With the success of his townships, people from different places are always coming in to discover, experience, and even find their fortune in his communities. Being a visionary, Dr. Tan thought of a way to make things more efficient for everyone to access the developments conveniently.

He established Infracorp Development, Inc. to build the first automated cable-propelled monorail technology that would reduce the travel time of commuters. The Skytrain monorail project is just the beginning of the many infrastructure projects that Dr. Tan plans to undertake, not only to improve the connectivity of all his properties, but also to assist the government in providing alternative transportation solutions to Filipinos.

This project proves that Dr. Tan is not just a remarkable tycoon but also a Filipino prioritizing his fellowmen above all else. As he and his company move forward, he always brings the community with him on the journey.



BEYOND BUSINESS



“

At the end of the day, we exist to serve others. This belief fuels the company's passion to continuously give back to the society through our Megaworld Foundation.”

Dr. Andrew L. Tan



COMMITTING TO GO THE EXTRA MILE

Nurturing the seed of hope of our future

Recognizing that life does not come easy for poor Filipinos, Dr. Andrew L. Tan established Megaworld Foundation in 1997. He thought to bring opportunities for quality education to financially disadvantaged students so they too would have the tools to succeed in life.

His dedication to being a constant change-maker evolved from his passion for business to giving back to society. Through the Foundation's many charitable initiatives, Dr. Tan continuously takes part in building brighter futures for the youth and empowering the marginalized sector. To date, he has made a positive impact on 15 out of the 18 regions in the Philippines.



Building bridges to quality education for the youth

Sharing the same background as the students he is now reaching out to—financially disadvantaged but academically qualified—Dr. Tan now finds himself in a privileged position to empower others through education.

“Giving a person of humble birth the opportunity to be educated is giving him the chance to change his life for the better. And that’s the reason why in my own Megaworld Foundation, offering college scholarship grants to poor but deserving young people is a top priority.”

Granting scholarships

Every year, through Megaworld's flagship scholarship program, 1,000 deserving students from elementary to college are given the opportunity to gain access to a good education.

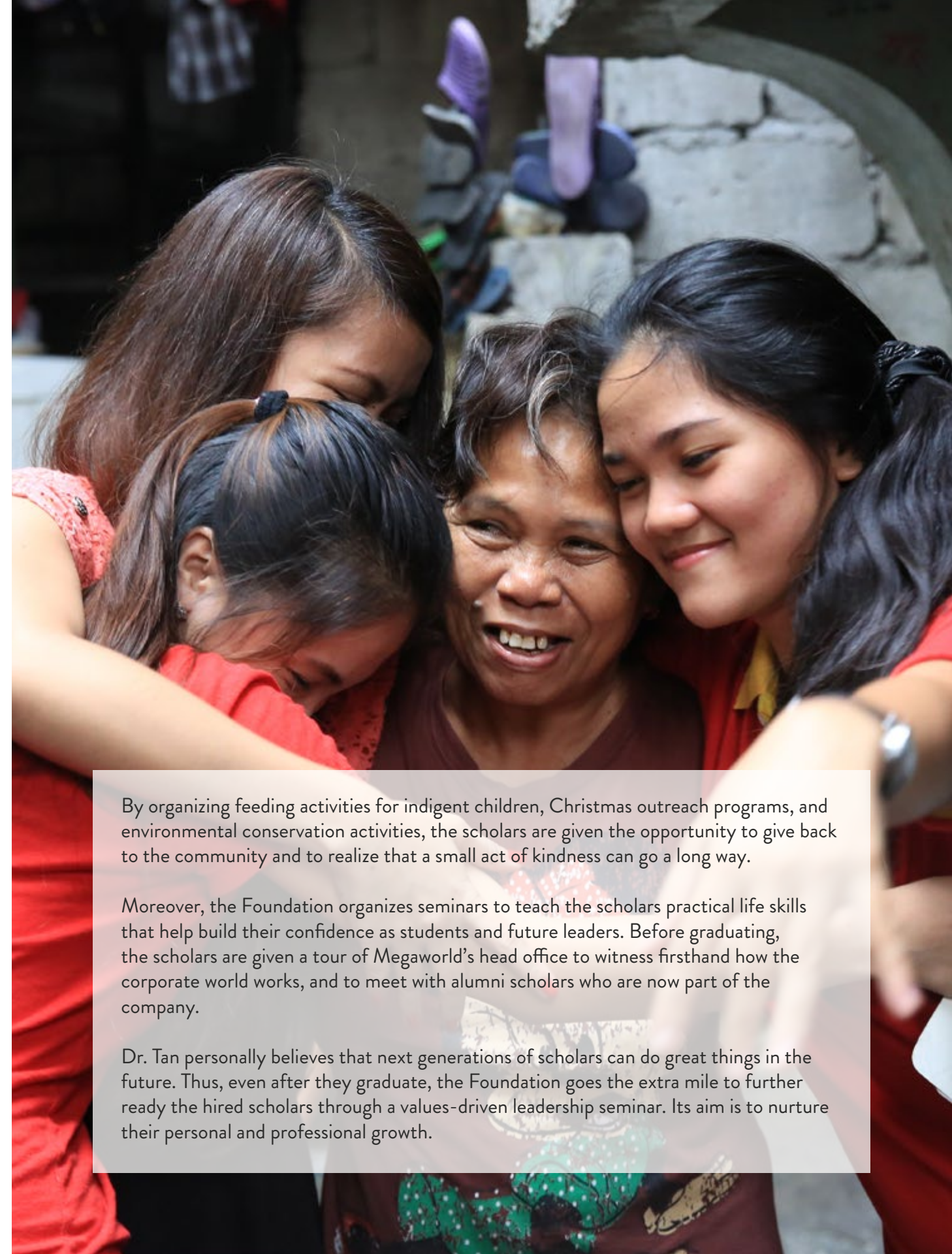
The scholarship grants are awarded under the Foundation's stringent screening process, assisting students with tuition expenses, school fees and allowances in partnership with over 45 reputable schools in Metro Manila and nearby provinces.

Moreover, scholars who have finished their university degrees are given opportunities to join the workforce of Megaworld or those of its subsidiaries and affiliates.

For two decades now, Megaworld Foundation has planted a seed of hope in thousands of young scholars whose lives have been touched by the Foundation.

Educating the heart

Megaworld Foundation believes that educating the heart is as important as educating the mind, so it also inculcates the "pay it forward" mindset to nurture a sense of social responsibility even at a young age.



By organizing feeding activities for indigent children, Christmas outreach programs, and environmental conservation activities, the scholars are given the opportunity to give back to the community and to realize that a small act of kindness can go a long way.

Moreover, the Foundation organizes seminars to teach the scholars practical life skills that help build their confidence as students and future leaders. Before graduating, the scholars are given a tour of Megaworld's head office to witness firsthand how the corporate world works, and to meet with alumni scholars who are now part of the company.

Dr. Tan personally believes that next generations of scholars can do great things in the future. Thus, even after they graduate, the Foundation goes the extra mile to further ready the hired scholars through a values-driven leadership seminar. Its aim is to nurture their personal and professional growth.



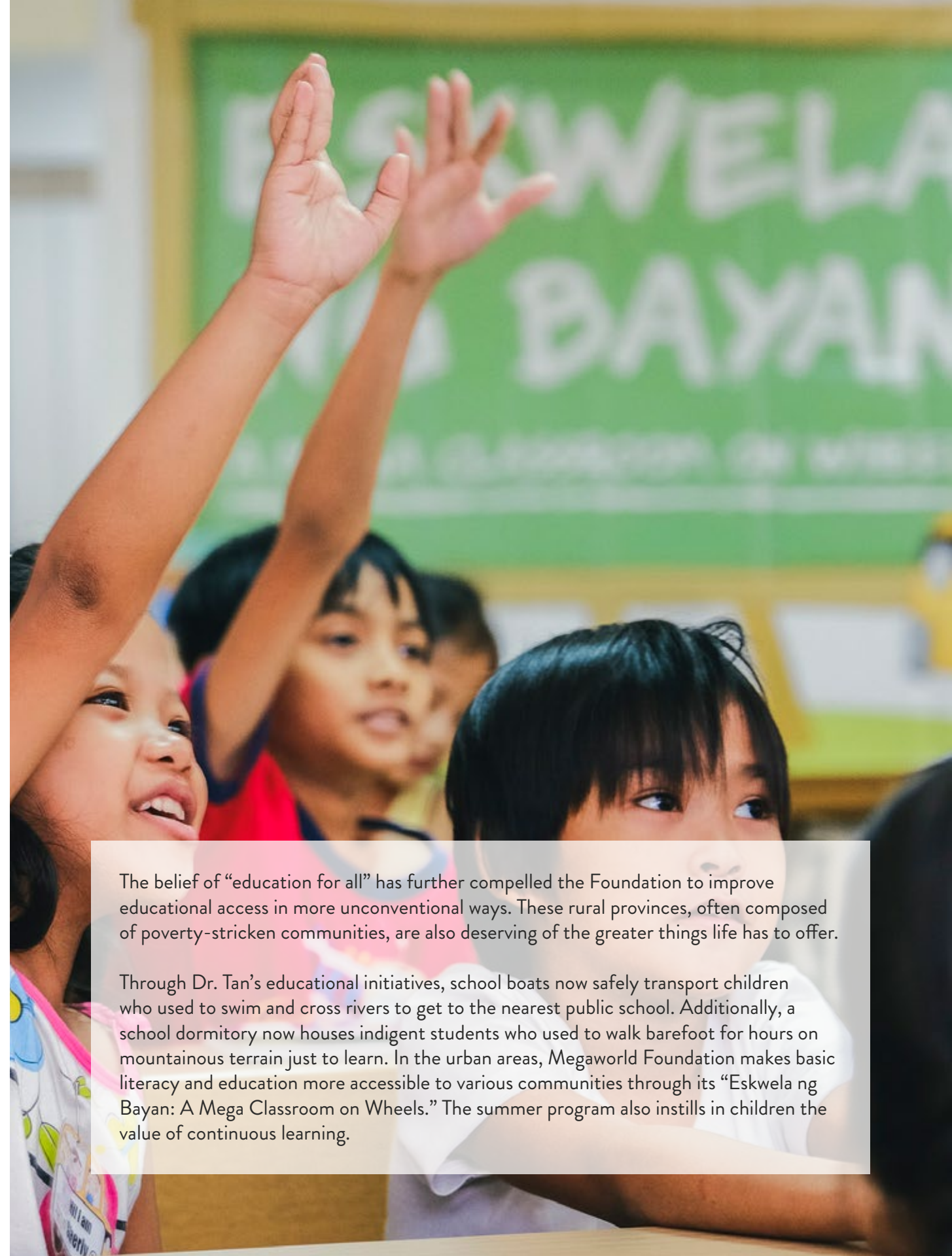
Supporting research

Aside from the scholarship program, Dr. Tan's commitment to nation-building through education extends to the development of a tourism program that benefits local businesses in the field of tourism. The Asian Institute of Management Dr. Andrew L. Tan Center for Tourism was established to provide research to and support for the tourism and hospitality industry in the Philippines and all over Asia. Tourism stakeholders in the public and private sectors, non-government organizations, educational institutions and local communities benefit from the Center's market research efforts, tourism impact and feasibility studies, destination planning and management, training, workshops and seminars, ensuring sustainable tourism development in and around the country.



Providing access to education

Institutions with the same drive to improve literacy in the Philippines are also assisted by the Foundation. These fruitful partnerships have helped build and equip classrooms and day care centers as well as public school libraries nationwide. These learning facilities, along with books, school supplies and computers do not just answer the pressing challenge of declining literacy. They're also representations of the impact they bring to generations of students.



The belief of "education for all" has further compelled the Foundation to improve educational access in more unconventional ways. These rural provinces, often composed of poverty-stricken communities, are also deserving of the greater things life has to offer.

Through Dr. Tan's educational initiatives, school boats now safely transport children who used to swim and cross rivers to get to the nearest public school. Additionally, a school dormitory now houses indigent students who used to walk barefoot for hours on mountainous terrain just to learn. In the urban areas, Megaworld Foundation makes basic literacy and education more accessible to various communities through its "Eskwela ng Bayan: A Mega Classroom on Wheels." The summer program also instills in children the value of continuous learning.



Creating bigger impact

More than providing access to quality education for the youth, Megaworld Foundation's programs are also geared toward contributing to the betterment of society. Since its establishment, the Foundation created programs with the aim to give back to the communities it serves. By creating partnerships with like-minded organizations, it is able to reach out to more sectors of the society.

Working hand in hand with different organizations, the Foundation creates a greater impact that will change the lives of our generation and future generations.



Giving a safe haven for Filipinos

Dr. Tan believes that Megaworld Foundation is part of the communities it serves. To fully support his goals in nation-building, he champions projects aimed towards community development and the improvement of social services. Aside from building and renovating schools and libraries, Megaworld Foundation has partnered with Habitat for Humanity, Gawad Kalinga and Operation Blessing to give homeless Filipinos a chance at a better life. These homes spark hope in many Filipino families that despite being financially disadvantaged, they get to rebuild their lives and alleviate their poverty.



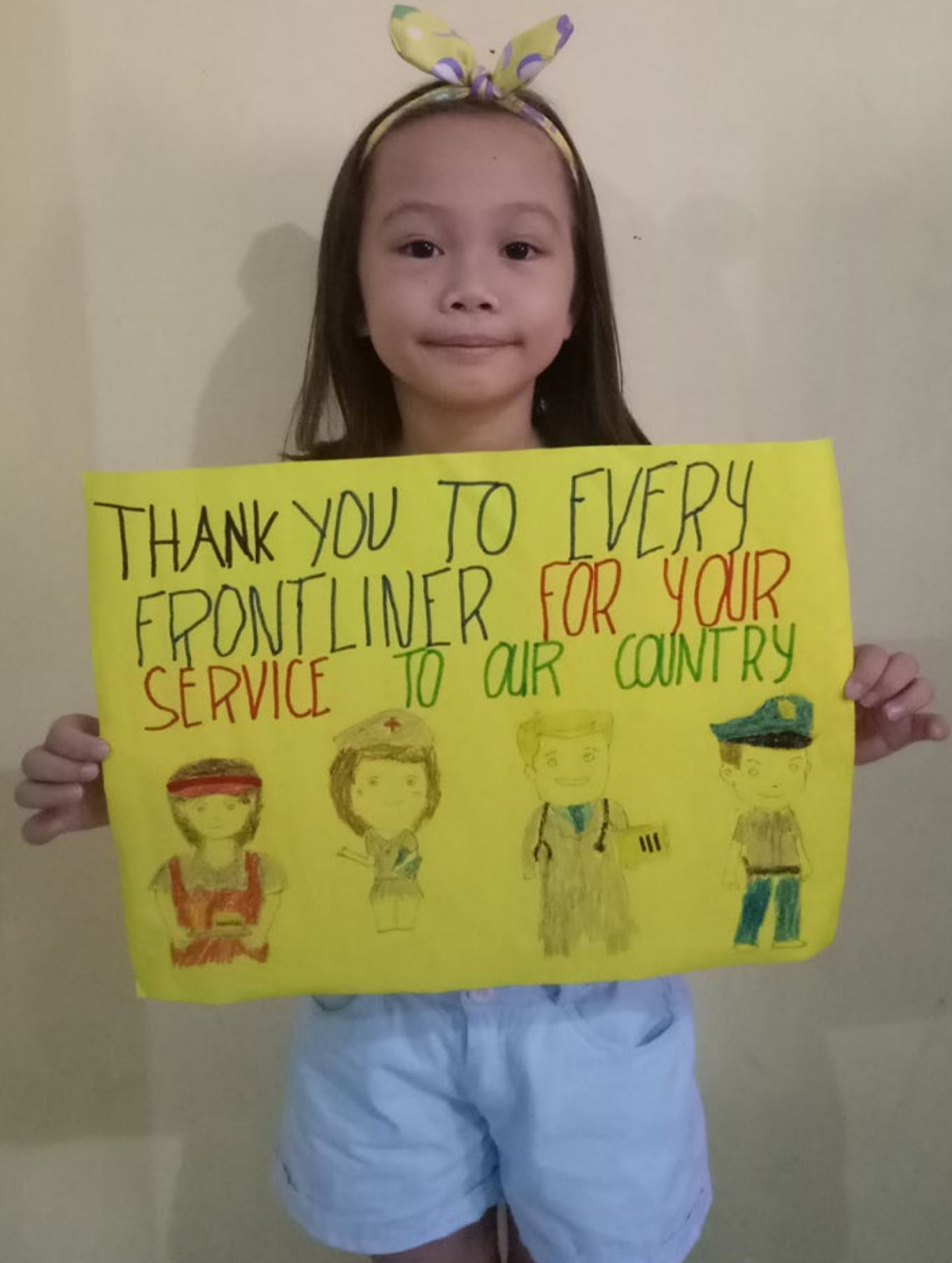
Breeding a culture of service among employees

In another sense of community development, Dr. Tan has also inspired Megaworld employees to do their part in lending a hand to others. For him, success is not just corporate growth and financial stability—he believes in serving his community and transforming society in meaningful ways. His leadership inspires social responsibility in his employees, breeding a culture of service. Through Megaworld Foundation’s volunteerism program, employees are encouraged and empowered to take a pivotal role in helping enrich society as responsible citizens.



Serving with “Mega Malasakit” to Filipinos

“Mega Malasakit” started as an initiative that opened new opportunities for the company to help out in the midst of a national crisis. The initiative supported frontliners (hospitals, military checkpoints and local government units), the vulnerable sector (children, elderly and indigenous people), and poverty-stricken communities. The youth, particularly Megaworld Foundation scholars, also took part in the effort to lift the spirits of their fellow Filipinos, especially the frontliners who are battling COVID-19.

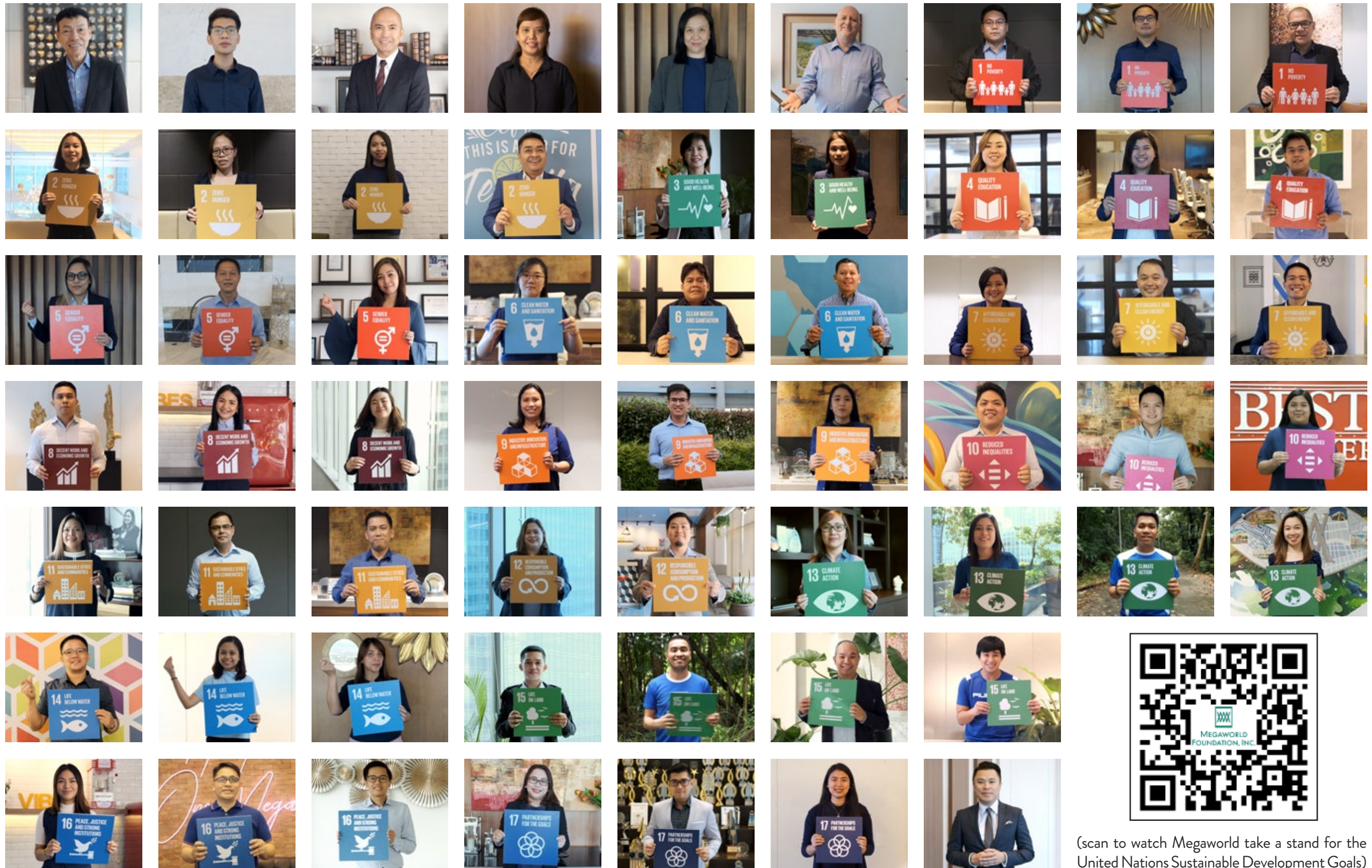




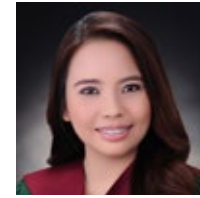
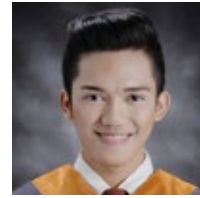
Taking the path for a sustainable future

Megaworld Foundation's main objective is to contribute to the betterment of the lives of Filipinos by creating programs that help alleviate poverty in the Philippines one step at a time. One of the bigger steps the Foundation has taken has been to align its programs and efforts to the United Nation's Sustainability Development Goals, primarily by strengthening the provision of access for quality education to the youth, and developing fruitful partnerships with like-minded local and international organizations to create a large-scale impact on every sector of the society. With one heart that is ready to serve all, the whole Megaworld community has committed to support the goals of Megaworld Foundation towards a sustainable future.





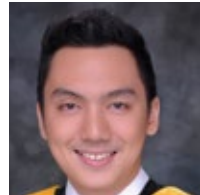
(scan to watch Megaworld take a stand for the United Nations Sustainable Development Goals)



1,000
scholars
annually
supported

715
graduate
scholars

443
scholars who
joined the
workforce



19,945
volunteer hours
rendered
by employees

Almost
4,000
patients
served

86
partner schools
and universities

Megaworld Foundation In Numbers



23
years
of serving
fellow Filipinos

15
out of 18 regions
in the Philippines
reached

Almost
300
partnerships
with charitable
institutions forged



Over
70
Aeta students
housed
in a dormitory

66,025
meals served
to undernourished
children

321
houses built
for impoverished
families



140,000
square meters
of land planted
with trees

47
built, repainted,
and refurbished
classrooms

30,282
relief packages
distributed

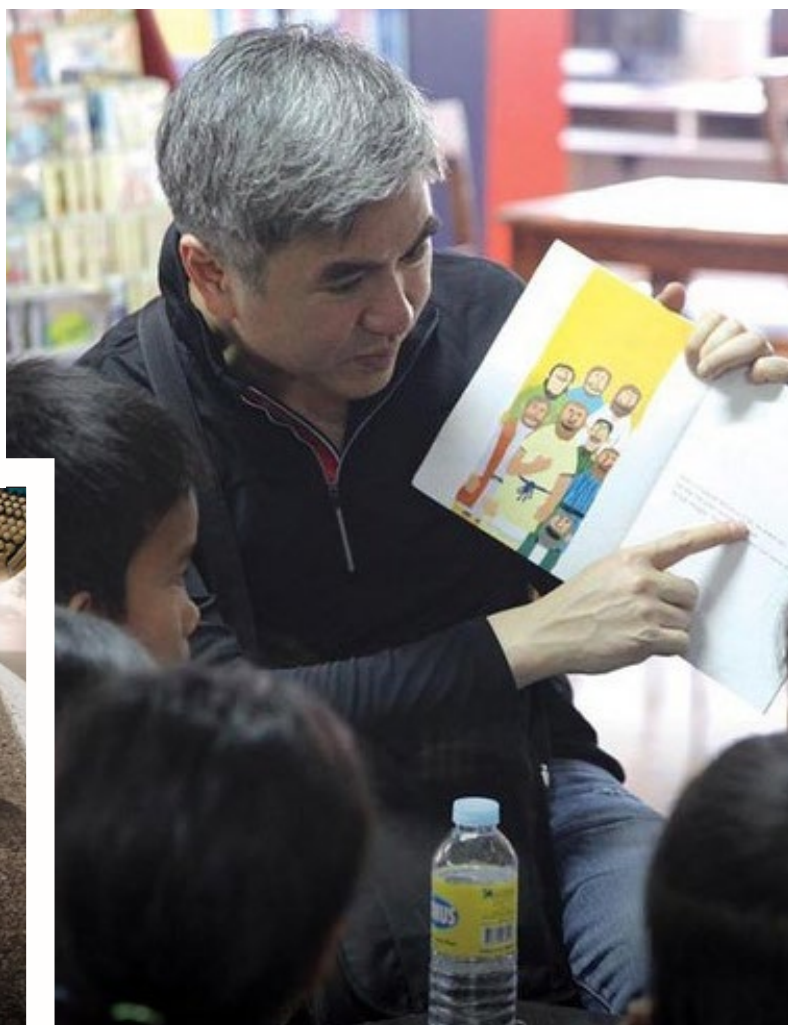


Philanthropic acuity

Being in the business for more than three decades, Dr. Tan's purpose remain clear—to take part in nation-building. His companies were established not merely to create new jobs for his countrymen, but to serve as avenues to uplift the lives of the underprivileged. Sharing his blessings has been one of his virtues. The more success he achieves, the more eager he is to share it. For years, he did not just build homes, he also built futures, especially among the youth. Dr. Tan was acknowledged by his alma mater, the University of the East, as “UE’s son, whose genius the school helped sharpen to become an instrument for the creation of what’s good, true and beautiful.”



Dr. Tan's group of companies reflect his values. Sustainability efforts to help address relevant issues in the country have been launched by the companies under Alliance Global. Different advocacies—from tourism and local culture and arts, to environmental sustainability and social development—are supported by his companies.



Among these are Resorts World Manila's annual "Run With Me" (a charity race to raise funds for partner beneficiaries) and "LOVE Plus Program" (the company's program for employees to participate in activities for community development), as well as McDonald's Ronald McDonald House Charities, which has made tremendous contributions to support Filipino children's needs for education, shelter and happiness.





TRANSCENDING LEADERSHIP

“

I have been positively shaped by the people around me. These people have been with me during pioneering years of my companies. They grew up with me and they are like my brothers and sisters...”

Dr. Andrew L. Tan



BUILDING VISIONS

Leadership with a heart

“I believe that it is my duty as a CEO to lead and inspire in the workplace, to provide vision and direction, to guide and motivate my people, so that Megaworld continues to maintain its competitive edge in the property market.” This statement made by Dr. Tan himself reflects how he is as a leader. People-centered. A motivator. A servant leader.

Dr. Tan has always believed that it takes resources to turn a vision into reality, and that the most valuable resource is human capital. He acknowledges the integral role his people have in the success of his companies through their hard work, passion and creativity. When assigning tasks to executives, he shares his suggestions on the best way to move forward, while staying open to their ideas and recommendations.

He has faith in his team, encouraging and supporting each member’s opinions.

Led by his example, his executives also employ a hands-on management style and nurture people empowerment in the workplace.

With his influence among leaders and employees, there’s little room left for doubt in the success that Alliance Global will continuously achieve.



Nurturing the heart of the company

People working under the leadership of Dr. Tan share his ideologies and values. His leadership inculcates five basic values among his people: integrity, creativity, innovation, excellence, and love for the company. For him, the greatest among these is love for the company. It is the wellspring from which the other values flow. This is what the “One Heart, One Mega” program of Megaworld is rooted on.

One Heart, One Mega

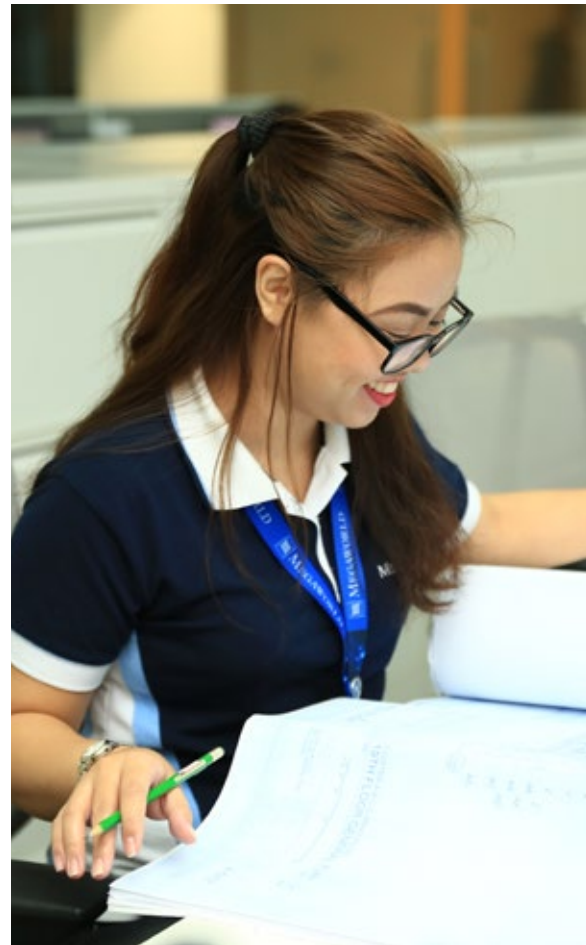


“One Heart, One Mega” is all about culture building. It is an advocacy to create a deeper sense of loyalty, pride and belonging, nurturing the relationship between the company and the employees. At the heart of the company is its employees. Recognizing the significance of human capital and the importance of love for the company, One Heart, One Mega contributes to elevating employees’ morale through engaging activities and programs. This, in turn, fosters a bond as well as a sense of pride to employees for being a part of the group.





The advocacy is centered around three principles:



01 Preserve core values

The company prioritizes integrity, creativity and innovation, excellence, and love for the company. It would not do to just have one or two of these. Employees are expected to keep their integrity intact, continue working towards excellence with creativity and innovation, with the love that they have towards the company.



02 Patronize our brand

What better way to show love for the company than by patronizing the brand? There are many options when it comes to products and services, but supporting Megaworld is like supporting the family to which you belong.



03 Promote our image

May it be through social media accounts or word of mouth, promoting Megaworld is one way of showing love and support for the company. Each employee should be responsible for what they are sharing online, in public, as they represent the company and have an accountability for preserving its good image.



Together towards greatness

Part of the One Heart, One Mega program is the launch of initiatives set to benefit the employees. The goal is to make everyone feel at home as part of one family, and preserve that sense of belonging for the next generations who will come work for the company.

Cultivating learning



Being excellent means being outstanding in everything one does. While competence is a factor in hiring employees, their knowledge, talent and skills should be constantly improved, and new ones introduced, if their potential is to be fully harnessed. In 2013, Megaworld officially launched the Megaworld Learning Academy (MLA), a program designed to help promote the continuous development of employees' professional and personal skills. Various leadership and training workshops are offered and are aimed to target each employee's needs.

“QuaranTraining” programs were launched by the MLA during the pandemic. Experts on various topics were invited and trainings were conducted online for interested employees.

Through MLA and other externally provided trainings, the company shows its commitment to excellence. And as the project's tagline “Building People, Creating Partners” suggests, the company builds up its people while working together towards greatness.



Effective Business Communication



Stress Management Seminar



Emotional Quotient Seminar



QuaranTraining Program



Spiritual Development Program



The Winning Attitude Seminar

Celebrating 'You'



In the company, each special day is celebrated, may it be New Year's, Valentine's or Christmas, among others. Events are organized and employees are given tokens to mark a celebration. Even the birthday of each employee is celebrated through email greetings and simple gifts.

Aside from having an event for Father's Day and Mother's Day, a Family Fun Day is also organized. Employees with young children may take them to the office and enjoy whatever themed event is prepared for the year. Children are encouraged to come in costume together with their parents.

Summer activities such as company outings and sportsfest are also organized. All employees are invited to bond with their colleagues, especially those from other departments.



Recognition of service awardees



Family Fun Day



Father's Day celebration



Mother's Day celebration



Valentine's Day celebration



Christmas party

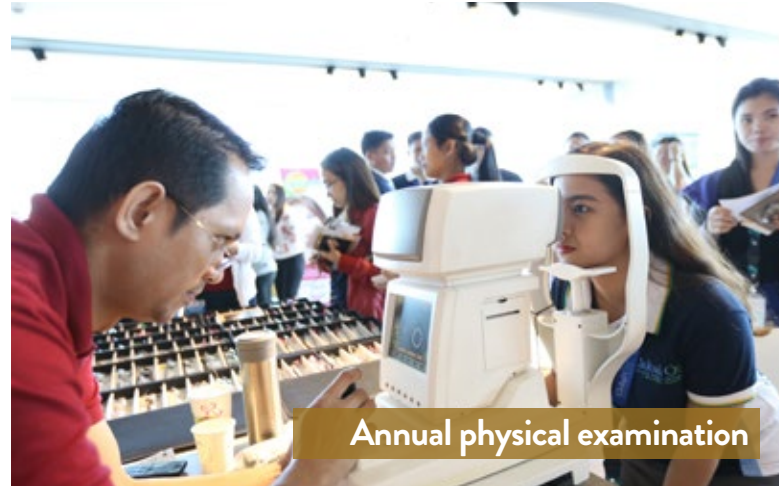
Exercising wellness



Health is wealth. The company takes care of its employees by providing free access to annual physical examinations, vaccinations, wellness talks, wellness fairs, and even Zumba sessions.

Bloodletting is another laudable program done annually. Employees are given the chance to donate blood on a set date and time within company premises.

During the pandemic, the company was quick to provide face masks and vitamins. Constant health and safety reminders and campaigns kept employees informed, especially for those who worked on site.



Annual physical examination



Anti-flu vaccination



Wellness talk



Wellness fair



Zumba sessios



Bloodletting



Sharing in the vision

What sets a transformational leader apart from others is the ability to encourage, inspire and motivate people who will help grow and change the company for the better.

Within Alliance Global are people whose narratives are influenced by a culture nurtured by perseverance and hard work, pride and gratitude, as well as integrity and excellence.

LEAH DUMLAO

Assistant Manager for Financial Reporting Group
First Oceanic Property Management, Inc. (FOPMI)

“Good things come to those who work hard. Through perseverance and hard work, I was able to maintain my scholarship and graduate on time without too much of a financial burden on myself and my family.”

Leah Dumlaos took this life lesson to heart to succeed not only as a scholar back when she was studying, but also today, as an esteemed young professional in one of Dr. Tan’s companies.

Raised in an ordinary family, Leah and her four other siblings learned at an early age to live only within their means. She was unsure if her parents would be able to send her to a good school for her college education, or if she would ever finish her education on time. Nevertheless, Leah was motivated to pursue her studies, and decided to apply for a Megaworld scholarship grant. As a scholar, she took up Accountancy at the University of the East.

After five years of grit and determination, Leah was

able to finish her studies and graduate *Cum Laude*. According to Leah, her college graduation was the most memorable experience in her life—it was the culmination of years of trials and triumphs, not only as a student but also as a proud Megaworld scholar.

Today, Leah is a leader in her own right. She is an

Assistant Manager for the Financial Reporting Group, External Accounting, under First Oceanic Property Management, Inc. Here, she trains and guides young professionals, inspiring scholars who were just like her to become the next generation of leaders, and help the company continue its journey of success.



Leah with the Financial Reporting Group

GERALD LAZARO

Investment Consultant
Megaworld Corporation



“I would not be where I am now without the help of Megaworld Foundation and other individuals who supported my education. I have an everlasting sense of gratitude.”

There came a point when the parents of Gerald Lazaro, the second of five siblings, could not send him to college anymore. But Gerald was a big dreamer. His family’s struggle did not dishearten him. Instead, it fueled his desire to study in Manila as a scholar. His search for a scholarship came to an end when he found Megaworld Foundation.

According to Gerald, the challenge of maintaining high marks as a scholarship requirement, on top of his desire to elevate his family’s status, gave him the strength and motivation to achieve his dream of graduating. And he did so with flying colors.

Now that he is part of the family that supported him in reaching this dream, Gerald is beyond grateful to Megaworld, as the company continuously helps him grow and excel in his craft.

Now that he has successfully moved forward to a chapter in his life that is contributing

greatly to what he is today, he wants to share to young dreamers like him the mantra that he lives by: LIVE, HOPE and DREAM. “Live to journey and explore life to the fullest; Hope that everything will happen in God’s perfect time; and, dream beyond what you can think.”



Gerald with Megaworld Prime Offices and Mr. Kevin L. Tan

CHERYLL SERENO

Head - Opportunity and Risk Management
Megaworld Corporation



“If you are someone who values excellence, Megaworld is for you; If you are someone who puts integrity above all else, Megaworld is for you; if you are someone who likes to work while having fun, Megaworld gives its employees avenues for creativity and innovation. You would not want to miss out!”

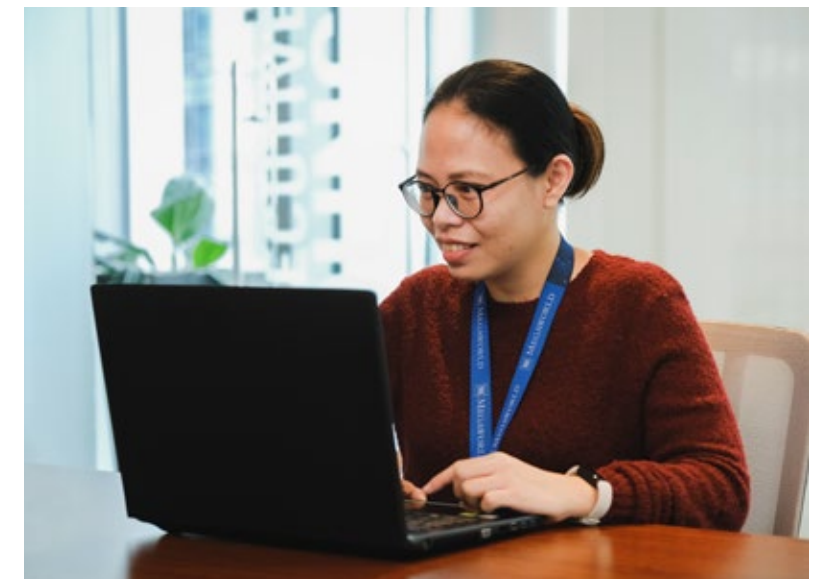
Now on her third year with Megaworld, Cheryll Sereno has had nothing but good words about the company. She recalls her choice of joining Megaworld—she was convinced that it would be a valuable experience to work with innovative minds, having read online that the company is the pioneer in bringing the concept of townships to life.

Getting to work alongside the best and brightest in the industry had made Cheryll’s stay in the company nothing short of wonderful. Those are her own words. Instead of focusing on what the company can give her, she approaches work with the mindset of doing her best so she can become deserving of

being part of the company.

Cheryll acknowledges just how much the management cares for its employees, and how this care is translated into thoughtful gestures. This became most apparent to her

during the COVID-19 crisis. The company conducted regular check-ins with employees on how they were doing physically, emotionally, and financially, and assisted them through health and safety provisions.



COMPANY LEADERS



“As a company, we’re committed to touching the lives of those who live, work, play and learn in our townships. We’re also committed to nation-building, and making a positive impact on the communities that surround our developments.”

–Lourdes Gutierrez-Alfonso

Chief Operating Officer, Megaworld Corporation

The management team of Dr. Tan shares in his vision to shape the nation in their capacity as corporate officers, and more importantly, in their role as servant leaders. Influenced by Dr. Tan’s philanthropic acuity, the team understands that the company’s purpose goes beyond the bottom line, and that the company exists to create value, not only for its stockholders but also for all its stakeholders.





Santa Scholars Gift-giving Activity

Sharing in this purpose, Dr. Tan's EXCOM and MANCOM members constantly show their unparalleled commitment to social responsibility by actively participating in gift-giving, medical missions and various outreach activities. Despite their busy schedule, they find time to pause and reflect on the needs of others. They share in the journey of hope of the underprivileged communities they are dedicated to helping.



Leadership with a Heart



Medical mission



Doing good, doing well

Because of his humble demeanor, many of Dr. Tan's achievements have been kept in anonymity. However, it has not stopped esteemed organizations from recognizing his exemplary contributions to the nation. From creating state-of-the-art townships to providing scholarship grants to hundreds of underprivileged students, Dr. Tan has been lauded by both local and international award-giving bodies for his commitment to improving everyday Filipino life.




Recognitions of his vision and philanthropy

Throughout his three decades in the real estate industry, he has gained a roster of notable achievements both as a businessman and as a philanthropist. Dr. Tan received the Order of Lakandula with the rank of Bayani, which is seen as the highest honor awarded to a Filipino or foreign citizen for political and civic contributions demonstrating “dedication to the responsibilities of leadership, prudence, fortitude and resolve in the service of one’s people.” In 2017, Dr. Tan was named by Fédération Internationale des Administrateurs de

Bien-Consolis Immobiliers (FIABCI-Philippines) as the Property Man of the Year for the third consecutive year. In 2018, he was also hailed as the first recipient of the prestigious PropertyGuru Icon Award, whose recipients are selected from 15 key property markets across the Asia Pacific region—from Sri Lanka to Greater China, including an elite selection from Japan and Australia. PropertyGuru Group CEO Hari V. Krishnan described Dr. Tan as “one of Asia’s influential real estate leaders who has made a difference in his home country and the Asian property sector as a whole.”

Dr. Tan’s exemplary leadership is recognized even beyond Asia. The Spanish government honored him with the Encomienda de Número de la Orden del Mérito Civil (Commander by Number Grade of the Spanish Order of Civil Merit). In a speech given by His Excellency Spanish Ambassador Luis Calvo, he noted how Dr. Tan’s business success “has reached the shores of Spain, reversing the historical trends that had prevailed in our bilateral exchanges over the centuries. And that, of course, takes courage and vision.”





**“WHETHER YOU GO
INTO BUSINESS OR PURSUE
OTHER THINGS, YOU WILL DO
WELL TO TAKE THIS NUGGET
OF WISDOM TO HEART:**

**NEVER REST
ON YOUR LAURELS;
KEEP ON IMPROVING
YOURSELVES.”**

DR. ANDREW L. TAN



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