

ANNUAL CORPORATE GOVERNANCE REPORT

BPI MS INSURANCE CORPORATION

1. For the fiscal year ended 2022
2. Certificate Authority: Number 2022/06-R
3. Province, Country or other jurisdiction of incorporation or organization: Philippines
4. BPI-Philam Life Bldg, 6811 Ayala Avenue, Salcedo Village, Bel-Air, Makati City 1209
5. (632) 8840-9000
6. www.bpims.com

ANNUAL CORPORATE GOVERNANCE REPORT

	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
THE BOARD'S GOVERNANCE AND RESPONSIBILITIES			
Principle 1: The company should be headed by a competent, working board to foster the long-term success and sustainability of the corporation in a manner consistent with its corporate objectives and the long-term best interest of its shareholders and other stakeholders.			
RECOMMENDATION 1.1			
1. Board is composed of directors with collective working knowledge, experience or expertise that is relevant to company's industry/sector.	COMPLIANT	REFERENCE: 2022 ANNUAL REPORT (BOARD PROFILES, PAGES 32-37)	
2. Board has an appropriate mix of competence and expertise.	COMPLIANT	The Board is composed of members from diverse and yet relevant background. The Executive Directors have a vast experience in insurance industry. The Non-Executive Directors on the other have remarkable experiences in the fields of insurance, finance, and banking. The Independent Directors share their knowledge in the field of insurance, legal and banking.	
3. Directors remain qualified for their positions individually and collectively to enable them to fulfill their roles and responsibilities and respond to the needs of the organization.	COMPLIANT		

RECOMMENDATION 1.2

1. Board is composed of a majority of non-executive directors.

COMPLIANT

REFERENCE: [2022 GENERAL INFORMATION SHEET](#)

REFERENCE: [2022 ANNUAL REPORT \(BOARD INDEPENDENCE AND DIVERSITY PAGE 17\)](#)

REFERENCE [2022 ANNUAL REPORT \(BOARD PROFILES PAGES 32 - 37\)](#)

BPIMS Board is composed of 8 Non-Executive Directors, 3 of which are Independent Directors.

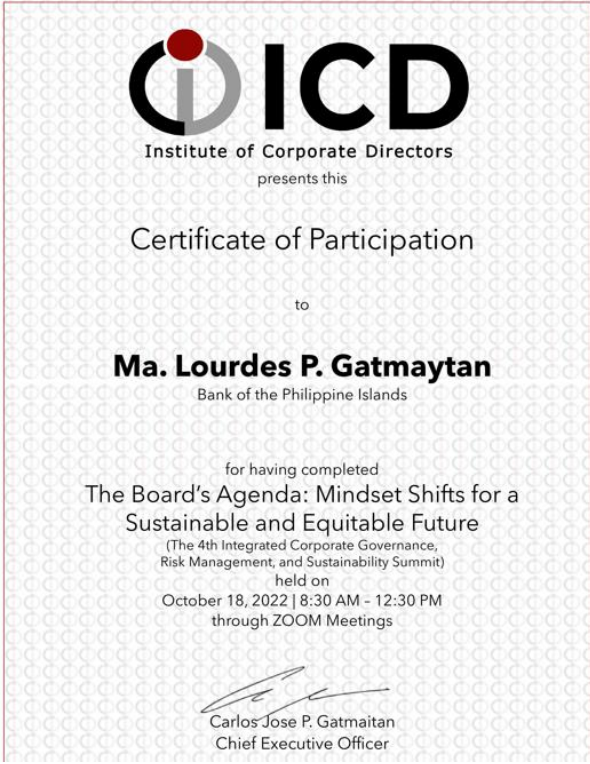
Below are the Board of Directors of BPIMS:

BOARD OF DIRECTORS	
Chairman of the Board	Jose Teodoro K. Limcaoco
Executive Directors	Ichiro Iwabuchi, CEO
	Hiroaki Matsubara, CCO
Non-Executive Directors	Tetsuya Adachi
	Alan John Wilson
	Maria Cristina L. Go
Independent Directors	Jaime Z. Urquijo
	Rodolfo M. Bausa
	Jesse O. Ang
	David G. Sarmiento, Jr.

RECOMMENDATION 1.3

1. Company provides in its Board Charter or Manual on Corporate Governance a policy on training of directors.	COMPLIANT	REFERENCE: BPI MS BOARD CHARTER (SECTION 15 PAGE 11)	
2. Company provides in its Board Charter of Manual on Corporate Governance an orientation program for first time directors.	COMPLIANT	<i>“Members of the Board of Directors shall acquire appropriate skills upon appointment, and thereafter remain abreast of relevant new laws, regulations, and changing commercial risks through in-house training and external courses.</i>	
3. Company has relevant annual continuing training for all directors.	COMPLIANT	<p><i>The orientation program for first-time directors and relevant annual continuing training for all directors aim to promote effective board performance and continuing qualification of the directors in carrying-out their duties and responsibilities. “</i></p> <p>REFERENCE: CORPORATE GOVERNANCE MANUAL (SECTION VII PAGE 15)</p> <p>VII TRAINING/ORIENTATION</p> <p>A. <i>The Board undertakes to require a newly elected member of the Board to attend, within a reasonable period after his election to the Board, a seminar on corporate governance conducted by a duly recognized private or government institution.</i></p> <p>B. <i>The newly elected members of the Board should familiarize themselves with the BPI/MS’s operations, senior management and business environment. They should also be inducted in terms of their fiduciary duties and responsibilities as well as in respect of the Board’s expectations.</i></p> <p>C. <i>Appropriate training opportunities for both existing and potential directors may, from time to time, be identified and undertaken.</i></p> <p>REFERENCE 2022 ANNUAL REPORT (INDUCTION AND CONTINUING EDUCATION, PAGES 18 - 19)</p>	

RECOMMENDATION 1.4			
1. Board has a policy on board diversity.	Compliant	REFERENCE: BOARD DIVERSITY POLICY	
		The Board is composed of 9 male directors and 1 female director.	
RECOMMENDATION 1.5			
1. Board is assisted in its duties by a Corporate Secretary.	COMPLIANT	REFERENCE: CORPORATE GOVERNANCE MANUAL (SECTION XI.D. CORPORATE SECRETARY, PAGES 28-29)	
2. Corporate Secretary is a separate individual from the Compliance Officer.	COMPLIANT	<p>D. CORPORATE SECRETARY</p> <p><i>The Corporate Secretary shall be a resident and citizen of the Philippines. His loyalty to the mission, vision and specific business objectives of BPI/MS comes with his duties. Considering his varied functions and responsibilities, he must possess organizational and interpersonal skills, and the legal skills of a chief legal officer. He must also have some financial and accounting knowledge. The Corporate Secretary shall be a separate individual from the Compliance Officer and not a member of the Board of Directors.</i></p>	
3. Corporate Secretary is not a member of the Board of Directors.	COMPLIANT		
			<p>REFERENCE: 2022 GENERAL INFORMATION SHEET (PAGE 4)</p> <p>The Compliance Officer is Atty. Danielle Maria Sales-Tort while the Corporate Secretary is Atty. Maria Lourdes P. Gatmaytan</p> <p>REFERENCE: Certificate of Attendance 2022</p> <p>Listed in the Certificate of Attendance are the names of the members of the Board of Directors</p>

<p>4. Corporate Secretary attends training/s on corporate governance.</p>	<p>COMPLIANT</p>	<p>REFERENCE 2022 ANNUAL REPORT (INDUCTION AND CONTINUING EDUCATION, PAGES 18 - 19)</p> <p>Atty. Maria Lourdes P. Gatmaytan attended” The Board ‘s Agenda: Mindset Shifts for a Sustainable and Equitable Future on October 18, 2022 (4 hours) conducted by the Institute of Corporate Directors.</p> 	
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RECOMMENDATION 1.6

1. Board is assisted by a Compliance Officer.	COMPLIANT	REFERENCE: CORPORATE GOVERNANCE MANUAL (SECTION XII.A (PAGES 29-30))	
2. Compliance Officer has a rank of Vice President or an equivalent position with adequate stature and authority in the corporation.	COMPLIANT	<p>XII. OTHER SENIOR OFFICERS</p> <p>A. Compliance Officer</p>	
3. Compliance Officer is not a member of the board.		<p><i>To ensure adherence to corporate principles and best practices, the Chairman of the Board shall designate a Compliance Officer who shall hold the position with the rank of at least a Vice President and shall not be a member of the Board.</i></p> <p><i>The Chief Compliance Officer's qualifications shall be subject to the applicable provisions of the Insurance Commission, particularly considering fit and proper criteria such as integrity/probity, competence, education, diligence and experience and training.</i></p> <p><i>In this respect, the Chief Compliance Officer is to attend annually a training on corporate governance.</i></p> <p><i>The Compliance Officer shall have the following duties:</i></p> <p><i>1. The Compliance Officer shall assist the Board.</i></p> <p>REFERENCE: 2022 ANNUAL REPORT (MANAGEMENT COMMITTEE, PAGES 38 - 39)</p> <p>Atty. Danielle Maria Sales-Tort is the Compliance Officer of BPI MS and not a member of the Board.</p>	

<p>4. Compliance Officer attends training/s on corporate governance annually.</p>	<p>COMPLIANT</p>	<p>Atty, Danielle Maria Sales-Tort, the Compliance Officer, attended” The Board ‘s Agenda: Mindset Shifts for a Sustainable and Equitable Future on October 18, 2022 (4 hours) conducted by the Institute of Corporate Directors.</p>	
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Principle 2: The fiduciary roles, responsibilities and accountabilities of the Board as provided under the law, the company's articles and by-laws, and other legal pronouncements and guidelines should be clearly made known to all directors as well as to stockholders and other stakeholders.

RECOMMENDATION 2,1

<p>1. Directors act on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the company.</p>	<p>COMPLIANT</p>	<p>REFERENCE: CORPORATE GOVERNANCE MANUAL (SECTION VI.A.10, PAGE 13)</p> <p>10. <i>Act on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the company.</i></p>	
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RECOMMENDATION 2.2

1. Board oversees the development, review and approval of the company's business objectives and strategy.

Compliant

During the Board meetings, the President's Report is presented to the Board wherein the Financial and Operating Performance and Business Updates are being discussed. Below is the copy of a Board Agenda:

2. Board oversees and monitors the implementation of the company's business objectives and strategy in order to sustain the company's long-term viability and strength.

Compliant

BPI/MS INSURANCE CORPORATION
BPI-Philam Life Makati
6811 Ayala Avenue, Makati City
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AGENDA

BOARD OF DIRECTORS' MEETING
Thursday, 03 March 2022
1:30 P.M.

- A. Determination of the Quorum
- B. Approval of the Minutes of the Meetings
 - 1. Regular Corporate Governance Committee Meeting held on 02 December 2021
 - 2. Regular Personnel and Compensation Meeting held on 02 December 2021
 - 3. Regular Risk Management Committee Meeting held on 02 December 2021
 - 4. Regular Audit Committee Meeting held on 02 December 2021
 - 5. Regular Board Committee Meeting held on 02 December 2021
 - 6. Special Executive Committee Meeting held on 27 December 2021
- C. For Information
 - 1. President's Report
 - 2. Solvency Projection, Y2022 – Y2025 (Updated as of December 2021)
 - 3. Insurance Commission's Verification of BPI MS' 2020 Annual Statement
 - 4. Customer Feedback Summary Report – December 2021 YTD
 - 5. Customer Feedback Summary Report – January 2022 YTD
 - 6. Policy Regulation Guidelines (PRG) Administrative Revision/Amendments
 - 7. Corporate Governance – Board Assessments and 2019 ASEAN Corporate Governance Scorecard (ACGS) ICD Assessment
- D. For Approval
 - 1. 2021 Audited Financial Statements
 - 2. 2021 BPI MS Annual Corporate Governance Report (AGCR) Supporting Documents
 - 3. Board and Audit Committee Charters Amendments
 - 4. Approval of BPMS Product Variants Offered Through the Bancassurance Channel
 - 5. 2022 Reinsurance Treaty Program
 - 6. Approval of P-HR-12 Mental Health Program in the Workplace
 - 7. Confirmation/Hiring of Officers
 - 8. Accreditation of BPI/MS with the Supreme Court

The items "For Information" of the agenda repeats every quarter in 2022.

The frequency of review of business objectives and strategy is quarterly.

REFERENCE: [CORPORATE GOVERNANCE MANUAL \(SECTION V. DUTIES AND RESPONSIBILITIES OF THE BOARD PAGES 11- 12\)](#)

RECOMMENDATION 2.3			
Board is headed by a competent and qualified Chairperson	COMPLIANT	REFERENCE: 2022 ANNUAL REPORT (BOARD PROFILES, JOSE TEODORO K. LIMCAOCO PAGE 32)	
RECOMMENDATION 2.4			
1. Board ensures and adopts an effective succession planning program for directors, key officers and management.	COMPLIANT	REFERENCE: P-HR-09 SUCCESSION PLANNING POLICY	
2. Board adopts a policy on the retirement for directors and key officers.	COMPLIANT	REFERENCE: CORPORATE GOVERNANCE MANUAL (SECTION VI.D. RETIREMENT POLICY FOR DIRECTORS AND OFFICERS, PAGES 14-15)	
RECOMMENDATION 2.5			
1. Board formulates and adopts a policy specifying the relationship between remuneration and performance of key officers and board members.	COMPLIANT	REFERENCE: CORPORATE GOVERNANCE MANUAL (SECTION VI .C. REMUNERATION POLICY FOR DIRECTORS AND OFFICERS PAGES 13-14)	
2. Board aligns the remuneration of key officers and board members with long term interests of the company	COMPLIANT	REFERENCE: CORPORATE GOVERNANCE MANUAL (SECTION VIII .C.6. DUTIES AND RESPONSIBILITIES OF PERSONNEL COMPENSATION COMMITTEE PAGES 17-18)	
3. Directors do not participate in discussions or deliberations involving his/her own remuneration.	COMPLIANT		
RECOMMENDATION 2.6			
1. Board has a formal and transparent board nomination and election policy.	COMPLIANT	REFERENCE: NOMINATION COMMITTEE CHARTER	
2. Board nomination and election policy is disclosed in the company's Manual on Corporate Governance.	COMPLIANT	REFERENCE: CORPORATE GOVERNANCE MANUAL	
3. Board nomination and election policy includes how the company accepts nominations from minority shareholders.	COMPLIANT	The information on the company's nomination and election policy and process and its implementation, including the criteria used in selecting new directors, how the shortlisted candidates and how it encourages nominations from shareholders are indicated in the Nomination Committee Charter	
4. Board nomination and election policy includes how the board reviews nominated candidates.	COMPLIANT		
5. Board nomination and election policy includes an assessment of the effectiveness of the Board's processes in the nomination, election or replacement of a director.	COMPLIANT	On annual basis, the committee conducts an evaluation using the below template:	

6. Board has a process for identifying the quality of directors that is aligned with the strategic direction of the company.

COMPLIANT

RECOMMENDATION 2.7

1. Board has overall responsibility in ensuring that there is a group-wide policy and system governing related party transactions (RPTs) and other unusual or infrequently occurring transactions.

COMPLIANT

REFERENCE: [RELATED PARTY TRANSACTION POLICY](#)
 REFERENCE: [2022 ANNUAL REPORT \(RELATED PARTY TRANSACTIONS, PAGES 28- 29\)](#)

2. RPT policy includes appropriate review and approval of material RPTs, which guarantee fairness and transparency of the transactions.

COMPLIANT

REFERENCE: [2022 AUDITED FINANCIAL STATEMENT \(20. RELATED PARTY TRANSACTIONS, AND BALANCES PAGES 20 – 23\)](#)

3. RPT policy encompasses all entities within the group, taking into account their size, structure, risk profile and complexity of operations.

COMPLIANT

RECOMMENDATION 2.8

<p>1. Board is primarily responsible for approving the selection of Management led by the Chief Executive Officer (CEO) and the heads of the other control functions (Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive).</p>	<p>COMPLIANT</p>	<p>REFERENCE:</p> <ul style="list-style-type: none"> • BOARD OF DIRECTOR CHARTER • CORPORATE GOVERNANCE MANUAL <p>The Management team appointed are as follows:</p> <p>President and CEO: Ichiro Iwabuchi</p> <p>Business Directors: Hiroaki Matsubara (Chief Operating Officer) Merlina P. Mendoza (Finance) Anna Christina P. Gomez (Claims)</p> <p>Directors: Nestor Maurice C. Dantes, Jr. (HR and Admin.) Yusuke Takamura (Corporate Sales) Danielle Maria Sales-Tort (Compliance & Legal/Compliance Officer) Jose Augurio N. De Vera (Underwriting) Florence Mary L. Macasaet (Planning) Luis Victor T. Herrera (Retail Sales)</p>	
<p>2. Board is primarily responsible for assessing the performance of Management led by the Chief Executive Officer (CEO) and the heads of the other control functions (Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive).</p>		<p>REFERENCE: BOARD OF DIRECTORS CHARTER (SECTION 4: RESPONSIBILITIES OF THE BOARD; 1.G PAGE 3)</p> <p>The frequency of the assessment of performance is annual.</p> <p>The CEO, CRO, CCO and CAE assessments were done in December 2022</p>	

RECOMMENDATION 2.9			
1. Board establishes an effective performance management framework that ensures that Management, including the Chief Executive Officer performance is at par with the standards set by the Board and Senior Management.	COMPLIANT	Reference: <ul style="list-style-type: none"> Board of Directors Charter (Section 4: Responsibilities of The Board; 1.g and h, Page 3) PERSONNEL AND COMPENSATION COMMITTEE CHARTER 	
2. Board establishes an effective performance management framework that ensures that personnel's performance is at par with the standards set by the Board and Senior Management.	COMPLIANT		
RECOMMENDATION 2.10			
1. Board oversees that an appropriate internal control system is in place.	COMPLIANT	REFERENCE: BOARD OF DIRECTORS CHARTER (SECTION 4: RESPONSIBILITIES OF THE BOARD; 1.I, PAGE 4)	
2. The internal control system includes a mechanism for monitoring and managing potential conflict of interest of the Management, members and shareholders.	COMPLIANT		
3. Board approves the Internal Audit Charter.	COMPLIANT	REFERENCE: INTERNAL AUDIT CHARTER The Internal Audit Charter was last approved/noted by the BPI Audit Committee on December 15, 2021, and presented to the BPI MS Audit Committee for notation on March 3, 2022.	
RECOMMENDATION 2.11			
1. Board oversees that the company has in place a sound enterprise risk management (ERM) framework to effectively identify, monitor, assess and manage key business risks.	COMPLIANT	REFERENCE: <ul style="list-style-type: none"> BOARD OF DIRECTORS CHARTER (SECTION 4: RESPONSIBILITIES OF THE BOARD; 1.J, PAGE 4) RISK MANAGEMENT COMMITTEE CHARTER 	
2. The risk management framework guides the Board in identifying units/business lines and enterprise-level risk exposures, as well as the effectiveness of risk management strategies.	COMPLIANT		

RECOMMENDATION 2.12			
1. Board has a Board Charter that formalizes and clearly states its roles, responsibilities and accountabilities in carrying out its fiduciary duties.	COMPLIANT	REFERENCE: BOARD OF DIRECTORS CHARTER (SECTION 4: RESPONSIBILITIES OF THE BOARD PAGES 3 -4)	
2. Board Charter serves as a guide to the directors in the performance of their functions.	COMPLIANT	The Board of Directors Charter is posted in the BPI MS website	
3. Board Charter is publicly available and posted on the company's website.	COMPLIANT		

Principle 3: Board committees should be set up to the extent possible to support the effective performance of the Board's functions, particularly with respect to audit, risk management, related party transactions, and other key corporate governance concerns, such as nomination and remuneration. The composition, functions and responsibilities of all committees established should be contained in a publicly available Committee Charter.

RECOMMENDATION 3.1			
1. Board establishes board committees that focus on specific board functions to aid in the optimal performance of its roles and responsibilities	COMPLIANT	REFERENCE: <ul style="list-style-type: none"> • BOARD OF DIRECTORS CHARTER (SECTION 9, PAGE 8) • 2022 ANNUAL REPORT: BOARD AND COMMITTEE MEETINGS PAGES 20 - 23 	

RECOMMENDATION 3.2			
1. Board establishes an Audit Committee to enhance its oversight capability over the company's financial reporting, internal control system, internal and external audit processes, and compliance with applicable laws and regulations.	COMPLIANT	REFERENCE: <ul style="list-style-type: none"> • CORPORATE GOVERNANCE MANUAL (SECTION VIII. BOARD COMMITTEES, D. AUDIT COMMITTEE PAGE 18-22). • AUDIT COMMITTEE CHARTER (SECTION 5.3 EXTERNAL AUDIT, PAGE 5) <p>a. <i>Ensure that a BSP/SEC accredited external auditor had been appointed by the BPI Board of Directors and Stockholders for the purpose of preparing or issuing an audit report or related work. External auditor shall be selected from the List of Selected External Auditors for BSFIs under the Bank's category. Assess the external auditor's</i></p>	

		<p><i>effectiveness, integrity, independence, and objectivity ensuring that key partners and quality control partners of the audit firm are rotated in accordance with the relevant provisions of the Code of Ethics for Professional Accountants in the Philippines as adopted by the Philippine Board of Accountancy and remove the external auditors if circumstances warrant. The Committee shall oversee the resolution of disagreements between management and the external auditors in the event that they arise.</i></p>	
<p>2. Audit Committee is composed of at least three appropriately qualified non-executive directors, the majority of whom, including the Chairman is independent.</p>	<p>COMPLIANT</p>	<p>REFERENCE: AUDIT COMMITTEE CHARTER (SECTION 2 COMMITTEE MEMBERSHIP, PAGE 3)</p> <p><i>Section 2 - Committee Membership The Audit Committee shall be composed of at least three (3) members of the Board, who shall all be nonexecutive directors, majority of shall be independent directors, including the chairman, preferably with accounting, auditing or related financial management expertise or experience. The Chairman of the Audit Committee shall not be the chairman of the Board or of any other committees. The Chief Executive Officer, Chief Financial Officer and/or Treasurer, or officers holding equivalent positions shall not be appointed as members of the Audit Committee.</i></p> <p>REFERENCE: 2022 ANNUAL REPORT (BOARD PROFILES, PAGES 32 - 37)</p> <p>The Audit Committee is composed of:</p> <p>Jesse O. Ang (Lead Independent Director) Chairman Rodolfo M. Bausa (Independent Director) Member David G. Sarmiento, Jr. (Independent Director) Member Tetsuya Adachi (Non-Executive Director) Member</p> <p>Director Ang is not a Chairman of the Board or of any other committees.</p>	

3. All members of the committee have relevant background, knowledge, skills, and/or experience in the areas of accounting, auditing and finance.	COMPLIANT	REFERENCE: 2022 ANNUAL REPORT (BOARD PROFILES, PAGES 32 - 37)	
4. The Chairman of the Audit Committee is not the Chairman of the Board or of any other committee.	COMPLIANT	REFERENCE: 2022 ANNUAL REPORT (BOARD PROFILES, PAGES 32 - 37) The Chairman of the Audit Committee, Mr. Jesse O. Ang (Lead Independent Director) is not a Chairman of any other committee.	
RECOMMENDATION 3.3			
1. Board establishes a Corporate Governance Committee tasked to assist the Board in the performance of its corporate governance responsibilities, including the functions that were formerly assigned to a Nomination and Remuneration Committee.	COMPLIANT	Reference: Corporate Governance Committee CHARTER, SECTION 1 PURPOSE, PAGE 1, SECTION 5 DUTIES AND RESPONSIBILITIES OF THE COMMITTEE, PAGES 1-2) Section 1 – Purpose PHILOSOPHY AND PURPOSE <i>The Corporate Governance Committee is the Committee tasked to assist the Board of Directors in fulfilling its corporate governance responsibilities</i> <i>Section 5 – Duties and Responsibilities of the Committee</i> 8. <i>Oversight on the design and operation of the remuneration and other incentives policy is delegated by the Board of Directors to the Personnel and Compensation Committee. If called upon by the Personnel and Compensation Committee, the Corporate Governance Committee may make recommendations on matters relating to succession planning and remuneration for the Chief Executive Officer and other senior officers.</i> 9. <i>Oversight on the nomination process for members of the Board of Directors and for positions appointed by the Board of Directors has</i>	

		<p><i>been delegated by the BPI MS Board to the Nomination Committee. The Corporate Governance Committee may make recommendations to the Nomination Committee on the review and evaluation of qualifications of all persons nominated to the Board, the assignment of directors to board committees, board succession planning and positions requiring appointment by the Board of Directors.</i></p>	
<p>2. Corporate Governance Committee is composed of at least three members, majority of whom should be independent directors.</p>	COMPLIANT	<p>REFERENCE: CORPORATE GOVERNANCE COMMITTEE CHARTER SECTION 2 – COMMITTEE MEMBERSHIP, PAGE 1)</p> <p>Section 2 – Committee Membership</p> <p><i>The Committee shall consist of at least three (3) members of the Board of Directors, who shall all be Non-Executive Directors, majority of whom shall be independent directors, including the chairperson</i></p> <p>REFERENCE: 2022 ANNUAL REPORT (BOARD PROFILES, PAGES 32 - 37)</p> <p>The Corporate Governance Committee members are all independent directors: Chairman: Rodolfo M. Bausa (Independent Director) Members: Jesse O. Ang (Independent Director) David G. Sarmiento (Independent Director)</p>	
<p>3. Chairman of the Corporate Governance Committee is an independent director.</p>	COMPLIANT	<p>REFERENCE: 2022 ANNUAL REPORT: BOARD AND COMMITTEE MEETINGS (PAGE 20 - 23)</p> <p>REFERENCE: 2022 ANNUAL REPORT (BOARD PROFILES, PAGES 32 - 37)</p> <p>The Chairman of the Corporate Governance Committee is Atty. Rodolfo M. Bausa, an Independent Director</p>	

RECOMMENDATION 3.4

<p>1. Board establishes a separate Board Risk Oversight Committee (BROC) that should be responsible for the oversight of a company's Enterprise Risk Management system to ensure its functionality and effectiveness.</p>	<p>COMPLIANT</p>	<p>REFERENCE: CORPORATE GOVERNANCE MANUAL (SECTION IX RISK MANAGEMENT, PAGE 26)</p> <p>IX. RISK MANAGEMENT</p> <p><i>The BPI/MS Risk Management Committee (RMC) shall oversee and manage BPI/MS' exposures to risks. The committee shall nurture a culture of risk across the entity and shall implement and oversee the enterprise risk management program to assist the Board in fulfilling its corporate governance responsibilities relating to the management of risks.</i></p> <p>REFERENCE: RISK MANAGEMENT COMMITTEE CHARTER</p>	
<p>2. BROC is composed of at least three members, the majority of whom should be independent directors, including the Chairman.</p>	<p>COMPLIANT</p>	<p>REFERENCE: 2022 ANNUAL REPORT: BOARD AND COMMITTEE MEETINGS (PAGE 20 - 23)</p> <p>REFERENCE: 2022 ANNUAL REPORT (BOARD PROFILES, PAGES 32 - 37)</p> <p>The Risk Management Committee is composed of 3 Independent Directors and 1 non-executive director namely:</p> <p>Chairman: David G. Sarmiento, Jr. (Independent Director) Members: Rodolfo M. Bausa (Independent Director) Jesse O. Ang (Independent Director) Tetsuya Adachi (Non-Executive Director)</p>	
<p>3. The Chairman of the BROC is not the Chairman of the Board or any of other committee.</p>	<p>COMPLIANT</p>	<p>REFERENCE: 2022 ANNUAL REPORT: BOARD AND COMMITTEE MEETINGS (PAGE 20 - 23)</p> <p>REFERENCE: 2022 ANNUAL REPORT (BOARD PROFILES, PAGES 32 - 37)</p> <p>The Chairman of the Risk Management Committee is Mr. David G. Sarmiento, Jr. He is neither the Chairman of the Board nor a Chairman of any other Committee.</p>	

4. At least one member of the BROC has relevant thorough knowledge and experience on risk and risk management.	COMPLIANT	Messrs. David G. Sarmiento, Jr., Jesse O. Ang, Tetsuya Adachi and Rodolfo M. Bausa attended the BPI MS Enterprise Risk Management Training conducted by Mr. William Song, Chief Risk Officer, Executive Vice President of MSI Singapore on September 13, 2022	
RECOMMENDATION 3.5			
1. The Board establishes a Related Party Transaction (RPT) Committee, which is tasked with reviewing all material related party transactions of the company	COMPLIANT	<p>REFERENCE:</p> <ul style="list-style-type: none"> ▪ RELATED PARTY TRANSACTION COMMITTEE CHARTER ▪ CORPORATE GOVERNANCE MANUAL (SECTION VIII BOARD COMMITTEES, E. RELATED PARTY TRANSACTION COMMITTEE, PAGE 22) 	
2. RPT Committee is composed of at least three non-executive directors, majority of whom should be independent, including the Chairman.	COMPLIANT	<p>REFERENCE:</p> <ul style="list-style-type: none"> • RELATED PARTY TRANSACTION COMMITTEE CHARTER (SECTION IV. MEMBERSHIP, PAGE 6) • 2022 ANNUAL REPORT (BOARD AND COMMITTEE MEETINGS PAGES 20 - 23) <p>The Committee is composed of 3 members; all are Independent Directors (ID).</p> <p>Chairman: Rodolfo M. Bausa (Independent Director) Members: Jesse O. Ang (Independent Director) David G. Sarmiento, Jr. (Independent Director)</p>	

RECOMMENDATION 3.6			
1. All established committees have Committee Charters stating in plain terms their respective purposes, memberships, structures, operations, reporting process, resources and other relevant information	COMPLIANT	REFERENCE: BPI MS WEBSITE	
2. Committee Charters provide standards for evaluating the performance of the Committees.	COMPLIANT	<p>The following Committee Charters are posted in the BPI MS website</p> <ul style="list-style-type: none"> • AUDIT COMMITTEE CHARTER • RISK MANAGEMENT COMMITTEE CHARTER • RELATED PARTY TRANSACTION COMMITTEE CHARTER • CORPORATE GOVERNANCE COMMITTEE CHARTER • NOMINATION COMMITTEE CHARTER • PERSONNEL AND COMPENSATION COMMITTEE CHARTER 	
3. Committee Charters were fully disclosed on the company's website.	COMPLIANT		
<p>Principle 4: To show full commitment to the company, the directors should devote the time and attention necessary to properly and effectively perform their duties and responsibilities, including sufficient time to be familiar with the corporation's business.</p>			
RECOMMENDATION 4.1			
1. The Directors attend and actively participate in all meetings of the Board, Committees and shareholders in person or through tele/videoconferencing conducted in accordance with the rules and regulations of the Commission.	COMPLIANT	REFERENCE: <ul style="list-style-type: none"> • CERTIFICATE OF ATTENDANCE SUBMITTED TO AND RECEIVED BY SECURITIES AND EXCHANGE COMMISSION FOR 2022 • 2022 ANNUAL REPORT (BOARD AND COMMITTEE MEETINGS PAGES 20 - 23) 	
2. The directors review meeting materials for all Board and Committee meetings.	COMPLIANT	REFERENCE: 2022 ANNUAL REPORT (BOARD AND COMMITTEE MEETINGS PAGE 21) <p><i>"The Board materials are endeavored to be made available to the directors at least five (5) business days prior to the scheduled meeting."</i></p>	

<p>3. The directors ask the necessary questions or seek clarifications and explanations during the Board and Committee meetings.</p>	<p>COMPLIANT</p>	<p>As a matter of process, the Chairman always inquires if there are any clarifications or questions by the Board members and stockholders. Excerpt from the June 02, 2022 Minutes of the Board of Directors Meeting:</p> <p>The President& CEO, Mr. Ichiro Iwabuchi, gave a presentation to the Stockholders on the financial performance of BPI/MS-IC for the year 2021.</p> <p>Thereafter, the Chairman inquired from the Stockholders if there are questions or points of clarification on the President’s Report and the Audited Financial Statements of BPI/MS-IC for the year 2021. There being none, on motion duly made and seconded, the stockholders approved the following resolution:</p> <div data-bbox="947 475 1539 657" style="border: 1px solid black; padding: 5px;"> <p style="text-align: center;">BPI/MS-IC Board Minutes – 02 June 2022 page 7</p> <hr style="border: 0.5px dashed black;"/> <p style="text-align: center;">After further discussions/clarifications with Management, the Board took note of the report as presented by Mr. Iwabuchi.</p> <p style="text-align: center;">2. <u>2021 Annual Report</u></p> <p style="text-align: center;">Management then reported on the highlights of the 2021 Annual Report.</p> </div>	
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RECOMMENDATION 4.2

<p>1. Non-executive directors concurrently serve as directors to a maximum of five (5) Insurance Commission Regulated Entities (ICREs) and publicly-listed companies to ensure that they have sufficient time to fully prepare for meetings, challenge Management’s proposals/views, and oversee the long-term strategy of the company.</p>	<p>COMPLIANT</p>	<p>REFERENCE: CORPORATE GOVERNANCE MANUAL (SECTION III. POLICY ON MULTIPLE BOARD SEATS, PAGES 10-11)</p> <p>III. POLICY ON MULTIPLE BOARD SEATS</p> <p>A. <i>A director shall exercise due discretion in accepting and holding directorships outside of BPI/MS. A director may hold any number of directorships outside of BPI/MS provided that, in the director's opinion, these other positions do not detract from the director's capacity to diligently perform his duties as a director of BPI/MS;</i></p> <p>B. <i>Any limitations in the number of directorship outside of BPI/MS shall not include directorships in BPI/MS's subsidiaries, affiliates, parent company, and affiliates and subsidiaries of the parent company;</i></p> <p>C. <i>The CEO and other executive directors shall submit themselves to a low indicative limit</i></p>	
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		<p><i>(four or lower) on membership in other corporate boards. The same low limit also applies to independent non-executive directors who serve as full-time executives in other corporations. There can be a higher indicative limit (five or lower) for other directors who hold non-executive position in any corporation. In any case, the capacity of directors to serve with diligence shall not be compromised.</i></p> <p>D. <i>The directors notify the company's board where he/she is an incumbent director before accepting a directorship in another company</i></p>	
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RECOMMENDATION 4.3

1. The directors notify the company's board where he/she is an incumbent director before accepting a directorship in another company.	NOT APPLICABLE	<p>REFERENCE: CORPORATE GOVERNANCE MANUAL (SECTION III. D. POLICY ON MULTIPLE BOARD SEATS, PAGE 11)</p> <p>III. POLICY ON MULTIPLE BOARD SEATS</p> <p>D. <i>The directors notify the company's board where he/she is an incumbent director before accepting a directorship in another company,</i></p>	
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Principle 5: The board should endeavor to exercise an objective and independent judgment on all corporate affairs.

RECOMMENDATION 5.1

1. The Board is composed of at least twenty percent (20%) independent directors.	COMPLIANT	<p>REFERENCE: CORPORATE GOVERNANCE MANUAL (SECTION II. GOVERNANCE STRUCTURE, B. COMPOSITION, PAGE 3)</p> <p>B. Composition</p> <p><i>The Board of Directors shall have ten (10) members who shall be elected by the BPI/MS stockholders entitled to vote at the annual meeting, and shall hold office for one (1) year and until their successors are elected and qualified in accordance with the By-Laws of the corporation.</i></p>	
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		<p><i>As a corporation supervised by Insurance Commission (IC), BPI/MS shall conform to the legal requirement to have at least two (2) independent directors. The independent directors shall be identified in the annual report.</i></p> <p>REFERENCE:</p> <ul style="list-style-type: none"> • 2022 ANNUAL REPORT (BOARD INDEPENDENCE AND DIVERSITY, PAGE 17) <p>The Board is composed of 10 members, 3 or 30% are Independent Directors, namely:</p> <ol style="list-style-type: none"> 1. Rodolfo M. Bausa 2. Jesse O. Ang 3. David G. Sarmiento Jr. 	
RECOMMENDATION 5.2			
<ol style="list-style-type: none"> 1. The independent directors possess all the necessary qualifications and none of the disqualifications to hold the position. 	COMPLIANT	<p>REFERENCE: 2022 ANNUAL REPORT (BOARD PROFILES, PAGES 32 - 37)</p> <p>REFERENCE: CORPORATE GOVERNANCE MANUAL (SECTION II GOVERNANCE STRUCTURE, E. INDEPENDENT DIRECTORS, PAGE 6, 3. QUALIFICATIONS AND DISQUALIFICATIONS OF INDEPENDENT DIRECTOR, PAGES 7-8)</p> <p>a. <i>An independent director shall have the following qualifications:</i></p> <ol style="list-style-type: none"> 1) <i>An independent director shall be at least a college graduate or shall have been engaged or exposed to the business for at least five (5) years;</i> 2) <i>He or she shall possess integrity, probity, and independence;</i> 3) <i>An independent director shall be one who is or was not a regular director, officer or employee of the corporation, its subsidiaries or affiliates or</i> 	

		<p><i>related interests for at least three (3) years immediately preceding his term or incumbency;</i></p> <p>4) <i>He or she is not or was not a regular director, officer or employee of the corporation's substantial stockholders and their related companies during the past three (3) years counted from the date of his/her election/appointment;</i></p> <p>5) <i>He or she is not related within the fourth degree of consanguinity or affinity, legitimate or common-law of any director, officer or stockholder holding shares of stock sufficient to elect one (1) seat in the board of the company or any of its related companies or of any of its substantial stockholders;</i></p> <p>6) <i>He or she is not an owner of more than two percent (2%) of the outstanding shares or a stockholder with shares of stock sufficient to elect one (1) seat in the board of directors of the company, any of its related companies, or any of its majority shareholder;</i></p> <p>7) <i>He or she is not acting as nominee or representative of any director or substantial shareholder of the company, any of its related companies, or any of its substantial shareholders; and</i></p> <p>8) <i>He or she is not or was not retained as professional adviser, auditor, consultant, agent or counsel of the company, any of its related companies or any of its substantial shareholders, either in his personal capacity or through his/her firm during the past three (3) years counted from the date of his election/appointment.</i></p> <p>9) <i>He or she is not a securities broker-dealer of listed companies and registered issuers of securities. "Securities broker-dealer" refers to any person holding any office of trust and responsibility in a broker-dealer firm, which includes among others, a director, officer, principal stockholder, nominee</i></p>	
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of the firm to the Exchange, an associated person or salesman, and an authorized clerk of the broker or dealer;

- 10) He or she is independent of management and free from any business or other relationships with the institution or any of its major stockholders which could materially interfere with the exercise of his judgment, i.e., has not engaged and does not engage in any transaction with the institution, or any of its related companies or any of its substantial shareholders, whether by himself or with other persons or through a firm of which he is a partner director or a shareholder, other than transactions which are conducted at arm's length and could not materially interfere with or influence the exercise of his judgment;*
- 11) He or she was not appointed in the company, its subsidiaries, affiliates or related companies as Chairman "Emeritus", "Ex-Officio", Regular Directors, Officers or Members of any Advisory Board, or otherwise appointed in a capacity to assist the board of directors, in the performance of its duties and responsibilities during the past three (3) years counted from the date of his/her election/appointment.*
- 12) He or she is not affiliated with any non-profit organization that receives significant funding from the company or any of its related companies or substantial shareholders; and*
- 13) He or she is not employed as an executive officer of another company where any of the company's executives serve as regular directors.*

		<p><i>b. No person enumerated under Disqualification for Directors of this Corporate Governance Manual (Disqualifications for Directors) shall qualify as an independent director. He shall likewise be disqualified during his tenure under the following instances or causes:</i></p> <ol style="list-style-type: none"> <i>1) He becomes an officer or employee of BPI/MS where he is such member of the board of directors/trustees or becomes any of the persons enumerated under Disqualification for Directors of this Corporate Governance Manual;</i> <i>2) His beneficial security ownership exceeds two percent (2%) of the outstanding capital stock of BPI/MS where he is such a director, and;</i> <i>3) Such other disqualifications which this Manual of Governance provides.</i> <p>REFERENCE: 2022 ANNUAL REPORT (BOARD PROFILES, PAGES 32 - 37)</p>	
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RECOMMENDATION 5.3

<p>1. The independent directors serve for a maximum cumulative term of nine years.</p> <p>As far as Insurance Companies are concerned, the foregoing term limit shall be reckoned from 02 January 2015 while the reckoning date for the Pre-need Companies and Health Maintenance Organizations shall be from 21 September 2016.</p> <p>For other covered entities, all previous terms served by existing Independent Directors prior to the effectivity of this Circular shall not be included in the application of the term limit prescribed in this item.</p>	<p>COMPLIANT</p>	<p>REFERENCE: 2022 ANNUAL REPORT (BOARD PROFILES, PAGES 32 - 37)</p> <p>Below are the BPI MS Independent Directors (IDs) and the date they assumed the position:</p> <ol style="list-style-type: none"> 1. Rodolfo M. Bausa – from January 2015 the term will end in January 2024 2. Jesse O. Ang – June 2019-2028 3. David G. Sarmiento, Jr. – June 2022-2031 	
<p>2. The company bars an independent director from serving in such capacity after the term limit of nine years.</p>	<p>COMPLIANT</p>	<p>REFERENCE: CORPORATE GOVERNANCE MANUAL (SECTION II GOVERNANCE STRUCTURE, E. INDEPENDENT DIRECTORS, PAGE 6. 3. QUALIFICATIONS AND DISQUALIFICATIONS OF INDEPENDENT DIRECTOR, C. TERM LIMITS OF INDEPENDENT DIRECTOR, PAGE 9)</p> <p><i>c. Term Limits of Independent Director:</i></p> <ol style="list-style-type: none"> 1) <i>An Independent Director shall serve for a maximum cumulative term of nine (9) years.</i> 2) <i>An Independent Director who served the maximum period shall be perpetually barred from any re-election in the company but may continue therein as a non-independent director.</i> 3) <i>However, if the company desires to continue the services of an Independent Director who had already served his/her maximum term limit, said Independent Director, as an exception, may still continue to act as such provided that the company submits to the Insurance Commission a formal written justification and must, in addition thereto, acquire the majority of the shareholders' approval during the annual meeting.</i> 	

For current IDs, commencement date shall be counted from January 2, 2015, per Insurance Circular 49-2014.

3. In the instance that the company retains an independent director in the same capacity after nine years, the board submits to the Insurance Commission a formal written justification and seek shareholders' approval during the annual shareholders' meeting.

NOT APPLICABLE

To date, no Independent Director has been retained in the same capacity after servicing the term limit provided for by IC regulations.

RECOMMENDATION 5.4

1. The positions of Chairman of the Board and Chief Executive Officer are held by separate individuals.

COMPLIANT

REFERENCE: [2022 GENERAL INFORMATION SHEET](#)

The Chairman of the Board is Mr. Jose Teodoro K. Limcaoco while the President and CEO is Mr. Ichirou Iwabuchi.

AMENDED GENERAL INFORMATION SHEET (GIS)									
STOCK CORPORATION									
PLEASE PRINT LEGIBLY									
CORPORATE NAME: BPI/MS INSURANCE CORPORATION									
DIRECTORS / OFFICERS (As of 13 September 2022)									
NAME/CURRENT RESIDENTIAL ADDRESS	NATIONALITY	INCR	BOARD	GENDER	STOCK HOLDER	OFFICER	EXEC. COMM.	TAX IDENTIFICATION NUMBER	
1. JOSE TEODORO K. LIMCAOCO 24 Juno Street, Bel-Air, Makati City	Filipino	N	C	M	Y	Chairman	N/C	135-554-880	
1. ICHIRO IWABUCHI Raffles Residences Makati, 1 Raffles Drive, Makati Avenue, Makati City 1224	Japanese	N	M	M	Y	President & CEO	N/M	To Follow	

2. The Chairman of the Board and Chief Executive Officer have clearly defined responsibilities.

COMPLIANT

REFERENCE: [CORPORATE GOVERNANCE MANUAL \(SECTION XI. EXECUTIVE OFFICERS OF BPI/MS A. CHAIRMAN OF THE BOARD, B. PRESIDENT/CEO, PAGES 27-28\)](#)

A. CHAIRMAN OF THE BOARD

The Chairman of the Board shall, when present, preside at all meetings of the Board and shall render advice and counsel to the President. He shall:

- 1. *Ensure that the meetings of the Board are held in accordance with the By-Laws of the Company or as the Chairman may deem necessary;*

2. *Supervise the preparation of the agenda of the meeting in coordination with the Corporate Secretary, taking into consideration the suggestions of the CEO, Management and the directors;*
3. *Maintain qualitative and timely lines of communication and information between the Board and Management;*
4. *Exercise control over quality, quantity and timeliness of the flow of information between Management and the Board; and*
5. *Assist in ensuring compliance with the Company's guidelines on corporate governance.*

The Chairman shall have such other responsibilities as the Board of Directors may impose upon him.

B. PRESIDENT/CEO


Minimum internal control mechanisms for management's operational responsibility shall center on the President/CEO, being ultimately accountable for the Corporation's organizational and procedural controls. In addition to the duties imposed on the President/CEO by the Board of directors, the President shall:

1. *Have general supervision of the business, affairs, and property of the Corporation, and over its employees and officers;*
2. *See that all orders and resolutions of the Board of Directors are carried into effect;*
3. *Submit to the Board as soon as possible after the close of each fiscal year, and to the stockholders at the annual meeting, a complete report of the operations of BPI/MS for the preceding year, and the state of its affairs;*

		<p>4. Report to the Board from time to time all matters within its knowledge which the interest of BPI/MS may require to be brought to their notice.</p> <p>The President/ CEO shall have such other responsibilities as the Board of Directors may impose upon him.</p>	
RECOMMENDATION 5.5			
1. If the Chairman of the Board is not an independent director or where the roles of Chairman and CEO are being held by one person, the Board should designate a lead director among the independent directors.	COMPLIANT	<p>The Chairman of the Board is not an Independent Director.</p> <p>Mr. Jesse O. Ang, was designated as Lead Independent Director on March 02, 2021.</p>	
RECOMMENDATION 5.6			
1. Directors with material interest in a transaction affecting the corporation should abstain from taking part in the deliberation for the same.	NOT APPLICABLE	None for 2022.	
RECOMMENDATION 5.7			
1. The non-executive directors (NEDs) have separate periodic meetings with the external auditor and heads of the internal audit, compliance and risk functions, without any executive directors present to ensure that proper checks and balances are in place within the corporation.	COMPLIANT	<p>In the recent NED meeting held on December 6, 2022 chaired by the Lead Independent Director, Mr. Jesse O. Ang it was noted that all control groups are able to hold periodic meetings with the Board of Directors, and all necessary findings are tabled and discussed. Prior to the NED meeting, the Risk Management, Compliance and Legal and the Internal Audit reports covering Q4 2022 were discussed in the respective committee meetings held on the same day During the NED meeting the Internal Audit, Risk and Compliance teams were on standby in case there were any additional questions raised by the NEDs.</p>	
2. The meetings are chaired by the lead independent director.	COMPLIANT		The NED was held on December 06, 2022.

Principle 6: The best measure of the Board's effectiveness through an assessment process, The Boards regularly carry out evaluations to appraise its performance as a body, and assess whether it possesses the right mix of backgrounds and competencies

RECOMMENDATION 6.1

1. The Board conducts an annual assessment of its performance as a whole.	COMPLIANT	<p>The 2022 Annual Assessments were done via MS Forms on December 26, 2022 and reported to the Board and respective committees on March 02, 2023.</p> <div style="text-align: center;">  <p>emorandum</p> <p>To: THE BOARD OF DIRECTORS</p> <p>From: ICHIRO IWABUCHI PRESIDENT & CEO</p> <p>Date: February 14, 2023</p> <p>Subject: 2022 SELF-ASSESSMENTS OF THE BOARD OF DIRECTORS</p> <hr/> <p><small>Please find below the summary of the 2022 BOARD OF DIRECTORS SELF-ASSESSMENTS. The Board self-assessment forms were disseminated to the Board members via MS Forms on December 26, 2022. All 10 Board Members successfully completed the self-assessment.</small></p> </div>	
2. The performance of the Chairman is assessed annually by the Board.	COMPLIANT		
3. The performance of the individual member of the Board is assessed annually by the Board.	COMPLIANT		
4. The performance of each committee is assessed annually by the Board.	COMPLIANT		
5. Every three (3) years, the assessments are supported by an external facilitator.	NOT APPLICABLE		In 2022, the assessments are not yet due to be supported by an external auditor.

RECOMMENDATION 6.2

1. Board has in place a system that provides, at the minimum, criteria and process to determine the performance of the Board, individual directors and committees.	COMPLIANT	<p>The Board of Directors conducts an annual self-assessment exercise through a self-assessment questionnaire given to each director. The 2022 Assessments were distributed on December 26, 2022 through MS Forms. The objectives of the self-assessments are to:</p>	
2. The system allows for a feedback mechanism from the shareholders.	COMPLIANT	<ol style="list-style-type: none"> 1. Assess how well the board is meeting its responsibilities to all BPI MS stakeholders, and address factors that impact the Board's ability to effectively fulfill its fiduciary duties. 2. Define and gain an insightful and broad-based understanding of the Board's most critical governance success factors. 	

		<ol style="list-style-type: none"> 3. Validate and affirm the Board's appreciation of its roles and responsibilities in the context of the operations of BPI MS. 4. Shape and improve the future operations of the Board and clarify mutual director expectations in a non-threatening, collaborative manner. 5. Ascertain alignment on leadership fundamentals and issues. 6. Build trust, respect, and communication among Board members and senior management and work more effectively as a team. 7. Demonstrate to stakeholders, especially regulators, that accountability, transparency and integrity are organizational values of prime importance to BPI MS. 	
		<p>KEY ELEMENTS:</p> <ol style="list-style-type: none"> 1. The Board will conduct the self-assessment independent of management. 2. The self-assessment is designed to encourage open and constructive discussion in relation to performance. 3. The confidentiality of each individual performance assessment is to be maintained and responses will not be attributable. 4. Results of the self-assessment will be processed and summarized and communicated to the Board. 5. Proper disclosure of assessment process and overall performance results, as may be required by regulatory authorities, will be made to achieve both board credibility and stakeholders' understanding. 6. The Board will pro-actively act on any recommendations or suggestions that arise out of the evaluation process. 	

	<p>METHODOLOGY</p> <ol style="list-style-type: none"> 1. Widely-advocated, standard evaluation method of self-assessment and feedback review (typically referred to as a 360° Report) based on performance standards in four (4) levels: Individual Directors, Committees, CEO and the Board as a body. 2. Each level of self-assessment will also include open questions to provide opportunity for director's in-depth and more detailed comments. <p>The assessment criteria for the Board is based on the following broad leadership standards in each of the following levels: 1) Board Role; 2) Board Membership; 3) Procedure and Practice; 4) Committee Structure and effectiveness; 5) BOD and Management Relations.</p> <p>In December 2022, the self-assessment was conducted to assess the 2022 performance of the Board of Directors (as a body), as individual members, as members in their respective Committees, as well as the assessment of the President and CEO, Chief Risk Officer and Chief Compliance and Officer as well the assessment of the committees. The results of these evaluations are presented to the Board to develop recommendations and/or an action plan for the Board, where determined necessary or desirable, or to address issues raised as a result of such assessments, and monitor the progress of the Board in addressing issues identified in the assessment process.</p> <p>REFERENCE: 2022 ANNUAL REPORT: BOARD ANNUAL PERFORMANCE EVALUATION PAGE 20</p>	
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Principle 7: Members of the Board are duty-bound to apply high ethical standards, taking into account the interests of all stakeholders.

RECOMMENDATION 7.1

1. Board adopts a Code of Business Conduct and Ethics, which provides standards for professional and ethical behaviour, as well as articulate acceptable and unacceptable conduct and practices in internal and external dealings of the company.	COMPLIANT	REFERENCE: BPI MS CODE OF BUSINESS CONDUCT AND ETHICS	
2. The Code is properly disseminated to the Board, senior management and employees.	COMPLIANT	The Code is approved by the Board and disseminated to all employees through email broadcast. This is also accessible to all employees in the Company Database.	
3. The Code is disclosed and made available to the public through the company website.	COMPLIANT	The Code is in the BPI MS Website REFERENCE: BPI MS CODE OF BUSINESS CONDUCT AND ETHICS	

RECOMMENDATION 7.2

1. Board ensures the proper and efficient implementation and monitoring with the Code of Business Conduct and Ethics.	COMPLIANT	BPI MS reminds all employees, on a quarterly basis, regarding the Whistle Blowing Policy and the contact details and addresses to whom they can raise/report any wrongdoings or concerns. This is also disseminated to our business partners through training. Breaches are periodically reported to the Management and the Board in the HR and Compliance Reports.	
2. Board ensures the proper and efficient implementation and monitoring of compliance with company internal policies	COMPLIANT		

DISCLOSURE AND TRANSPARENCY

Principle 8: The company should establish corporate disclosure policies and procedures that are practical and in accordance with best practices and regulatory expectations.

RECOMMENDATION 8.1

1. Board establishes corporate disclosure policies and procedures to ensure a comprehensive, accurate, reliable and timely report to shareholders and other stakeholders that gives a fair and complete picture of a company's financial condition, results and business operations.	COMPLIANT	REFERENCE: BPI MS DISCLOSURE POLICY	
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RECOMMENDATION 8.3

1. Board fully discloses all relevant and material information on individual board members to evaluate their experience and qualifications, and assess any potential conflicts of interest that might affect their judgment,	COMPLIANT	REFERENCE: 2022 ANNUAL REPORT (BOARD PROFILES, PAGES 32 - 37) REFERENCE: 2022 GENERAL INFORMATION SHEET The share ownership in the company can be found in the GIS and individual Board member disclosures are done in accordance with IC Circular 2006-35.	
2. Board fully discloses all relevant and material information on key executives to evaluate their experience and qualifications and assess any potential conflicts of interest that might affect their judgment.	COMPLIANT	Hiring of Executives are presented to the Board for their approval. All Executives are required to accomplish the Bio-data patterned after the template provided under IC Circular 2006-35 which indicates all material information.	

RECOMMENDATION 8.4			
1. Company provides a clear disclosure of its policies and procedures for setting Board remuneration, including the level and mix of the same in the Annual Corporate Governance Report consistent with ASEAN Corporate Governance Scorecard (ACGS) and in the Revised Corporation Code.	COMPLIANT	<p>REFERENCE: CORPORATE GOVERNANCE MANUAL (SECTION VI.C REMUNERATION POLICY FOR DIRECTORS AND OFFICERS, PAGES 13 - 14)</p> <p>REFERENCE: 2022 ANNUAL REPORT: REMUNERATION PAGE 20</p>	
2. Company provides a clear disclosure of its policies and procedure for setting Executive remuneration, including the level and mix of the same in the Annual Corporate Governance Report consistent with ASEAN Corporate Governance Scorecard (ACGS) and in the Revised Corporation Code.	COMPLIANT		
3. Company discloses the remuneration on an individual basis, including termination and retirement provisions.	COMPLIANT	REFERENCE: CORPORATE GOVERNANCE MANUAL (SECTION VI.D RETIREMENT POLICY FOR DIRECTORS AND OFFICERS, PAGES 14-15)	
RECOMMENDATION 8.5			
1. Company discloses its policies governing Related Party Transactions (RPTs) and other unusual or infrequently occurring transactions.	COMPLIANT	<p>The director with conflict of interest is required to abstain from the board discussion and decision on the particular transaction he/ she has interest in. In 2022, there is no case of abstention. Below is the provisions under the RTP Policy:</p> <p>REFERENCE: BPI MS RELATED PARTY TRANSACTION POLICY (SECTION 8.7, PAGE 8)</p> <p><i>8.7 In case a member of the Management or RPT Committee has conflict of interest in a particular RPT, he/she should inhibit from the evaluation, endorsement and/or approval process of the particular RPT. In the event a member of the committee directly supervises the recommending unit of the RPT, he shall abstain from vetting the same.</i></p>	

2. Company discloses material or significant RPTs in the Annual Company Report or Annual Corporate Governance Report, reviewed and approved by the Board, and submitted for confirmation by majority vote of the stockholders' in the annual stockholders' meeting during the year.	COMPLIANT	REFERENCE: 2022 AUDITED FINANCIAL STATEMENT (20-23)	
RECOMMENDATION 8.7			
1. Company's corporate governance policies, programs and procedures are contained in its Manual on Corporate Governance (MCG).	COMPLIANT	REFERENCE: CORPORATE GOVERNANCE MANUAL The Corporate Governance Manual is posted in the BPI MS website	
2. Company' MCG is posted in its company website.	COMPLIANT		
Principle 9: The company should establish standards for the appropriate selection of an external auditor, and exercise effective oversight of the same to strengthen the external auditor's independence and enhance audit quality.			
RECOMMENDATION 9.1			
1. Audit Committee has a robust process for approving and recommending the appointment, reappointment, removal, and fees of the external auditors.	COMPLIANT	REFERENCE: Audit Committee Charter (Section 5.3 External Audit, Page 5) a. <i>Ensure that a BSP/SEC accredited external auditor had been appointed by the BPI Board of Directors and Stockholders for the purpose of preparing or issuing an audit report or related work. External auditor shall be selected from the List of Selected External Auditors for BSFIs under the Bank's category. Assess the external auditor's effectiveness, integrity, independence, and objectivity ensuring that key partners and quality control partners of the audit firm are rotated in accordance with the relevant provisions of the Code of Ethics for Professional Accountants in the Philippines as adopted by the Philippine Board of Accountancy and remove the external auditors if circumstances warrant.</i>	

		<i>The Committee shall oversee the resolution of disagreements between management and the external auditors in the event that they arise.</i>	
2. The appointment, reappointment removal, and fees of the external auditor is recommended by the Audit Committee, approved by the Board and ratified by the shareholders.	COMPLIANT	REFERENCE: AUDIT COMMITTEE CHARTER (SECTION 5.3 EXTERNAL AUDIT, PAGE 5) <i>c. Approve all audit and non-audit services, to be provided by the external auditor to BPI/MS and its subsidiaries. The Committee shall disallow any non-audit work that will conflict with his duties as an external auditor or may pose a threat to its independence. The non-audit work, if allowed, shall be disclosed in BPI/MS' annual report and Annual Corporate Governance report.</i>	
3. For removal of the external auditor, the reasons for removal or change are disclosed to the regulators and the public through the company website and required disclosures.	NOT APPLICABLE	No removal of external auditor done in 2022. Should the situation arise, proper disclosure will be done in accordance with the set rules.	
RECOMMENDATION 9.2			
1. Audit Committee Charter includes the Audit Committee's responsibility on: i. Assessing the integrity and independence of external auditors; ii. Exercising effective oversight to review and monitor the external auditor's independence and objectivity; and iii. exercising effective oversight to review and monitor the effectiveness of the audit process, taking into consideration relevant Philippine professional and regulatory requirements.	COMPLIANT	REFERENCE: AUDIT COMMITTEE CHARTER (SECTION 5.3 EXTERNAL AUDIT, PAGE 5) <i>5.3 External Audit a. Ensure that a BSP/SEC accredited external auditor had been appointed by the BPI Board of Directors and Stockholders for the purpose of preparing or issuing an audit report or related work. External auditor shall be selected from the List of Selected External Auditors for BSFIs under the Bank's category. Assess the external auditor's effectiveness, integrity, independence, and objectivity ensuring that key partners and quality control partners of the audit firm are rotated in accordance with the relevant provisions of the</i>	

		<p><i>Code of Ethics for Professional Accountants in the Philippines as adopted by the Philippine Board of Accountancy and remove the external auditors if circumstances warrant. The Committee shall oversee the resolution of disagreements between management and the external auditors in the event that they arise.</i></p> <p><i>b. Review with the internal auditor the scope of the proposed external audit for the current calendar year, considering the coordination of internal and external audit procedures to promote an effective use of resources and ensure a complete but non-redundant audit.</i></p>	
<p>2. Audit Committee Charter contains the Committee's responsibility on reviewing and monitoring the external auditor's suitability and effectiveness on an annual basis.</p>	<p>COMPLIANT</p>	<p><i>c. Approve all audit and non-audit services, to be provided by the external auditor to BPI/MS and its subsidiaries. The Committee shall disallow any non-audit work that will conflict with his duties as an external auditor or may pose a threat to its independence. The non-audit work, if allowed, shall be disclosed in BPI/MS' annual report and Annual Corporate Governance report.</i></p> <p><i>d. Ensure that in the selection of external auditor:</i></p> <p><i>(i) no external auditor may be engaged by BPI/MS if he/she or any member of his/her immediate family had or has committed to acquire any direct or material indirect financial interest in the company</i></p> <p><i>(ii) the external auditor and the members of the audit team do not have/shall not have outstanding loans or any credit accommodation with BPI/MS at the time of signing the engagement and during the engagement.</i></p> <p><i>e. Ensure that external auditors have free and full access to all BPI/MS' records, properties, and personnel to enable them to perform their functions.</i></p>	

RECOMMENDATION 9.3

<p>1. Company discloses the nature of non-audit services performed by its external auditor in the Annual Report to deal with the potential conflict of interest.</p>	<p>COMPLIANT</p>	<p>REFERENCE: AUDIT COMMITTEE CHARTER</p> <p>In 2022, there were no non-audit services performed by the external auditor</p>	
<p>2. Audit Committee stays alert for any potential conflict of interest situations, given the guidelines or policies on non-audit services, which could be reviewed as impairing the external auditor’s objectivity.</p>	<p>COMPLIANT</p>	<p>REFERENCE: AUDIT COMMITTEE CHARTER (SECTION 5.3 EXTERNAL AUDIT, PAGE 5)</p> <p><i>d. Ensure that in the selection of external auditor:</i></p> <p><i>(i) no external auditor may be engaged by BPI/MS if he/she or any member of his/her immediate family had or has committed to acquire any direct or material indirect financial interest in the company</i></p>	

Principle 10: The company should ensure that the material and reportable non-financial and sustainability issues are disclosed.

RECOMMENDATION 10.1

<p>1. Board has a clear and focused policy on the disclosure of non-financial information, with emphasis on the management of economic, environmental, social and governance (EESG) issues of its business, which underpin sustainability.</p>	<p>COMPLIANT</p>	<p>REFERENCE: 2022 ANNUAL REPORT (CORPORATE SOCIAL RESPONSIBILITY PAGE 44)</p>	
<p>2. Company adopts a globally recognized standard/framework in reporting sustainability and non-financial issues.</p>	<p>COMPLIANT</p>	<p>REFERENCE: SUSTAINABILITY REPORTING TEMPLATE</p> <p>REFERENCE: 2022 ANNUAL REPORT (SUSTAINABILITY PAGE 45)</p>	
<p>3. Company recognizes the need for financial resilience towards natural disasters to hasten the recovery of communities after a devastating loss and has participated in the Philippine Catastrophe Insurance Facility (PCIF)</p>	<p>NA</p>	<p>The PCIF 1 has not started since the insurers and reinsurers do not have an XOL treaty yet and the new technical rates were set aside.</p>	

Principle 11: The company should maintain a comprehensive and cost-efficient communication channel for disseminating relevant information. This channel is crucial for informed decision-making by investors, stakeholders and other interested users.

RECOMMENDATION 11.1

1. The company should have a website to ensure a comprehensive, cost efficient, transparent, and timely manner of dissemination information to the public.	COMPLIANT	BPI MS has a website, www.bpims.com	
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INTERNAL CONTROL SYSTEM AND RISK MANAGEMENT FRAMEWORK

Principle 12: To ensure the integrity, transparency and proper governance in the conduct of its affairs, the company should have a strong and effective control system and enterprise risk management framework.

RECOMMENDATION 12.1

1. Company has an adequate and effective internal control system in the conduct of its business.	COMPLIANT	<p>REFERENCE: INTERNAL AUDIT CHARTER (SCOPE OF WORK, PAGE 22)</p> <p><i>SCOPE OF WORK</i></p> <p><i>The scope of work of the Internal Audit is to determine whether the organization's network of risk management, control, and governance processes, as designed and established by management, is adequate and functioning in a manner to ensure:</i></p> <ul style="list-style-type: none"> <i>a. Risks are appropriately identified and managed.</i> <i>b. Coordination with the various governance groups occurs as needed.</i> <i>c. Significant financial, management and operational information is accurate, reliable, and timely.</i> <i>d. Employees, directors and contractors' actions comply with policies, standards, procedures, and applicable laws and regulations.</i> <i>e. Resources are acquired economically, used efficiently, and adequately protected.</i> <i>f. Objectives, plans, and programs are achieved.</i> <i>g. Quality and continuous improvement are fostered in the organization's systems, controls and processes.</i> 	
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		<p><i>h. Significant legislative or regulatory issues affecting the organization are recognized and addressed appropriately.</i></p> <p><i>i. Opportunities for enhancements on management control, profitability, and other areas that may be identified during audits are communicated to the appropriate level of management.</i></p> <p><i>j. Operations or programs are carried out effectively and efficiently.</i></p> <p>The review of the internal control system is done annually.</p>	
2. Company has an adequate and effective enterprise risk management framework in the conduct of its business.	COMPLIANT	<p>REFERENCE: 2022 ANNUAL REPORT (RISK MANAGEMENT, PAGE 27)</p> <p>The Enterprise Risk Management (ERM) framework was developed with thorough research and understanding of international ERM best practices. Some references were made to the Insurance Core Principles from International Association of Insurance Supervisors (IAIS).</p>	
RECOMMENDATION 12.2			
1. Company has in place an independent internal audit function that provides an independent and objective assurance, and consulting services designed to add value and improve the company's operations.	COMPLIANT	<p>Reference: INTERNAL AUDIT CHARTER (INDEPENDENCE, Page 23)</p> <p>To provide for the independence of the Internal Audit, its personnel report to the Chief Audit Executive, who report functionally to the Audit Committee and administratively to the President.</p> <p>A regular report on internal audit personnel is part of the report given to the Audit Committee.</p>	

RECOMMENDATION 12.3

<p>1. The company has a qualified Chief Audit Executive (CAE) appointed by the Board.</p>	<p>COMPLIANT</p>	<p>The Chief Audit Executive (CAE) is SVP Rosemarie B. Cruz, a CPA with 40.75 years of experience in Internal Audit.</p>	
<p>2. CAE oversees and is responsible for the internal audit activity of the organization, including that portion that is outsourced to a third party service provider.</p>	<p>COMPLIANT</p>	<p>REFERENCE: INTERNAL AUDIT CHARTER (RESPONSIBILITY, PAGE 23-24)</p> <p><i>RESPONSIBILITY</i></p> <p><i>The Chief Audit Executive and personnel of the Internal Audit have the responsibility to:</i></p> <ul style="list-style-type: none"> <i>a. Periodically review the Internal Audit charter and presents it to the Audit Committee for approval.</i> <i>b. Develop a flexible annual audit plan using an appropriate risk-based methodology, including any risks or control concerns identified by management. Submit the plan, as well as periodic updates thereto, to the Audit Committee for review and approval.</i> <i>c. Implement the annual audit plan, as approved, including, as appropriate, any special tasks or projects (e.g. fraud & information security incident investigations) requested by management and the Audit Committee. No consulting activity shall be accepted and performed unless with prior approval of the Audit Committee.</i> <i>d. Maintain sufficient professional audit personnel with sufficient knowledge, skills, experience, and professional certifications to meet the requirements of this Charter.</i> <i>e. Evaluate and assess significant merging/consolidating functions and new or changing services, processes, operations, and control processes coincident with their development, implementation, and/or expansion.</i> <i>f. Issue periodic reports to the Audit Committee and management summarizing results of audit activities.</i> <i>g. Keep the Audit Committee informed of emerging trends and successful practices in internal auditing.</i> 	

		<p><i>h. Provide a list of significant measurement goals and results to the Audit Committee.</i></p> <p><i>i. Assist in the investigation of significant suspected fraudulent activities within the organization and notify management and the Audit Committee of the results.</i></p> <p><i>j. Participate in major projects of critical applications in advisory capacity, particularly on system security, controls and other relevant issues.</i></p> <p><i>k. Consider the scope of work of the external auditors and regulators, as appropriate, for the purpose of providing optimal audit coverage to the organization at a reasonable overall cost.</i></p>	
3. In case of a fully outsourced internal audit activity, a qualified independent executive or senior management personnel is assigned the responsibility for managing the fully outsourced internal audit activity.	NOT APPLICABLE		The internal audit activity is provided by parent BPI bank.
RECOMMENDATION 12.4			
1. The company has a separate risk management function to identify, assess and monitor key risk exposures.	COMPLIANT	<p>REFERENCE: 2022 ANNUAL REPORT (RISK MANAGEMENT, PAGE 27)</p> <p>BPI MS has a Risk Management Unit.</p>	
RECOMMENDATION 12.5			
1. In managing the company's Risk Management System, the company has a Chief Risk Officer (CRO), who is the ultimate champion of Enterprise Risk Management (ERM).	COMPLIANT	The CRO is Merlina P. Mendoza, Risk Management Department Head and is assisted by a Risk Officer. In addition, the Company is supported by MSIG Holdings Asia's (MSIGHA) Enterprise Risk Management (ERM) team.	
2. CRO has adequate authority, stature, resources and support to fulfill his/her responsibilities	COMPLIANT		

CULTIVATING A SYNERGIC RELATIONSHIP WITH SHAREHOLDERS

Principle 13: The company should treat all shareholders fairly and equitably, and also recognize, protect and facilitate the exercise of their rights.

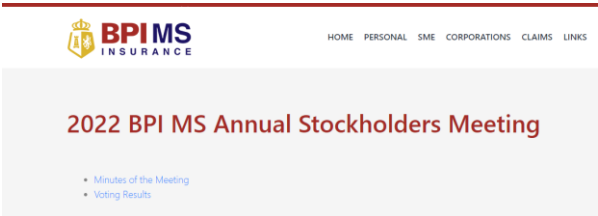
RECOMMENDATION 13.1

1. Board ensures that basic shareholder rights are disclosed in the Manual on Corporate Governance	COMPLIANT	REFERENCE: CORPORATE GOVERNANCE MANUAL (SECTION XVI. STOCKHOLDER'S RIGHT AND PROTECTION OF MINORITY STOCKHOLDERS INTEREST, PAGES 32 - 34)	
2. Board ensures that basic shareholder rights are disclosed on the company's website.	COMPLIANT	REFERENCE: CORPORATE GOVERNANCE MANUAL The Corporate Governance Manual is posted in BPI MS website.	

RECOMMENDATION 13.2

1. Board encourages active shareholder participation by sending the Notice of Annual and Special Shareholders' Meeting with sufficient and relevant information at least 21 days before the meeting,	COMPLIANT	REFERENCE: BPI MS ANNUAL STOCKHOLDERS' MEETING NOTICE JUNE 02 2022 The Notice of the 2022 Annual Stockholders' Meeting was sent on May 02, 2022 for the June 02, 2022 meeting, 30 days prior to the scheduled meeting.	
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RECOMMENDATION 13.3

1. Board encourages active shareholder participation by making the result of the votes taken during the most recent Annual or Special Shareholders' Meeting publicly available the next working day.	COMPLIANT	The results of the votes taken during the Annual Stockholders' Meeting held on June 02, 2022 was posted in BPI MS Website	
2. Minutes of the Annual and Special Shareholders' Meetings are available on the company website within five business days from the end of the meeting.	COMPLIANT	<p>The Minutes of Annual Stockholders' Meeting held on June 02, 2022 was posted in the BPI MS Website</p> 	

RECOMMENDATION 13.4

1. Board has an alternative dispute mechanism to resolve intra -corporate disputes in an amicable and effective manner	COMPLIANT	REFERENCE: CORPORATE GOVERNANCE MANUAL (SECTION VIII. ALTERNATIVE DISPUTE MECHANISM (PAGE 34)).	
2. The alternative dispute mechanism is included in the company's Manual on Corporate Governance.	COMPLIANT	REFERENCE: CORPORATE GOVERNANCE MANUAL (SECTION VIII. ALTERNATIVE DISPUTE MECHANISM (PAGE 34)).	

DUTIES OF STOCKHOLDERS

Principle 14: The rights of stakeholders established by law, by contractual relations and through voluntary commitments must be respected. Where stakeholder' right and/or interests are at stake, stakeholders should have the opportunity to obtain prompt effective redress for the violation of their rights.

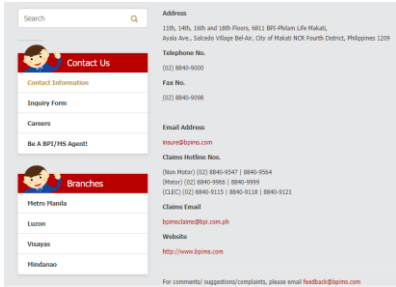
RECOMMENDATION 14.1

1. Board identifies the company's various stakeholders and promotes cooperation between them and the company in creating wealth, growth and sustainability.	COMPLIANT	REFERENCE: 2022 ANNUAL REPORT (OUR STAKEHOLDERS, PAGES 40 - 43)	
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RECOMMENDATION 14.2

1. Board establishes clear policies and programs to provide a mechanism on the fair treatment and protection of stakeholders.	COMPLIANT	REFERENCE: 2022 ANNUAL REPORT (OUR STAKEHOLDERS, PAGES 40 - 43)	
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RECOMMENDATION 14.3

1. Board adopts a transparent framework and process that allow stakeholders to communicate with the company and to obtain redress for the violation of their rights.	COMPLIANT	<p>REFERENCE: BPI MS WEBSITE</p>  <p>REFERENCE: Regulation No. 11 – Whistleblowing/Speak-up & Ethics</p>	
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Principle 15: A mechanism for employee participation should be developed to create a symbiotic environment, realize the company's goals and participate in its corporate governance processes.

RECOMMENDATION 15.1

1. Board establishes policies, programs and procedures that encourage employees to actively participate in the realization of the company's goals and in its governance.	COMPLIANT	REFERENCE: 2022 ANNUAL REPORT (EMPLOYEE ENGAGEMENT & SAFETY (PAGE 41))	
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RECOMMENDATION 15.2

1. Board sets the tone and makes a stand against corrupt practices by adopting an anticorruption policy and program in its Code of Conduct.	COMPLIANT	REFERENCE: REGULATION NO. 14 ANTI-BRIBERY	
2. Board disseminates the policy and program to employees across the organization through trainings to embed them in the company's culture.	COMPLIANT	The Regulation No. 14 Anti-Bribery is disseminated to all employees through the database accessible to all employees. This is also included in the annual mandatory Compliance Training.	

RECOMMENDATION 15.3

1. Board establishes a suitable framework for whistleblowing that allows employees to freely communicate their concerns about illegal or unethical practices, without fear of retaliation.	COMPLIANT	REFERENCE: Regulation No. 11 – Whistleblowing/Speak-up & Ethics	
2. Board establishes a suitable framework for whistleblowing that allows employees to have direct access to an independent member of the Board or a unit created to handle whistleblowing concerns,	COMPLIANT	<p>The procedures to protect the employee retaliation are stipulated in Section 3: Protection of Whistleblowers</p> <p>3.1 The Company shall not dismiss, demote, reduce pay or otherwise treat a whistleblower disadvantageously as a result of making a report in accordance with this PRG. Where a whistleblower has been found to make a genuine mistake, the Group shall not subject that person to any detrimental action, provided that any individual who makes a malicious or frivolous complaint may be subject to disciplinary action.</p>	

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| | | <p>3.2 All officers and employees of overseas entities shall not engage in retaliatory actions, such as disadvantageous treatment or harassment, against a whistleblower on the grounds that the whistleblower has made a report in accordance with the Whistleblowing/Speak-up rules. If a staff receives unfair treatment as a result of making disclosure, the staff can report such a treatment to contact points below for investigation.</p> <p>3.3 An individual who makes a protected disclosure shall not suffer harassment, retaliation or adverse employment consequences. Any person who retaliates against any individual who makes a protected disclosure shall be subject to discipline up to and including termination.</p> <p>3.4 The right of a whistleblower for protection against retaliation does not include immunity for his wrongdoing or participation in the reported irregularity where such participation was eventually verified and proven during the course of the investigation.</p> <p>3.5 The overseas entity will take appropriate measures as necessary to ensure that the workplace environment of the whistleblower does not deteriorate because the whistleblower made a report in accordance with the Whistleblowing/Speak-up rules.</p> <p>3.6 Even after the close of the case, the overseas entity will follow up on the whistleblower, as necessary, by checking whether he or she has been treated unfairly or harassed in the workplace. Provided, however, that this shall not apply when there is a risk of causing mental distress to the whistleblower.</p> | |
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3.7 Anyone who is the subject of the report must not be informed of the report and involved in the processing of reports such as investigations.

Below is the sample email announcement/broadcast being disseminated to all employees on quarterly basis to report any illegal or unethical behavior



3. Board supervises and ensures the enforcement of the whistleblowing framework

COMPLIANT

Any whistle blowing incident is reported to the Audit Committee on a quarterly basis. It is also reported to the parent company, MSIG, on a monthly basis.

Principle 16: The company should be socially responsible in all its dealings with the communities where it operates. It should ensure that its interactions serve its environment and stakeholders in a positive and progressive manner that is fully supportive of its comprehensive and balanced development.

RECOMMENDATION 16.2

1. Company recognizes and places importance on the interdependence between business and society, and promotes a mutually beneficial relationship that allows the company to grow its business, while contributing to the advancement of the society where it operates.

COMPLIANT

REFERENCE: [2022 ANNUAL REPORT \(CORPORATE SOCIAL RESPONSIBILITY, PAGE 44\)](#)