

CURRICULUM VITAE

ELMAR B. GALACIO

Senior Dispute Resolution Practitioner
Arbitration Fellow (FCI Arb, FPI Arb) and Trainor/Assessor
Certified Fraud Examiner (CFE)
Chartered Institute of Arbitrators (CI Arb) Faculty

Dispute Board Practitioner
Arbitration, Mediation, Negotiation Counsel
Certified Mediator and Mediation Trainor/Assessor
Certified Negotiator and Negotiation Trainor/Assessor

Senior Partner

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Brief Profile

Atty. Galacio's expertise in Dispute Resolution (including dispute avoidance), both domestic and international, traverses the entire spectrum, from mainstream litigation to alternative dispute resolution (ADR), for 25 years now. He heads the ADR and Arbitration Practice of the Cruz Marcelo & Tenefrancia Law Offices.

As an ADR practitioner, he is Fellow and Faculty of the Chartered Institute of Arbitrators (CI Arb) and Fellow of the Philippine Institute of Arbitrators (PI Arb). He is a Certified Mediator and a Mediation Trainor/Assessor and a Certified Negotiator and Negotiation Trainor/Assessor as well. He is also an Arbitration, Mediation, and Negotiation Counsel. He obtained an Oxford-UK CI Arb Diploma in International Commercial Arbitration, and Certificates in: (1) International Investment Arbitration, (2) Maritime Arbitration and Dispute Resolution, and (3) International Air Law. He is also a Faculty Tutor of the CI Arb East Asia Branch. He obtained various international and local trainings and credentials including Project Management and Dispute Boards.

As a senior litigator, he has been spearheading high-profile and complex criminal, civil, commercial, administrative, regulatory and labor cases. With sterling record, he has practiced before all court levels in the Philippines as well as administrative and investigatory agencies.

He has a keen understanding and expertise on commercial and civil contracts, joint venture, government procurement, infrastructure and construction projects (including Federation of Consulting Engineers [FIDIC] contracts), information technology, intellectual property, labor, maritime and aviation contracts. Demonstrating a deep appreciation of the client's interests and considerations, he channels his extraordinary leadership in case strategies, calculated to obtain optimum benefits and expand opportunities.

He is a Professor and Mandatory Continuing Legal Education (MCLE) Lecturer, arbitration counsel, mediator, negotiator, and arbitrator accredited with the Singapore International Arbitration Center (SIAC), Office of Alternative Dispute Resolution (OADR), Philippine Construction Industry Arbitration Commission (CIAC), Philippine International Center for Conflict Resolution (PICCR), Philippine Dispute Resolution Center (PDRC), and the National Conciliation and Mediation Board (NCMB). He was then Deputy General Counsel of the Integrated Bar of the Philippines (IBP).

He obtained: (1) **Master in Public Policy (MPP)**, Graduate Research Institute for Policy Studies (GRIPS): Japan (2000) under Monbusho Scholarship; (2) **Bachelor of Laws (LIB)**, University of the Philippines (1997): Dean's Medal for Academic Excellence; Philippine Law Journal Student Editorial Board); and (3) **Bachelor of Arts**, Holy Name University: Bohol, Philippines (1992), *Summa Cum Laude*.

Elmar is proficient in English, Filipino, Nihongo, and Cebuano.

I. GENERAL PROFESSIONAL QUALIFICATIONS/ACCREDITATIONS

- Passed the Philippine Bar, Roll No. 42984, 1998
 - *Member, Integrated Bar of the Philippines, 1998 to present*
 - *Previous Deputy General Counsel, Integrated Bar of the Philippines, 2018*
- Certified Fraud Examiner (CFE), 2018
 - *Registered in the U.S.A. ACFE and Philippines ACFE, 2018 to present*

A. International Affiliations and Credentials

Consultant Expert, **Asian Development Bank (ADB)**

Fellow, **Chartered Institute of Arbitrators (CIArb)**: UK/East Asia Branch

Faculty, **Chartered Institute of Arbitrators (CIArb)**

Certified Fraud Examiner (CFE), Association of Certified Fraud Examiners (ACFE): U.S.A. and Philippines

Arbitrator, Singapore International Arbitration Center (SIAC)

Accelerated Route to Membership Faculty Tutor/Assessor: Chartered Institute of Arbitrators (CIArb)/East Asia

Member, **International Chamber of Commerce (ICC) Institute of World Business Law**: France

Member, **Chartered Institute of Arbitrators (CIArb)** East Asia Branch: Hongkong

Member, **International Council for Commercial Arbitration (ICCA)**: Hague

Member, **Asia-Pacific Institute of Experts (APIEX)**: Singapore

Member, **Dispute Resolution Board Foundation (DRBF)**: U.S.A.

Certificate in **International Air Law**, International Civil Aviation Organization (ICAO): Civil Aviation Training Center, Thailand

Oxford Diploma in International Commercial Arbitration (DiplCIArb): UK

Certificate in **International Investment Arbitration**, Washington College of Law-American University

Certificate in **Maritime Disputes and Arbitration**, Lloyd's Maritime Academy: UK

International Chamber of Commerce (ICC) **Arbitration Masterclass**: Washington, D.C.

Harvard Negotiation Masterclass, Harvard Law School Program on Negotiation, Cambridge, USA

B. Philippines

Arbitrator, Mediator, Negotiator: **Office for Alternative Dispute Resolution (OADR)**

Arbitrator, **Construction Industry Arbitration Commission (CIAC)**

Fellow, **Philippine Institute of Arbitrators (PIArb)**

Arbitrator and Trustee, **Philippine International Center for Conflict Resolution (PICCR)**

Member, **Philippine Institute of Construction Arbitrators and Mediators (PICAM)**

Arbitrator and Mediator (AVA/MVA), **National Conciliation and Mediation Board (NCMB)**

Arbitrator, **Philippine Dispute Resolution Center, Inc. (PDRCI)**

Professorial Lecturer on ADR/Arbitration, University of the Philippines (U.P. Law); University of Sto. Tomas (UST)

Lecturer on ADR/Arbitration, **Mandatory Continuing Legal Education (MCLE)**

Fellow, Philippine Arbitration Center in the Visayas (PACV)

Council Member, Society of Construction Law (SCL) – Philippines

Trainer/Assessor on Arbitration, Mediation and Negotiation: **Office for Alternative Dispute Resolution**

II. RELEVANT TRAININGS IN DISPUTE RESOLUTION AND AVOIDANCE

(a) MEDIATION AND NEGOTIATION

○ Accreditation

- Office for Alternative Dispute Resolution (OADR), Department of Justice (DOJ) [**Mediation, Negotiation**]
- The Conflict Resolution Group Foundation, Inc. (CORE) [**Mediation**]
- National Conciliation and Mediation Board (NCMB) [**Mediation**]

○ Trainings & Workshops Attended

- **Harvard Negotiation Masterclass**, Harvard Law School Executive Education (Program on Negotiation): Harvard University, Cambridge, MA, USA: 04-06 November 2015
- **Public Seminar on Alternative Dispute Resolution (Mediation)**
The Conflict Resolution Group Foundation, Inc. (CORE)
November-December 2022
- **Pre-Accreditation Training and Examination for Labor (Land-Based and Maritime) Voluntary Arbitrators and Mediators**, Department of Labor and Employment (DOLE), Philippines: 2021
- **Conciliation-Mediation as Aid in Effective and Expedient Dispensation of Labor Justice**, National Conciliation and Mediation Board (NCMB), August 2022
- **Mediation Symposium 2022**, Chartered Institute of Arbitrators (CI Arb): 04 October 2022
- **Mediation in Maritime Disputes**
Lloyd's Maritime Academy, London: November 2020
- **FIDIC Dispute Avoidance and Adjudication Forum** (Global Infrastructure Conference), Geneva, Switzerland: 09 and 10 September 2024
- **6th Asian Mediation Association (AMA) Conference**, Shangri-la Bonifacio Global City: 15-16 October 2024

○ Mediation and Negotiation Trainer/Lecturer/Assessor

Comprehensive Courses on Mediation, Office for Alternative Dispute Resolution (OADR)
Manila: 11-15 September 2023; 24 November 2023

Philippine Legal Framework on Negotiation and Alternative Dispute Resolution
OADR Intensive Course on Negotiation for Government Agencies, Manila: 24 October 2022

Introduction to Negotiation and Alternative Dispute Resolution
OADR Comprehensive Course on Negotiation, Manila: 01-05 July 2024

○ Speaker/Panelist on Mediation and Negotiation

Speaker: **Negotiations (CEO Refresher Course), Philippine Competition Commission (PCC)**
Philippine Competition Commission: 28 January 2025

Panelist: **International Commercial Mediation and the Singapore Convention**
Philippine Arbitration Day, Manila: 23 November 2023

Speaker: **Insights on Domestic Negotiation: ADR Series, Beyond Boundaries**
Philippine Arbitration Center in the Visayas (PACV)/ University of San Agustin College of Law, 10 March 2023

- **Experience as Mediator/Mediation Counsel**
 - Years of experience as Mediator: six (6)
 - Years of experience as Mediation Counsel: Sixteen (16)
- **Experience as Negotiator**
 - Years of experience as Negotiator/Negotiation Counsel: Fifteen (15)

(b) ARBITRATION

b.1 Experience as Arbitrator

- Years of experience as Member or Chairman of Arbitral Tribunal: Nine (9) years
- Total number of cases/disputes arbitrated:

Arbitral Tribunal Chairman- Seven (7) cases (domestic)

Arbitral Tribunal Member - Twenty-five (25) cases (domestic and international)

b.2 Experience as Arbitration Counsel

- Twenty-three (23) years

b.3 Trainings, Workshops, & Conferences Attended (Subject Specific)

A. General Commercial Arbitration

- **Oxford Diploma in International Commercial Arbitration (DiplCI Arb)**, Chartered Institute of Arbitrators: Queen's College, Oxford University, London, England: September 2018
- **Arbitration Master Class**, International Chamber of Commerce (ICC): ICC Institute Masterclass for Arbitrators; Overview of Fundamentals and Best Practices related to Serving as Arbitrator: Washington D.C., USA: March 2017
- **PDRCI Commercial Arbitration Certification Course**, Manila: 02-05 April 2008
- **Advanced Seminar on Damages in International Arbitration**, ICC: Vienna, Austria: 24-25 May 2018
- **Advanced Course on Commercial Arbitration/Accreditation Course**, Integrated Bar of the Philippines (IBP)/Philippine Institute of Arbitrators (PIArb): December 2016
- **ICC Institute PIDA Training on International Commercial Arbitration**: Study of a Mock Case under the 2012 ICC Rules of Arbitration: Tokyo, Japan: 26-28 September 2016
- **Training on International Contracts and Arbitration**, ICC: ICC Headquarters, Paris, France: April 2015

- **Third-Party Funding in Arbitration**, International Chamber of Commerce (ICC), Manila: March 2018
- **4th ICC Asia-Pacific Conference on International Arbitration**, Hongkong: 26-27 June 2018
- **ICC Institute Advanced Level Training on Production of Documents in Arbitration** (3rd ICC Asia Conference), Singapore: June 2017
- **International Council for Commercial Arbitration (ICCA) International Conference**, Hongkong: May 2024
- **Singapore Arbitration Week**, May 2023
- **Regional Arbitral Institutes Forum (RAIF)**, Bangkok, Thailand: 09-11 November 2023

B. Construction and Project Management

- **Society of Construction Law, International Conference**: Seoul, South Korea: 22-24 October 2025 (Philippines Delegate)
- **International Bar Association (IBA) 9th Biennial Conference on Construction Projects from Conception to Completion**, Excelsior Hotel Gallia, Milan, Italy: 27-29 March 2025
- **DRBF Understanding Geotechnical Baseline Reports (GBR) for Dispute Avoidance and Resolution**, 09 October 2024 (online workshop)
- **FIDIC (International Federation of Consulting Engineers)**, Global Infrastructure Conference, Geneva, Switzerland: 08-10 September 2024
- **FIDIC Dispute Avoidance and Adjudication Forum** (Global Infrastructure Conference), Geneva, Switzerland: 09 and 10 September 2024
- **Technical Aspects of Construction Arbitration**
Construction Industry Arbitration Commission (CIAC)/PICAM: 22 August 2024
- **Project Management in Construction**: Project Management Institute of the Philippines, 4-18 December 2023 (40 hours)
- **9th Construction Arbitrators Accreditation Course**, Construction Industry Arbitration Commission (CIAC), Manila: 02-11 September 2019
- **FIDIC (International Federation of Consulting Engineers)**, Contract Management and Administration Course and Construction Dispute Resolution, Manila: July 2013
- **FIDIC (International Federation of Consulting Engineers)**, Module 1: Practical Use of FIDIC Conditions of Contracts on 2017 Red and Yellow Books: 04 February 2021 to 27 May 2021
- **FIDIC (International Federation of Consulting Engineers)**, FIDIC Contracts Module 2: Management of Claims and the Resolution of Disputes Under the FIDIC Contracts: January 2022
- **FIDIC (International Federation of Consulting Engineers)**, Module 1: Practical Use of FIDIC Conditions of Contracts 1999 Red & Yellow Books and MDB Harmonized Edition 2010: December 2021

- **DRBF (Dispute Resolution Board Foundation):** DRBF Administration & Practice Workshop: March 2022
- **DRBF (Dispute Resolution Board Foundation):** Dispute Boards in Public Private Partnership Projects Workshop: 09 June 2022
- **FIDIC Roles and Responsibilities of DAB/DB:** 16, 20 November 2023

C. International Investment Arbitration

- **Certification Course in International Investment Arbitration,** Washington College of Law-American University, U.S.A: 18 September – 20 December 2020

D. Intellectual Property

- **WIPO IPOPHL Summer School on Intellectual Property in Emerging Economies:** 4-15 September 2023, Manila (in-person)

E. Maritime

- **Certification Course in Maritime Disputes and Arbitration,** Lloyd's Maritime Academy: London, England: 02 September-27 November 2020
- **Maritime and Shipping Arbitrations,** Specialist Arbitration Series Part 4, Singapore International Arbitration Center (SIAC), 30 November 2023
- **International Bar Association (IBA) Maritime Arbitration Conference,** Hamburg, Germany: 12-14 June 2024

F. Labor Disputes

- **Pre-Accreditation Training and Examination for Labor (Land-Based and Maritime) Voluntary Arbitrators,** Department of Labor and Employment (DOLE), Philippines: 09-13 August 2021

G. International Aviation/Air Law

- **International Air Law (IAL EN) Course,** International Civil Aviation Organization (ICAO)/Civil Aviation Training Centre Thailand TRAINAIR PLUS, 01-05 April 2024 (in-person)

H. Information Technology

- **Cybersecurity Executive Course,** Asian Institute of Management (AIM), Makati, Philippines: October-November 2020

I. Fraud Arbitration

- Continuing active membership and maintaining annual 20 units CPE courses of the Association of Certified Fraud Examiners (ACFE) and Lecturer for ACFE-Philippines on *Fraud Prosecution*

b.4 Arbitration Trainer/Lecturer/Tutor

Jurisdiction of the Construction Industry Arbitration Commission (CIAC): Shangri-La Hotel, Makati City: 26 September 2025

Adjudication Course for Financial Consumer Protection (FCP) Adjudicators, Mediators, Hearing Officers of the Bangko Sentral ng Pilipinas (BSP): 26-28 November 2025, Puerto Princesa, Palawan

Legal Aspects of Construction Arbitration

Construction Industry Arbitration Commission (CIAC)/PICAM: 23 August 2024

Special Subjects in Philippine Arbitration: Construction and Labor Disputes

Integrated Bar of the Philippines (IBP) Mandatory Continuing Legal Education (MCLE): 03 November 2023

CIArb Accelerated Route to Membership (ARM) Course Tutor

Chartered Institute of Arbitrators (CIArb) East Asia Branch/ Philippine Institute of Arbitrators (PIArb)
Manila: 26 August 2023

Arbitrator Accreditation Workshop Series

Philippine International Center for Conflict Resolution (PICCR)
25 June 2020; 08 July 2021; 30 March 2023

Construction Arbitration (Series)

Society of Philippine Electrotechnical Constructors & Suppliers (SPECS)
24 September 2021; 30 September 2022

Comprehensive Course on Arbitration for National Government Agencies

Office for Alternative Dispute Resolution (OADR): 22-26 August 2022

How Does International Arbitration Work

Continuing Education Seminar for Accredited Voluntary Arbitrators (CESAVA)
National Conciliation and Mediation Board (NCMB), Manila: 20 October 2021

b.5 Speaker/Panelist/Moderator on Arbitration

Speaker: **Essentials in Construction Contracts: TechnoForum Philconstruct-Luzon** by the Philippine Contractors Association (PCA): Clark: 25 April 2026

Speaker: **Philippine Commercial Arbitration for In-House Legal Counsel:** Grand Hyatt, 04 July 2025

Speaker: **Navigating Interim Measures in Philippine Arbitration:** Philippine Institute of Arbitrators (PIArb): 24 July 2025

Speaker: **Philippine Construction Arbitration and Contract Claims:** Philconstruct by the Philippine Contractors Association (PCA): Cebu, Davao, Manila: 20 June 2025, 07 September 2025, 08 November 2025

Panelist/Judge: **Construction Arbitration Moot Court Competition:** Philippine Institute of Construction Arbitrators and Mediators (PICAM): University of the Philippines-BGC: 15 July 2025

Speaker: **Enforcement of Arbitral Awards in the Philippines:** Saitama, Japan: 14 November 2025

Moderator: **Financing Big Ticket Infrastructure Projects: Trends and Challenges:** Grand Hyatt Hotel, Bonifacio Global City, Philippines: 10 March 2025

Moderator: International Chamber of Commerce (ICC) President Forum on ICC Arbitration Features: CMT Offices, Bonifacio Global City: 20 February 2025

Speaker: **Recent Court Cases on International Commercial Arbitration: Developments in Selected Jurisdictions**
Center on International Commercial Arbitration, American University Washington College of Law: 1 April 2021

Speaker: **Key Considerations in Filing an Arbitration Claim**
Hyatt Hotel, Bonifacio Global City: 26 July 2019

Speaker: **The Next 10 Years: Arbitration Looking Forward**: Dela Salle University College of Law, Bonifacio Global City: 22 October 2019

Speaker: **Relevant Types of Disputes Encountered in Arbitration**
Philippine International Center for Conflict Resolution (PICCR)- Japan Center for Commercial Arbitration (JCCA)
15 November 2022

Speaker: **ADR/Arbitration for Micro, Small, Medium Enterprises (MSMEs)**
Office for Alternative Dispute Resolution (OADR): 29 June 2021

Speaker: **Factors Before Referring Contractual Disputes to Arbitration**
Philippine Institute of Arbitrators (PIArb): 13 February 2023

Panelist, **Substantive and Procedural Issues in Philippine Arbitration Law**
National ADR Convention, Philippine International Convention Center (PICC): 06 December 2022

Panelist: **Singapore International Arbitration Center (SIAC) Manila Conference 2023**, Topic: Considerations in Filing an Arbitration Claim: Manila, May 2023

Panelist: **Singapore International Arbitration Center (SIAC) Manila Conference 2024**, Topic: The New SIAC Rules- From Paper to Practice: Manila, 14 May 2024

Moderator: Philippine Institute of Arbitrators (PIArb)-International Council for Commercial Arbitration (ICCA)
Forum on Investor-State Arbitration, Manila: 03 May 2024

Arbitration-Mediation at the National Conciliation and Mediation Board (NCMB): Area-wide Enhancement Webinar: 15 December 2023

III. OTHERS

Academe: Professorial Lecturer on Alternative Dispute Resolution (ADR) and Arbitration
University of Santo Tomas (UST), Faculty of Civil Law (FCL); University of the Philippines (UP-Law)

CIArb Accelerated Route to Membership (ARM) Course Faculty: Chartered Institute of Arbitrators (CIArb) East Asia Branch

Vis East International Commercial Arbitration Moot: Arbitrator/Adjudicator: Hongkong

Revision/Amendment of Construction Arbitration Law and Rules: Member, Committee on Revision of Alternative Dispute Resolution Act of 2004 (portions on Construction Arbitration), and Committee on Amendment of CIAC Rules of Procedure

IV. SOME PUBLICATIONS

Philippines: Investment Treaty Arbitration (2025) Legal 500

(<https://www.legal500.com/guides/chapter/philippines-investment-treaty-arbitration/>)

International Arbitration (2022): Philippines, Global Legal Insights (GLI), Eighth Edition
(<https://www.globallegalinsights.com/practice-areas/international-arbitration-laws-and-regulations/philippines>)

Enforcement of Judgments 2021: Philippines Law and Practice, Global Practice Guides, Chambers and Partners(<https://practiceguides.chambers.com/practice-guides/enforcement-of-judgments-2021/philippines>)

International Arbitration (2021): Philippines, Global Legal Insights (GLI), Seventh Edition

International Arbitration (2020): Philippines, Global Legal Insights (GLI), Sixth Edition

Q/A: Private Employer Options and Remedies on Personnel Tenure and Movement Amid Quarantine, <https://2bd.03d.myftpupload.com/wp-content/uploads/pdf/Employer%20Options%20amid%20Quarantine%20-%20FAQ%20by%20Atty.%20Elmar%20Galacio.pdf>

V. SOME AWARDS AND DISTINCTIONS

Philippines Distinguished Practitioner for Dispute Resolution, ASIALAW: 2025, 2024, 2023, 2022, 2021, 2020

Arbitration Private Practice Power List - Southeast Asia Region, The Legal 500: 2022, 2023

Philippines Dispute Resolution of the Year, Legal Asia 100: 2025, 2022

Philippines Dispute Resolution Lawyer of the Year, Asian Legal Business (ALB) -Finalist: years 2019-2022

Philippines Dispute Resolution Expert of the Year Certificate of Excellence, Advisory Excellence: 2025, 2019

Commercial Litigation Expert of the Year (Philippines), Corporate INTL: 2022

Dispute Resolution Law Expert (Philippines), Leaders in Law: 2025, 2024, 2022

Philippine Dispute Resolution Expert, Global Law Experts (GLE): 2024, 2021

Labor and Employment Law (Philippines), Lawyer Legal Awards: 2020

Recognition from the Office of the Ombudsman (as Private Prosecutor): 2004

Global 100-2026 Award for Dispute Resolution Expert of the Year (Philippines)

Chambers Asia-Pacific: 2026

VI. CORPORATE AFFILIATIONS

Cruz Marcelo & Tenefrancia Law Offices

Senior Partner: 2014-present; Partner-in-Charge, Arbitration, ADR and Labor Practice Groups

CVC Law Offices, Partner: 2007-2013; Associate: 1998-2006

University of the Philippines (UP) College of Law, Supervising Lawyer, Office of Legal Aid: 2003-2006

University of the Philippines (UP) College of Law, Senior Lecturer

University of Sto. Tomas (UST) Faculty of Civil Law Professorial Lecturer: 2023- present

Integrated Bar of the Philippines (IBP), Deputy General Counsel: 2017-2019

Philippine Bar Association (PBA): Board of Trustees, 2014-2015; Co-Chairperson, Committees on Legal Aid (2014-2015) and on Arbitration and Alternative Dispute Resolution (2015-2016)

Senior Personnel Specialist, Civil Service Commission (CSC) Office for Legal Affairs: 1993-1994

Foreign Information Assistant, Foreign Information Office (FIO), Philippine Embassy in Tokyo: 1999-2000

VII. EDUCATION

Master in Public Policy (MPP), Graduate Research Institute for Policy Studies (GRIPS): Japan (2000)

Bachelor of Laws (LIB), University of the Philippines (1997): Manila (Dean's Medal for Academic Excellence; Philippine Law Journal Student Editorial Board)

Bachelor of Arts, Holy Name University: Bohol, Philippines (1992), *Summa Cum Laude*

VIII. LANGUAGE

English, Filipino, Nihongo, Cebuano