

COVER SHEET

4	0	5	2	4					
---	---	---	---	---	--	--	--	--	--

SEC Registration Number

[illegible]

(Company's Full Name)

[illegible]

(Business Address: No. Street City/Town/Province)									

RHODEL C. ESTEBAN

(Contact Person)

8840-2001

(Company Telephone Number)

1	2
---	---

3	1
---	---

Month Day
(Calendar Year)

SEC 17-C

(Form Type)

--	--	--	--

Month Day
(Annual Meeting)

	N/A
--	-----

(Secondary License Type, If Applicable)

MSRD

Dept. Requiring this Doc.

Amended Articles Number/Section

Total No. of Stockholders

Domestic

□

Foreign

To be accomplished by SEC Personnel concerned

[illegible]

File Number

LCU

LCU

[illegible]

Document ID			

Cashier

Cashier

STAMPS

Remarks: Please use BLACK ink for scanning purposes.

SECURITIES AND EXCHANGE COMMISSION

SEC FORM 17-C

CURRENT REPORT UNDER SECTION 17
OF THE SECURITIES REGULATION CODE
AND SRC RULE 17.2(c) THEREUNDER

1. 12 November 2025
Date of Report (Date of earliest event reported)
2. SEC Identification Number 40524
3. BIR Tax Identification No. 004-666-098-000
4. MACROASIA CORPORATION
Exact name of issuer as specified in its charter
5. City of Makati, Metro Manila
Province, country or other jurisdiction of incorporation
6. (SEC Use Only)
Industry Classification Code:
7. 7th Floor, Ricogen Building, 112 Aguirre Street, Legazpi Village, Makati City 1229
Address of principal office Postal Code
8. (632) 8840-2001
Issuer's telephone number, including area code
9. N/A.....
Former name or former address, if changed since last report
10. Securities registered pursuant to Sections 8 and 12 of the SRC or Sections 4 and 8 of the RSA

Title of Each Class	Number of Shares of Common Stock Outstanding and Amount of Debt Outstanding
Common Stock, P 1 par value	1,890,958,323 shares outstanding

Item 9. Others

We are advising the Philippine Stock Exchange (PSE), Securities and Exchange Commission (SEC), and the investing public that during the Regular Board Meeting of MacroAsia Corporation (MAC) held today, 12 November 2025, the Board of Directors approved the following:

1. ESG-Related Policies (please refer to the attached files):
 - a. Diversity, Equity, & Inclusion Policy
 - b. Responsible Business & Human Rights Policy
2. Nine-Month and Third Quarter Financial Results for the period ended September 30, 2025.

In addition, please be advised on the attached Press Release, "MacroAsia's Earnings Growth in Q3 2025".

The above information is disclosed in accordance with the disclosure rules of the Securities and Exchange Commission and the Philippine Stock Exchange.

SIGNATURES

Pursuant to the requirements of the Securities Regulation Code, the issuer has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

MACROASIA CORPORATION


RHODEL C. ESTEBAN
Chief Compliance Officer/CIO
VP Commercial, Chief Sustainability
Officer

Date: November 12, 2025



Group Diversity, Equity, and Inclusion Policy

Policy Statement:

At MacroAsia Corporation, we believe that diversity, equity, and inclusion are essential to our success and sustainability. We are committed to fostering a workplace and business environment where all employees and external stakeholders feel valued, respected, and empowered.

This policy applies to all employees, interns, job applicants, business partners, suppliers, vendors, and service providers within the MacroAsia Group across all locations where we operate.

Commitments:

- **Diversity:** We embrace and celebrate differences in race, ethnicity, gender, age, sexual orientation, disability, religion, socioeconomic background, and other characteristics.
- **Equity:** We ensure fair treatment, access, opportunity, and advancement for all individuals, while striving to identify and eliminate barriers to full participation.
- **Inclusion:** We create an environment where everyone feels welcomed, respected, and supported.

Focus Areas:

I. Employees

a. Recruitment and Hiring

- We strive to attract and hire diverse talent through inclusive job postings and unbiased selection processes.
- We ensure that compensation decisions are based solely on role, performance, experience, and qualifications, without regard to age, gender, disability, ethnicity, religion, or socioeconomic background.

b. Workplace Culture

- We foster a culture of respect, openness, support, and collaboration, where diverse perspectives are encouraged, heard, and valued.

- We support work-life balance through inclusive policies for our employees.
- We address and eliminate gender-based discrimination, bias, and harassment.

c. **Career Development**

- We support equitable access to mentorship, training, and advancement opportunities.
- We ensure that performance evaluations and promotion criteria are fair, inclusive, and based on merit.

II. Stakeholders

- We treat our other stakeholders, such as suppliers, vendors, and business partners, with fairness, respect, and impartiality, fostering inclusive, and equitable relationships across our value chain.
- We encourage our suppliers, vendors, and business partners to adopt and uphold DEI principles in their own operations, contributing to a more inclusive and equitable value chain.

Implementation and Accountability:

We encourage all employees and stakeholders to report concerns related to discrimination, harassment, or exclusion through our confidential grievance channels. All reports are handled promptly, fairly, and with appropriate corrective action.

We are committed to ongoing education and engagement through training, communication, and awareness initiatives. These efforts aim to build understanding, reduce bias, and promote inclusive behaviors aligned with our core values.

We continuously improve our DEI practices by listening to feedback, monitoring outcomes, and adapting to emerging needs and global standards.

This policy is overseen by the MacroAsia Corporation Human Resources Department, with support from management and relevant departments. It is reviewed regularly and updated as needed to reflect evolving best practices, legal requirements, and organizational goals. Performance related to this policy is transparently reported through our sustainability disclosures.

Group Responsible Business and Human Rights Policy

Policy Statement:

At MacroAsia Corporation, we are firmly committed to respecting and promoting human rights across all our subsidiaries, affiliates, investments, and business relationships. We recognize our influential role in fostering responsible business conduct and ensuring that human rights are upheld throughout our corporate structure.

We also acknowledge our responsibility to protect the dignity, rights, and freedoms of all individuals impacted by our operations, such as our employees, customers, partners, suppliers, and communities. This commitment is embedded in our corporate values and is guided by the United Nations Guiding Principles on Business and Human Rights (UNGPs).

This policy applies to all employees, suppliers, vendors, service providers, and business partners within the MacroAsia Group, across all regions where we operate.

Commitments:

- Upholding the UN Guiding Principles on Business and Human Rights, the International Labour Organization's Core Conventions, and other relevant global frameworks across the MacroAsia Group.
- Promoting human rights due diligence throughout our operations
- Ensuring that our business practices reflect our commitment to human rights and ethical conduct.

Focus Areas:

A. Human Rights Due Diligence

- We conduct human rights due diligence to identify, prevent, and mitigate potential adverse impacts across our operations, products, and services. This includes critical areas such as manpower recruitment and the selection of business partners and suppliers.
- We monitor our human rights compliance and performance within the MacroAsia Group.

B. Labor and Workplace Rights

- We promote fair labor practices and foster a diverse, inclusive, and respectful workplace free from discrimination, harassment, and abuse.
- We are committed to providing a safe, healthy, and supportive work environment for all employees.

- We respect and support employees' rights to freely organize, associate, and engage in collective advocacy.

C. Community and Stakeholder Engagement

- We engage meaningfully with local communities and stakeholders to understand and address their concerns.
- We promote responsible land use, environmental stewardship, and respect for the rights of Indigenous Peoples.

D. Supply Chain Responsibility

- We promote ethical sourcing and responsible procurement practices across the MacroAsia Group.
- We require suppliers, vendors, and service providers to align with our human rights standards, integrating these criteria into our screening and assessment processes.

E. Grievance Mechanisms

- We maintain accessible, confidential, and non-retaliatory channels for stakeholders to report concerns or potential human rights violations. All reports are promptly reviewed, and appropriate corrective actions are taken, including engagement with affected stakeholders and implementation of remediation measures.

Implementation and Accountability:

Human rights considerations are embedded in our decision-making, risk management, and operational practices across the MacroAsia Group. We are committed to fostering awareness and supporting the effective implementation of human rights principles throughout our operations by providing training and resources to our employees.

This policy is overseen by the MacroAsia Corporation Human Resources Department, in collaboration with management and relevant departments. It is reviewed regularly and updated as necessary to align with evolving best practices, legal requirements, and organizational objectives. Progress and performance related to this policy are transparently communicated through our sustainability disclosures.



MACROASIA CORPORATION (PSE: MAC)

EARNINGS RELEASE - Quarter Ended September 30, 2025

Makati City, Philippines - November 12, 2025

MacroAsia Delivers 9% Earnings Growth in Q3 2025

Solid aviation, food, and water operations sustain upward momentum.

MacroAsia Corporation (PSE: MAC) reported a 9% period-to-period increase in consolidated net income to ₱384.3 million for the third quarter (July – September) of 2025, fueled by stronger aviation services, continued recovery in airline catering, institutional catering growth, and stable contributions from its water operations.

Sustained Revenue Growth Across Core Segments

Consolidated revenues for the quarter rose 17% to ₱2.59 billion from ₱2.22 billion in the same period last year, reflecting steady volume gains across MacroAsia's core business segments:

- Ground Handling and Aviation Services – Revenues grew 16% to ₱1.04 billion, driven by higher flight handling volumes and operational recovery at major airports nationwide.
- In-flight and Other Catering – Revenues increased 8% to ₱1.20 billion, supported by growing passenger traffic and the expansion of institutional catering contracts.
- Water Distribution – Revenues edged up 1% to ₱174.9 million, as new service connections complemented stable consumption in existing concession areas.
- Administrative Fees – Jumped to ₱159.8 million from ₱13.5 million last year, reflecting the recognition of lease and service arrangements during the quarter.

From January to September this year, aviation-related businesses continue to account for roughly 78% of total revenues, reaffirming MacroAsia's strategic position as a key service provider to the Philippine aviation industry.

Higher Volumes Lift Costs but Margins Remain Healthy

Total direct costs and expenses rose 22% to ₱2.11 billion, mainly due to increased business activity and external cost factors such as higher material costs, mandated labor rate adjustments, and updated lease and fee structures at the Ninoy Aquino International Airport (NAIA). Despite these pressures, MacroAsia maintained a solid gross margin of 19%, even as operating expenses increased to ₱408.4 million.

Financial Position Remains Strong

As of September 30, 2025, total assets expanded to 21% to ₱16.18 billion, while equity rose 14% to ₱8.59 billion.

The current ratio improved to 1.60:1, and the debt-to-equity ratio stood at a moderate 27%, reflecting prudent capital management and healthy leverage to support ongoing expansion in food, water, and aviation-related operations.

Nine-Month Highlights: MacroAsia Posts Strong 9-Month Performance

For the nine months ended September 30, 2025, MacroAsia reported ₱7.41 billion in consolidated revenues, reflecting a 6% year-on-year increase. On a normalized basis, excluding prior-year non-recurring items, the 2025 topline grew by 10% compared to ₱6.7 billion as normalized revenues in 2024.

Net income reached ₱1.16 billion, representing a 14% increase versus the normalized nine-month 2024 net income of ₱1.02 billion, which excluded one-off gains related to the previous year.

The growth in 2025 is anchored on strong performance across MacroAsia's core businesses—airline catering, ground handling, and water services—all of which continued to register higher volumes and sustained revenue expansion amid steady recovery in travel demand and increased institutional accounts.

Outlook: Growth Momentum into Q4 2025

MacroAsia enters the final quarter of 2025 with a stronger balance sheet and a diversified revenue base. The Group expects to sustain growth momentum through:

- The peak holiday travel season, supporting higher airline catering and ground handling volumes;
- Expansion of institutional catering contracts and the onboarding of new foreign airline clients in its inflight kitchens by Q4 2025;
- Ongoing food commissary expansion in Muntinlupa City, which will more than double production capacity by end-2026;
- Geographical growth through a joint venture in Cebu that will enhance presence in the Visayas; and
- New water treatment facilities in Bacolod City, Poro Point, and Olango Island (Cebu), are scheduled to begin contributing revenues no later than Q1 2026.

MacroAsia also continues to navigate structural developments in the aviation sector, including:

- Increased passenger volumes following the September 2024 privatization of NAIA operations, offset by higher lease and fee structures under the Manila International Airport Authority (MIAA) and new operational standards that may require additional investments in ground support equipment; and

- Ongoing negotiations for the renewal of the PEZA ecozone lease within the NAIA complex, where Lufthansa Technik Philippines (LTP) is a locator, expected to result in higher rental costs.

Inflation, foreign exchange volatility, and logistical constraints due to weather disturbances remain as current watch points. MacroAsia expects no major movement in full-year profitability, with expected headwinds for some business units and ongoing negotiations for key accounts offset by the resilient demand and disciplined cost management driven by the organization's efforts.

Forward-Looking Statements

This press release includes forward-looking statements that reflect MacroAsia's current views and expectations regarding future performance, business prospects, and strategies. These statements are subject to risks and uncertainties that may cause actual results to differ materially from those expressed or implied herein.

About MacroAsia Corporation

MacroAsia Corporation (PSE: MAC) is a Philippine-based holding company with investments in aviation support services, inflight and institutional catering, aircraft maintenance, water utilities, and aviation training. Through its subsidiaries and affiliates across the Philippines, MacroAsia bridges aviation, food, and water services nationwide.

For investor and media inquiries:

MacroAsia Corporation

Investor Relations Department

 info@macroasiacorp.com

 www.macroasiacorp.com