



TRUSTEESHIP PLANS, INC.

SUITE 211-212 RICHMACK BLDG., #72 MINDANAO AVE., PROJECT 6, QUEZON CITY
TELEPHONE NUMBER : 8927-93-14

ATTY. REYNALDO A. REGALADO
Insurance Commissioner
INSURANCE COMMISSION
1071 United Nations Avenue, Manila



Sir:

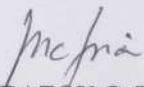
Submitted herewith is our Annual Corporate Governance Report in compliance with the directive of the Insurance Commission via its Advisory no. RS-2025-010 for calendar year 2024.

We hope you will find the attachments in order.

Thank you.

Very respectfully yours,

Trusteeship Plans, Inc.
By:


MA. CORAZON C. TRIA
Compliance Officer



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SEC Reg. no. 150153

PRE-NEED

ANNUAL CORPORATE GOVERNANCE REPORT

For the year ended December 31, 2024

TRUSTEESHIP PLANS, INC.

- Former name, former address, and former fiscal year, if changed since last report.

ANNUAL CORPORATE GOVERNANCE REPORT		
Compliant/ Non-Compliant	Additional Information	Explanation
The Board's Governance 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 interests 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 the company's industry/sector.	Compliant	Provide information or link/reference to a document containing information on the following:
1.1.2 Board has an appropriate mix of competence and expertise.	Compliant	1. Academic qualifications, industry knowledge, professional experience, expertise and relevant trainings of directors
1.1.3. 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	2. Qualification standards for directors to facilitate the selection of potential nominees and to serve as benchmark for the evaluation of its performance For reference, please see the Curriculum Vitae of the members of the company's Board of Directors
Recommendation 1.2		
1.2.1. Board is composed of a majority of non- executive directors.	Compliant	Identify or provide link/reference to a document identifying the directors and the type of their directorships For reference, please see a copy of the company's General Information Sheet
		The Board members are all seasoned experts in their respective fields and bring a wealth of experience that guides the Company towards responsible progress
		The Board members are a diverse mix of business persons and professionals of relevant expertise
		The Board members are qualified in accordance with the standards provided in the Manual
		Most of the Directors act in a nonexecutive capacity and do not hold any position of responsibility in the Company outside of their membership on the Board. None of

			the Directors are members of the senior management team with the exception of the CEO and CFO
Recommendation 1.3			
1.3.1. Company provides in its Board Charter or Manual on Corporate Governance a policy on training of directors.	Compliant	Director orientation and continuing education is provided in the Manual for Corporate Governance under Section 4	All directors are also encouraged to participate in continuing education programs at the Company's expense to maintain a current and effective Board.
1.3.2. Company provides in its Board Charter or Manual on Corporate Governance an orientation program for first time directors.	Compliant	Director orientation and continuing education is provided in the Manual for Corporate Governance under Section 4 The new independent director, MR. Gervasio is attending the seminar in Corporate Governance conducted by the Ateneo Graduate School of Business on May 29, 2025	All newly-elected directors are required to undergo an orientation program before assuming office as such, and be required to attend seminar on Corporate Governance which shall be conducted by a duly recognized private or goveernment institution
1.3.3. Company has relevant annual continuing training for all directors.	Compliant	Director orientation and continuing education is provided in the Manual for Corporate Governance under Section 4 The Chairman and CEO will attend relevant progress with the Ateneo graduated School of Business.	Corporate Governance training / learning of Directors is obtained from published sources like the Corporate Governance book by Bob Tricker and materials accessed online. For 2025, budget is being allocated for available seminars with academic Ateneo Graduate School of Business
Recommendation 1.4			
1.4.1. Board has a policy on board diversity.	Compliant	The Company recognizes that diversity among its directors will foster critical discussion and promote balanced decision by the Board by utilizing the	The Manual contains policy directives on diversity and aspirational goals for the Board to meet and maintain its responsibilities to foster the long-

		differences in perspectives of its directors. It views diversity at the Board level which includes difference in skills, experience, gender, sexual orientation, age, religion, education, race, business and other related expertise as an essential element in maintaining an effective board for strong corporate governance. Please see Section 2.2.1 of the Corporate Governance Manual for the company's Board Diversity Policy.	term success of the corporation .
Recommendation 1.5			
1.5.1. Board is assisted in its duties by a Corporate Secretary.	Compliant	Please see Section 2.3.3 of the Manual on Corporate Governance	The Manual details the function of the Corporate Secretary and scope of their duties.
1.5.2. Corporate Secretary is a separate individual from the Compliance Officer.	Compliant	Provide information on or link/reference to a document containing information on the Corporate Secretary, including his/her name, qualifications, duties and functions. Please see General Information Sheet (GIS) Provide information or link/reference to a document containing information on the corporate governance training attended, including number of hours and topics covered	The Compliance Officer
1.5.3. Corporate Secretary is not a member of the Board of Directors.	Compliant		The GIS clearly reflects that the Corporate Secretary is not a Board member
1.5.4. Corporate Secretary attends training/s on corporate governance.	Compliant		remarked as in article 1.3.3

Recommendation 1.6			
1.6.1. Board is assisted by a Compliance Officer.	Compliant	Provide information on or link/reference to a document containing information on the Corporate Secretary, including his/her name, qualifications, duties and functions. Please see the Manual and General Information Sheet (GIS). TPI's Corporate Secretary is also its Compliance Officer in the person of Mrs. Corazon C. Tria	The Manual details the function of the Compliance Officer and scope of their duties.
1.6.2. Compliance Officer has a rank of Vice President or an equivalent position with adequate stature and authority in the corporation.	Compliant		The Compliance Officer holds the rank of Vice President
1.6.3. Compliance Officer is not a member of the board	Compliant		The Compliance Officer is not a member of the Board, as reflected in the GIS.
1.6.4. Compliance Officer attends training/s on corporate governance annually	Non-Compliant		For Compliance. In the meantime. knowledge in Governance is shared by the CEO and materials avail from books.
Principle 2: The fiduciary roles, responsibilities and accountabilities of the Board as provided under the law, the company’s articles and by-laws, and			
Recommendation 2.1			

2.1.1. Directors act on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the company.	Compliant	The Board of Directors holds regular board meetings. They discuss financial and operations aspects of the company. For reference, please see the Certification issued by the Corporate Secretary and submitted to the Insurance Commission (IC) as attachement to its Annual Statements as to board meetings held in 2021	The directors act in the best interest and welfare of all stakeholders.
Recommendation 2.2			
2.2.1. Board oversees the development, review and approval of the company’s business objectives and strategy	Compliant	The Board of Directors holds regular board meetings. They discuss financial and operations aspects of the company. Heads of departments (sales and marketing, operations and finance) present status reports to the Board for their information and appropriate action. For reference, please see the Certification issued by the Corporate Secretary and submitted to the Insurance Commission (IC) as attachement to its Annual Statements as to board meetings held in 2021	In January of each year, the Board approves the business goals set by management for the current year and review results regularly.
2.2.2. Board oversees and monitors the implementation of the company’s business objectives and strategy in order to sustain the company’s longterm viability and strength.	Compliant		The Board reviews business metrics at every meeting, which are held once a month, and provide detailed guidance to senior management through in-depth strategic discussion and analysis
Recommendation 2.3			
2.3.1. Board is headed by a competent and qualified	Compliant	The company’s Chairperson is Mr. Rene P. Roy. For reference, please	Mr. Rene P. Roy is a seasoned businessperson and top executive

Chairperson.		see: (a) the company's latest General Information Sheet stating the company's chairperson, and (b) his Curriculum Vitae	who has served and continues to serve as director and member of senior management for other reputable companies and a buy standing director of the Pre-Need Federation
Recommendation 2.4			
2.4.1. Board ensures and adopts an effective succession planning program for directors, key officers and management	Compliant	Please see Section 2.2.2.2 of the Manual on Corporate Governance	The Company's succession policy is detailed in the Manual. The Company also maintains an effective and detailed retirement program for all officers and employees who reach a certain age and tenure.
2.4.2. Board adopts a policy on the retirement for directors and key officers.	Compliant		The Manual provides for the normal retirement policy for a director. The retirement policy for officers is provided in the Company's retirement program.
Recommendation 2.5			
2.5.1. Board formulates and adopts a policy specifying the relationship between remuneration and performance of key officers and board members.	Compliant	Please see provisions for Remunerations and Compensations in the Manual on Corporate Governance .	The remuneration policy embodied in the Manual specifies the principles for determining remuneration of board members and key officers.
2.5.2. Board aligns the remuneration of key officers and board members with long-term interests of the company.	Compliant	Please see provisions for Remunerations and Compensations in the Manual on Corporate Governance .	The remuneration policy aligns with the Company's long-term interests by ensuring longevity and sustainability of the compensation in alignment with the annual performance of the Company.
2.5.3. Directors do not participate in discussions or deliberations involving his/her	Compliant	Please see provisions for Remunerations and Compensations in	No director is permitted to discuss or set their own remuneration.

own remuneration		the Manual on Corporate Governance .	
Recommendation 2.6			
2.6.1. Board has a formal and transparent board nomination and election policy.	Compliant	Please see provisions for Nominations and Elections in the Manual on Corporate Governance .	Nomination and election are handled in accordance with the policies embodied in the Manual.
2.6.2. Board nomination and election policy is disclosed in the company's Manual on Corporate Governance.	Compliant	Please see provisions for Nominations and Elections in the Manual on Corporate Governance	Found in the nomination and election policies in the Manual.
2.6.3. Board nomination and election policy includes how the company accepts nominations from minority shareholders	Compliant	Please see provisions for Nominations and Elections in the Manual on Corporate Governance .	Found in the nomination and election policies of the Manual.
2.6.4. Board nomination and election policy includes how the board reviews nominated candidates.	Compliant	Please see provisions for Nominations and Elections in the Manual on Corporate Governance .	Included in the policies regarding nomination of director candidates.
2.6.5. 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	Please see provisions for Nominations and Elections in the Manual on Corporate Governance .	Forms part of the nomination and election policies of the Manual.
2.6.6. Board has a process for identifying the quality of directors that is aligned with the strategic direction of the company.	Compliant	Please see provisions for Nominations and Elections in the Manual on Corporate Governance .	Included in the Monitoring and Assessment Section of the Manual.
Recommendation 2.7			
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	TPI has a Related Party Transactions Policy, to ensure that every related party transaction is conducted in a manner that will prevent conflict of interest which may arise between the company and its related parties.	The Board is made aware of any potential Related Party Transactions (RPT), which reviews all such transactions to ensure fairness and transparency. There no RPTs at present.
2.7.2. RPT policy includes appropriate review and approval of material RPTs, which guarantee fairness and transparency of the transactions.	Compliant		All potential RPTs are reviewed and approved by the Board
2.7.3. RPT policy encompasses all	Compliant		All entities in the

entities within the group, taking into account their size, structure, risk profile and complexity of operations.			group of companies are evaluated and covered by the RPT policies.
Recommendation 2.8			
2.8.1. Board is primarily responsible for approving the selection of Management led by the Chief Executive Officer (CEO) and the heads of other control functions (Chief Risk officer, Chief Compliance Officer and Chief Audit Executive).	Compliant	Please see provisions for Responsibilities of the Board in the Manual on Corporate Governance .	The Board retains ultimate control over the selection of management officers and approves the appointments for certain positions that require Board approval.
2.8.2. Board is primarily responsible for assessing the performance of Management led by the Chief Executive Officer (CEO) and the heads of other control functions	Compliant	Please see provisions for Responsibilities of the Board in the Manual on Corporate Governance .	The Board periodically assesses the Company's performance, and by extension, that of its management.
Recommendation 2.9			
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	Please see provisions for Responsibilities of the Board in the Manual on Corporate Governance .	Evaluation of management is part of the monitoring and assessment policy defined in the Manual.
2.9.2. 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	Please see provisions for Responsibilities of the Board in the Manual on Corporate Governance .	The Manual provides the framework for performance evaluation, which the Board oversees and supplements with instruction and drafting of policy statements as needed.
Recommendation 2.10			
2.10.1. Board oversees that an appropriate internal control system is in place.	Compliant	Please see provisions for General Responsibility and Specific Duties and Functions of the Board in the Manual on Corporate Governance .	The Audit Committee of the Board is primarily responsible for defining and overseeing the internal control system of the Company.

2.10.2. The internal control system includes a mechanism for monitoring and managing potential conflict of interest of the Management, members and shareholders.	Compliant	Please see provisions for General Responsibility and Specific Duties and Functions of the Board in the Manual on Corporate Governance .	The Audit Committee works together with management to identify transactions with potential conflicts of interest and determine how best to proceed.
2.10.3. Board approves the Internal Audit Charter.	Compliant	Please see provisions for General Responsibility and Specific Duties and Functions of the Board in the Manual on Corporate Governance .	The Audit Committee approves the Internal Audit Charter as part of its standard functions.
Recommendation 2.11			
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	Please see provisions for General Responsibility and Specific Duties and Functions of the Board in the Manual on Corporate Governance .	The Risk Management Policy provides the framework for Enterprise Risk Management (ERM) that is observed by the Company to manage business risks.
2.11.2. The risk management framework guides the Board in identifying units/business lines and enterpriselevel risk exposures, as well as effectiveness of risk management strategies.	Compliant	Please see provisions for General Responsibility and Specific Duties and Functions of the Board in the Manual on Corporate Governance .	The Company risk management framework provides guidelines for the Board to assess and evaluate the effectiveness of risk management strategies in place, identify common and new risks, and act with vigilance to combat the same.
Recommendation 2.12			
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	Please see provision which clearly states the roles, responsibilities and accountabilities of the Board of Directors in carrying out its fiduciary duties in the Manual on Corporate Governance .	Incorporated in the Manual for Corporate Governance for the Board's Governance Responsibilities which includes Internal Control and Risk Management.
2.12.2. Board Charter serves as a guide to the directors and the performance of their functions	Compliant	Please see provision which clearly states the roles, responsibilities and accountabilities of the Board of Directors in carrying out its fiduciary	The Board Charter guides the decisions of the Board and their overall performance.

		duties in the Manual on Corporate Governance .	
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2.12.3. Board Charter is publicly available and posted on the company's website.	Compliant	Please see provision which clearly states the roles, responsibilities and accountabilities of the Board of Directors in carrying out its fiduciary duties in the Manual on Corporate Governance .	The manual on Corporate Governance is posted ; for updating.
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Principle 3: Board committees should be set up to the extent possible to support defective performance of the Board's functions, particularly with respect to audit, risk management, related party transaction, 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

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	TPI's Manual on Corporate Governance provides for the establishment of Board Committees. During its annual organizational meeting (which is held immediately after its Annual Stockholders' Meeting), the company elects and/or appoints its corporate officers and board committee members.	The various Board Committees and their functions may be found in the Manual.
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Recommendation 3.2

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	The Company's Manual on Corporate Governance (MCG) 2020 mandates the establishment of an Audit Committee and specifies its functions. The MGC 2020 also provides among others, the following:	The Audit Committee, which has been duly established and its functions are detailed in the Manual. The Audit Committee recommends the appointment and approval of the external auditor.
3.2.2. Audit Committee is composed of at least three appropriately qualified non-	Compliant	Recommends to the Board the appointment, reappointment, removal	The Audit Committee is composed of three qualified non-executive directors.

executive directors, the majority of whom, including the Chairman is independent.		and fees of the External Auditor, duly accredited by the Commission, who undertakes an independent audit of the corporation, and provides an objective assurance on the manner by which the financial statements should be prepared and presented to the stockholders. (Please MCG 2020)	Including the Chairman. The external auditor as been upgraded to Category A as accredited by the Insurance Commission
3.2.3. All the members of the committee have relevant background, knowledge, skills, and/or experience in the areas of accounting auditing and finance. .	Compliant	For Other reference, please see the latest General Information Sheet (GIS)	The Committee members possess adequate qualifications to carry out their duties properly.
3.2.4. The Chairman of the Audit Committee is not the Chairman of the Board or of any other committee	Compliant		The Chairman of the Audit Committee is an Independent Director and is not the Chairman of the Board
Recommendation 3.3			
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 formally assigned to a Nomination and Remuneration Committee	Compliant	The Company's MGC 2020 mandates the establishment of a Corporate Governance Committee and specifies its functions. (Please see Manual on Corporate Governance 2020)	TPI has formed a corporate governance team.
3.3.2. Corporate Governance Committee is composed of at least three members, majority of whom should be independent directors.	Compliant	The Company's MGC 2020 mandates the establishment of a Corporate Governance Committee and specifies its functions. (Please see Manual on Corporate Governance 2020)	The Corporate Governance team is composed of the President and 2 independent directors.
3.3.3. The Chairman of the Corporate Governance Committee is an independent director.	Compliant	The Company's MGC 2020 mandates the establishment of a Corporate Governance Committee and specifies its functions. (Please see Manual on Corporate Governance 2020)	Head of the Corporate governance team is an independent director.
Recommendation 3.4			
3.4.1. Board establishes a separate Board Risk Oversight Committee (BROC) that should be	Non-Compliant	The Company's MGC 2020 mandates the establishment of a Board Risk	as TPI has a small and flat structure, the TPI organization al board carries out

oversight committee (BROC), that should be responsible for the oversight of a company's Enterprise Risk Management system to ensure its functionality and effectiveness.		Oversight Committee and specifies its functions. (Please see Manual on Corporate Governance 2020)	oversight functions.
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3.4.2. BROC is composed of at least three members, the majority of whom should be independent directors including the Chairman.	Non-Compliant	The Company's MGC 2020 mandates the establishment of a Board Risk Oversight Committee and specifies its functions. (Please see Manual on Corporate Governance 2020)	TPI's Board carries out the functions of Board Risk Oversight Committee
3.4.3. The Chairman of the BROC is not the Chairman of the Board or of any other committee.	Non-Compliant	The Company's MGC 2020 mandates the establishment of a Board Risk Oversight Committee and specifies its functions. (Please see Manual on Corporate Governance 2020)	TPI's Board carries out the functions of Board Risk Oversight Committee
3.4.4. At least one member of the BROC has relevant thorough knowledge and experience on risk and risk management.	Non-Compliant	The Company's MGC 2020 mandates the establishment of a Board Risk Oversight Committee and specifies its functions. (Please see Manual on Corporate Governance 2020)	TPI's Board carries out the functions of Board Risk Oversight Committee.

Recommendation 3.5

3.5.1. The Board establishes a Related Party Transactions (RPT) Committee, which is tasked with reviewing all material related party transaction of	Non-Compliant	The Company's MGC 2020 mandates the establishment of a Related Party Transactions (RPTC) Committee, which is tasked with reviewing all material related party transaction of the company(Please see Manual on Corporate Governance 2020)	TPI's Board carries out the functions of Related Party Transactions Committee (RPTC) . TPI do not have RPTs.
3.5.2. RPT committee is composed of at least three non-executive directors, majority of whom should be independent, including the Chairman.	Non-Compliant		TPI's Board carries out the functions of Related Party Transactions Committee (RPTC) .

Recommendation 3.6

3.6.1. All established committees have a	Non-Compliant	Relevant provisions as to purposes,	TPI's Board as a whole, carries out
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3.6.1. All committees have a committee charters stating in plain terms their respective purposes, memberships, structures, operations, reporting process, resources and other relevant information.		relevant provisions as to purposes, memberships, structures, etc. are incorporated in the company's MCG 2020. (Please see Manual on Corporate Governance 2020)	some of the functions of Related Committees
3.6.2. Committee Charters provide standard for evaluating the performance of the Committees.	Non-Compliant		TPI's Board as a whole, carries out some of the functions of Related Committees
3.6.3. Committee charters were fully disclosed on the company's website.	Non-Compliant		Once completed fully, all committee charters will be updated, uploaded and fully disclosed in the company's website
Principle 4: To show full commitment to the company, the director 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.			
Recommendation 4.1			
4.1.1. The directors attend and actively participates in all meetings of the Board, Committees and shareholders in person or through tele/video conferencing conducted in accordance with the rules and regulations of the Commission.	Compliant	The Board of Directors holds regular board meetings. They discuss financial and operations aspects of the company. For reference, please see the Certification issued by the Corporate Secretary and submitted to the Insurance Commission (IC) as attachement	The directors actively participate in and attend all meetings on the Board under regular circumstances.
4.1.2. The directors review meeting materials for all Board and Committee meetings.	Compliant	The Board of Directors holds regular board meetings. They discuss financial and operations aspects of the company. For reference, please see the Certification issued by the Corporate Secretary and submitted to the Insurance Commission (IC) as	The directors are provided with materials for the meetings well in advance and are able to comment on the same during the course of the meetings.

		attachement to its Annual Statements as to board meetings held in 2021	
4.1.3. The directors ask the necessary questions or seek clarifications and explanations during the Board and Committee	Compliant	Directors ask the necessary questions &/or seek clarifications and explanations during the Board and Committee meetings. For reference, please see the Certification issued by the Corporate Secretary and submitted to the Insurance Commission (IC) as attachment to its Annual Statements as to board meetings held in 2021	Directors actively engage management during presentations and ask relevant questions about data that is presented.
Recommendation 4.2			
4.2.1. Non-executive directors concurrently serve as directors to a maximum of five 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.	Compliant	The Chief Executive Officer and other executive directors shall submit themselves to a low indicative limit on membership in other corporate Boards. The same low limit shall apply to independent, non-executive directors who serve as full-time executives in other corporations. In any case, the capacity of directors to serve with diligence shall not be compromised as incorporated in the company's MCG 2020. (Please see Manual on Corporate Governance 2020)	Non-executive directors serve as directors for TPI only.
Recommendation 4.3			
4.3.1. The directors notify the company's board where he/she is an incumbent director before accepting a directorship in another company.	Compliant	The Company's MGC 2020 mandates all Directors shall conduct fair business transactions with the Corporation and to ensure that personal interest does not bias Board decisions. (Please see Manual on Corporate Governance	The Manual provides that incumbent directors should advise the Board before they accept an appointment for directorship in another company, ICRES or otherwise.

2020)

Principle 5: The board should endeavor to exercise an objective and independent judgment on all corporate affairs.

Recommendation 5.1

5.1.1. The board is composed of at least 20% independent directors.	Compliant	Please refer to TPI's latest GIS	Independent directors constitute at least 20 percent of the total director number on the Board. Among the Seven (7) current Directors, Two (2) Directors are Independent
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Recommendation 5.2

5.2.1. The independent directors possess all the necessary qualifications and none of the disqualifications to hold the position.	Compliant	The Company's independent directors possess all the necessary qualifications and none of the disqualifications to hold the position. For reference, please see the Curriculum Vitae of the independent directors.	The independent directors are expected to meet the criteria provided in the Manual. The incumbent directors are compliant with this requisite.
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Recommendation 5.3

5.3.1. The independent directors serve a maximum cumulative term of nine years. 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. 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.	Compliant	For reference: Please refer to TPI's MCG and latest GIS	The independent directors are serving within term limits.
5.3.2. The company bars an independent director from serving in such capacity after the term limit of nine years.	Compliant	TPI's policy on term limit of independent directors bars an independent director from serving in	Independent directors are prohibited from serving as such after reaching the maximum tenure of nine years.

		such capacity after the term limit of nine years. For reference: Please refer to TPI's MCG and latest GIS	
5.3.3. In the instance that the company retains an independent director in the same capacity after nine years, the board submits to the Insurance Commission formal written justification and seeks shareholders' approval during the annual shareholders' meeting.	Compliant	This provision is not yet applicable to the company considering that as of this date, all independent directors have served for less than nine (9) years.	Not yet invoked nor availed but there is a mechanism for retaining an independent director beyond their maximum allowable tenure.
Recommendation 5.4			
5.4.1. The positions of Chairman of the Board and Chief Executive Officer are held by separate individuals.	Compliant	The positions of Chairman of the Board (Mr. Rene P. Roy) and Chief Executive Officer (Mr. Adrian R. Canlas) are held by separate individuals. For reference, please see the company's General Information Sheet (GIS) and Annual Statements submitted to the IC	The GIS clearly shows that the CEO and the Chairman are two separate persons. It has been the practice of TPI to have the two positions held by separate individuals
5.4.2. The Chairman of the Board and Chief Executive Officer have clearly defined responsibilities.	Compliant	The Company's MCG 2020 clearly provides and delineates the duties and responsibilities of the Chairman of the Board and the President. (Please see Manual Corporate Governance 2020)	The Manual clearly defines the scope of duties and functions of the Chairman and the CEO.
Recommendation 5.5			
5.5.1. If the Chairman of the Board is not an independent director or where the roles of the Chairman and CEO are being held by one person, the Board should designate a lead director among the independent directors.	Compliant	The position of Chairman of the Board is held by Mr. Rene P. Roy while the lead Independent Director is being held by Mr. Nestor R. Buena. For reference, please see the company's General Information Sheet (GIS) and Annual Statements submitted to the IC	Since the Chairman is not an independent director, one of the independent directors is automatically designated as lead independent director in accordance with the rules of the Manual.
Recommendation 5.6			
5.6.1. Directors with material interest in a	Compliant	No directors has personal transactions	No transactions of this nature with any

transaction affecting the corporation should abstain from taking part in the deliberations for the same.		with TPI.	director
Recommendation 5.7			
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	Non-Compliant	Provide proof and details of said meeting, if any. Provide information on the frequency and attendees of meetings	The external auditors discuss with non-executive directors based on their schedule.
5.7.2. The meetings are chaired by the lead independent director.	Non-Compliant		The independent director discuss with the external auditor when there are items to be clarified.
Principles 6: the best measure of the Board's effectiveness is through an assessment process. The board should 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			
6.1.1. The board conducts an annual assessment of its performance as a whole.	Compliant	The Company's MGC 2020 mandates the board conducts an annual assessment of its performance as a whole. (Please see Manual on	In quarter one of each year, the Board reviews results and its overall performance during the past year.

		Corporate Governance 2020)	
6.1.2. The performance of the Chairman is assessed annually by the Board.	Compliant	The Company's MGC 2020 mandates the board conducts an annual assessment of its performance as a whole. (Please see Manual on Corporate Governance 2020)	Assessment is made on results vs actions/decisions passed by the board.
6.1.3. The performance of the individual members of the Board is assessed annually by the Board.	Compliant	The Company's MGC 2020 mandates the board conducts an annual assessment of its performance as a whole. (Please see Manual on Corporate Governance 2020)	The process of assessment is duly conducted
6.1.4. The performance of each committee is assessed annually by the Board.	Non-Compliant	The Company's MGC 2020 mandates the board conducts an annual assessment of its performance as a whole. (Please see Manual on Corporate Governance 2020)	Assessment is duly conducted based on results.
6.1.5. Every three years the assessments are supported by an external facilitator.	Non-Compliant	The Company's MGC 2020 mandates the board conducts an annual assessment of its performance as a whole. (Please see Manual on Corporate Governance 2020)	Look for a external facilitator to handle this.
Recommendation 6.2			
6.2.1. Board has in place a system that provides, at the minimum, criteria and	Compliant	The Company's MGC 2020 mandates the board conducts an annual	The Manual provides a detailed system for the criteria and process of

process to determine the performance of the Board, individual directors and committees.		assessment of its performance as a whole. (Please see Manual on Corporate Governance 2020)	assessment of the Board, individual directors and committees.
6.2.2. The System allows for a feedback mechanism from the shareholders.	Compliant	The Company's MGC 2020 mandates the board conducts an annual assessment of its performance as a whole. (Please see Manual on Corporate Governance 2020)	Shareholder's feedback is included in the process and system.
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			
7.1.1 Board adopts a Code of Business Conduct and Ethics, which provide standards for professional and ethical behavior, as well as articulate acceptable and unacceptable conduct and practices in internal and external dealings of the company.	Non-Compliant	Provide information on link/reference to the company's code of Business Conduct and Ethics	For Compliance; code of conduct and ethics currently being completed and shall be posted in the website upon completion by the end of June 2025.
7.1.2. The Code is properly disseminated to the Board, senior management and employees	Non-Compliant	Provide information on link/reference to the company's code of Business Conduct and Ethics	Same as above
7.1.3. The Code is disclosed and made available to the public through the company website.	Non-Compliant	Provide information on link/reference to the company's code of Business Conduct and Ethics	Same as above
Recommendation 7.2			
7.2.1. Board ensures the proper and efficient implementation and monitoring of compliance with the Code Business Conduct and Ethics	Non-Compliant	Provide Proof of implementation and monitoring of compliance with the Code of Business Conduct and Ethics and internal policies. Indicate who are	Same as above

7.2.2. Board ensures the proper and efficient implementation and monitoring of compliance with company internal policies	Non-Compliant	required to comply with the Code of Business Conduct and Ethics and any findings on noncompliance	Same as above
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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			
8.1.1. Board establishes corporate disclosure policies and procedure to ensure a comprehensive, accurate, reliable and timely report to shareholders and other stakeholders that gives a fair complete picture of a company's financial condition, results and business operations.	Compliant	The essence of good corporate governance is transparency. TPI Board commits at all times to meet all disclosure requirements particularly those involving material information as mandated by regulators within the prescribed period. Please see TPI Manual of Corporate Governance for Policy on Company Disclosure and Procedures.	The Company's disclosure policy ensures that shareholders and other stakeholder are duly apprised of the state of the Company on a regular basis.
Recommendation 8.3			
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 judgement.	Compliant	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 judgement can be found in their individual Curriculum Vitae (CV).	For updating and subsequently for uploading (still deciding if Corporate website or external link due to confidentiality or data privacy concerns).
8.3.2. 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	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 judgement can be found in their individual Curriculum Vitae	For updating and subsequently for uploading (still deciding if Corporate website or external link due to confidentiality or data privacy concerns).

		(CV).	
Recommendation 8.4			
8.4.1. Company provides a clear disclosure of its policies and procedure 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 the Revised Corporation Code..	Compliant	The Company's MGC 2020 provides a clear disclosure of its policies and procedure for setting Board remuneration, including the level and mix of the same in the Annual Corporate Governance (Please see Manual on Corporate Governance 2020)	Remuneration procedure and policy is clearly indicated in the Manual.
8.4.2. 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 the Revised Corporation Code.	Compliant	The Company's MGC 2020 provides a clear disclosure of its policies and procedure for setting Board remuneration, including the level and mix of the same in the Annual Corporate Governance (Please see Manual on Corporate Governance 2020)	Remuneration procedure and policy is clearly indicated in the Manual.
8.4.3. Company discloses the remuneration on an individual basis, including termination and retirement provisions.	Non-Compliant	Provide breakdown of director remuneration and executive compensation, particularly the remuneration of the CEO	For updating with concerns is data privacy
Recommendation 8.5			
8.5.1. Company discloses its policies governing Related Party Transactions (RPT's) and other unusual or infrequently occurring transactions.	Compliant	Disclose or provide reference/link to company's RPT policies Indicate if the director with conflict of interest abstained from the board discussion on the particular transaction.	There are no related party transactions (RPTs)
8.5.2. Company Discloses material or significant RPTs in its Annual Company Report or Annual Corporate Governance Report, reviewed and approved by the Board, and	Compliant	Disclose or provide reference/link to company's RPT policies Indicate if the director with conflict of interest abstained from the board discussion	To be disclosed should there be RPTs

submitted for confirmation by majority vote of the stockholders in the annual stockholders' meeting during the year.		on the particular transaction.	
Recommendation 8.6			
8.6.1. Company's corporate governance policies, programs and procedures are contained in its Manual on Corporate Governance (MCG).	Compliant	Provide link to the company's website where the Manual on Corporate Governance is posted. Please see Mannnual on Corporate Governance 2020.	The Manual contains the Company's corporate governance policies, programs and procedures.
Recommendation 8.7			
8.7.1. Company's MCG is posted on its company website.	Compliant	Provide link to the company's website where the Manual on Corporate Governance is posted. Please see Mannnual on Corporate Governance 2020.	Upon submission of new corporate governance Report
Principle 9: The company should establish standards for the appropriate selection of an external auditor, and exercise oversight of the same to strengthen the external auditor's independence and enhance audit quality.			
9.1.1. Audit Committee has a robust process for approving and recommending the appointment, reappointment, removal, and fees of external auditors.	Compliant	TPI Board upon recommendations of the audit team approves the appointment, reappointment, removal and fees of the company's external auditor. (For Reference, see the Minutes approving the re-appointment of the Independent Auditors	External auditors are duly accredited by the Insurance Commission.
9.1.2. 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	More than 95% of the shareholders approved the re-appointment of the Independent Auditors	upon recommendation, the board approves all matters concerning the external auditors.
9.1.3. For removal of the external auditor, the reasons for removal or change are disclosed	Compliant	No External Auditor removal or change has occurred as of this date	The Manual and the Audit Committee Charter both provide for disclosure of

to the regulators and the public through the company website and required disclosures.			reasons for removal or change of an external auditor to be communicated publicly and as otherwise required by law and regulation.
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Recommendation 9.2			
9.2.1. Audit Committee Charter includes the Audit Committee's responsibility on: 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	The Company's CGM provides for the establishment of the Audit Committee and specified its functions which include: "performing oversight functions over the Corporation's internal and external auditors. It should ensure that the internal and external auditors act independently from each other, and that both auditors are given unrestricted access to all records, properties and personnel to enable them to perform their respective audit functions;" (Please see Manual on Corporate Governance 2020)	The Charter contains the items mentioned pertaining to the Committee's responsibility
9.2.2. Audit Committee Charter contains the Committee's responsibility on reviewing and monitoring the external auditor's suitability and effectiveness on an annual basis.	Compliant	Provide link/reference to the company's Audit Committee Charter	Audit committee measures the effectiveness of the external auditors based on consistent performance.
Recommendation 9.3			
9.3.1. Company discloses the nature of nonaudit services performed by its external auditor in the Annual Report to deal with the potential conflict of	Compliant	The Company does not have any engagement with its external auditors for non-audit services.	Not Applicable

9.3.2. Audit Committee stays alert for any potential conflict of interest situations, given the guidelines or policies on non-audit services, which could be viewed as impairing the external auditor's objectivity.	Compliant	(Please see Manual on Corporate Governance 2020)	The Audit Committee is tasked with evaluation of all non-audit services provided by the external auditor as part of its general oversight of the latter and continuing assessment of the latter's integrity and impartiality.
Principle 10: The company should ensure that the material and reportable non-financial and sustainability issues are disclosed.			
Recommendation 10.1			
10.1.1. 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.	Compliant	(Please see Manual on Corporate Governance 2020)	Being practiced and pending for disclosure.
10.1.2. Company adopts a globally recognized standard/framework in reporting sustainability and nonfinancial issues	Non-Compliant	(Please see Manual on Corporate Governance 2020)	For Compliance
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.			
11.1.1. The company should have a website to ensure a comprehensive, cost efficient, transparent, and timely manner of disseminating relevant information to the public.	Compliant	The Company has a website: https://www.trusteeshipplans.com/	This website ensures a comprehensive, cost efficient, transparent, and timely manner of disseminating relevant information to the public.

Principle 12: To ensure the integrity, transparency and proper governance in the conduct of its affairs, the company should have a strong and effective internal control system and enterprise risk management framework			
12.1.1. Company has an adequate and effective internal control system in the conduct of its business.	Compliant		Necessary controls, checks and balances are integrated in the Company's operations.
12.1.2. Company has an adequate and effective enterprise risk management framework in the conduct of its business.	Compliant	The Company has an Internal Audit Department which annually reviews the enterprise risk management framework in the conduct of its business.	Controls are constantly being improved upon.
Recommendation 12.2			
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	The Company has an independent inhouse Internal Audit Department that provides an independent and objective assurance and consulting services designed to add value in improving company processes and	The Internal Audit function is handled by an in-house team
Recommendation 12.3			
12.3.1. The company has a qualified Chief Audit Executive (CAE) appointed by the Board	Non-Compliant	The Board may appoint a Chief Audit Executive (CAE) to perform the audit function, and may require him to report to a level in the organization that allows the internal audit activity to fulfill its mandate. The Internal Auditor shall be guided by the International Standards on Professional Practice of Internal Auditing. (Please see Corporate Governance Manual 2020	The Company shall assess the incremental effectiveness of qualifying a chief audit execution given its very flat and small organization
12.3.2. CAE oversees and is responsible for	Non-Compliant	The Board may appoint a Chief Audit	Please refer to 12.3.1

the internal audit activity of the organization, including that portion that is outsourced to a third-party service provider.		Executive (CAE) to perform the audit function, and may require him to report to a level in the organization that allows the internal audit activity to fulfill its mandate. The Internal Auditor shall be guided by the International Standards on Professional Practice of Internal Auditing. (Please see Corporate Governance Manual 2020	
12.3.3. 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	Compliant	Identify qualified independent executive or senior management personnel, if applicable. This is not applicable to our company. The company has its own in-house internal audit department, and has never outsourced any internal audit function or activit	Internal Audit functions are carried out wholly in-house.

Recommendation 12.4

12.4.1. The company has a separate risk management function to identify, assess and monitor risk exposures.	Non-Compliant	Identify qualified independent executive or senior management personnel, if applicable. This is not applicable to our company. The company has its own in-house internal audit department, and has never outsourced any internal audit function or activities	TPI's Board as a whole, carries out related risk management functions.
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Recommendation 12.5

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).	Non-Compliant	Identify the company's Chief Risk Officer (CRO) and provide information on or reference to a document containing his/her responsibilities and	Owing to its flat organization, TPI Board oversees related risk management functions.
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12.5.2. CRO has adequate authority, stature, resources and support to fulfill his/her responsibilities.	Non-Compliant	Identify the company's Chief Risk Officer (CRO) and provide information on or reference to a document containing his/her responsibilities and qualifications/background.	Please refer to 12.5.1
Principle 13: The company should treat all shareholders fairly and equitably, and also recognize, protect and facilitate the exercise of the rights.			
Recommendation 13.1			
13.1.1. Board ensures that basic shareholder rights are disclosed in the Manual on Corporate Governance.	Compliant	The Company's MCG 2020 clearly specifies stockholders' rights and ensures protection of minority stockholders' interests. (Please see Manual on Corporate Governance 2020)	Shareholder rights are clearly defined and discussed in the Manual
13.1.2. Board ensures that basic shareholder rights are disclosed on the company's website	Compliant	Provide link to company's website	Disclosed in the Company's posted MCG; for updating
Recommendation 13.2			
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	For reference: See the MCG and By-Laws of TPI	Shareholder rights are clearly defined and discussed in the By-Laws of the the Corporation and Manual
Recommendation 13.3			
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	Provide information or reference to a document containing information on all relevant questions raised and answers during the ASM and special meeting and the results of the vote taken during	Results of stockholders meeting are fully disclosed to shareholders.

		the most recent ASM/SSM	
13.3.2. Minutes of the Annual and Special Shareholders' Meeting are available on the company website within five business days from the end of the meeting	Non-Compliant	Provide link to minutes of meeting in the company website. Indicate voting results for all agenda items, including the approving, dissenting and abstaining votes. Indicate also if the voting on resolutions was by poll. Include whether there was opportunity to ask question and the answers given, if any.	For Compliance
Recommendation 13.4			
13.4.1. Board has an alternative dispute mechanism to resolve intracorporate disputes in an amicable and effective manner	Non-Compliant	Provide details of the alternative dispute resolution made available to resolve intra-corporate disputes.	Shareholdings is divided over a few shareholders in which harmonious relationships are maintained.
13.4.2. The alternative dispute mechanism is included in the company's Manual on Corporate Governance.	Non-Compliant	Provide link/reference to where it is found in the Manual on Corporate Governance.	Please refer to 13.4.1
Principle 14: The rights of stakeholders established by law, by contractual relation through voluntary commitments must be respected. Where stakeholders' rights and/or interests are at stake, stakeholder should have the opportunity to obtain prompt effective redress for the violation of their rights.			
Recommendation 14.1			
14.1.1. Board identifies the company's various stakeholders and promotes cooperation between them and the	Compliant	Provide link/reference to where it is found in the Manual on Corporate	Board resolutions are unanimously passed underscoring acceptance of goals and results leading to sustained

company in creating wealth, growth and sustainability.		Governance.	shareholders' growth and wealth generation.
Recommendation 14.2			
14.2.1. Board establishes clear policies and programs to provide a mechanism on the fair treatment and protection of stakeholders	Compliant	Identify policies and programs for the protection and fair treatment of company's stakeholders	Board's policy of unanimous decisions and resolutions is a measure to protect stakeholders.
Recommendation 14.3			
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	Provide the contact details (i.e. name of contact person, dedicated phone number or e-mail address, etc.) which stakeholders can use to voice their concerns and/or complaints for possible violation of their rights. Provide information on whistleblowing policy, practices and procedures for stakeholders.	Communication is assured given the small number of shareholders.
Principle 15: A mechanism of 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			
15.1.1. Board establishes policies, programs and procedures that encourage employees to actively participate in the realization of the company's goal and in its governance.	Compliant	Provide information on or link/reference to company policies, programs and procedures that encourage employee participation	Employees are informed of the principles behind effective corporate governance.
Recommendation 15.2			
15.2.1. Board sets the tone and makes a stand	Non-Compliant	The Company's MCG 2020	For compliance; to be incorporated in

15.2.1. Board sets the tone and makes a stance against corrupt practices by adopting an anti-corruption program in its Code of Conduct.		clearly specifies the Board's Duties and Responsibilities. (Please see Manual on Corporate Governance 2020)	the code of conduct currently being completed.
15.2.2. Board disseminates the policy and program to employee across the organization through trainings to embed them in the company's culture.	Compliant	Identify how the board disseminated the policy and program to employees across the organization.	Company policies, goals and industry situationers are consistently shared across the organization.
Recommendation 15.3			
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	Disclose or provide link/reference to the company whistle-blowing policy and procedure for employees. Indicate if the framework includes procedures to protect the employees from retaliation. Provide contact details to report any illegal or unethical behavior.	TPI has a lean organization; employee concerns are welcomed by the VP-administration
15.3.2. 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	Non-Compliant	Disclose or provide link/reference to the company whistle-blowing policy and procedure for employees. Indicate if the framework includes procedures to protect the employees from retaliation. Provide contact details to report any illegal or unethical behavior.	For compliance
15.3.3. Board supervises and ensures the enforcement of the whistleblowing framework.	Non-Compliant	Provide information on how the board supervised and ensured enforcement of the whistleblowing framework, including any incident of	For Compliance

whistleblowing

Principle 16: The company should be socially responsible in all its dealing 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 16.1

16.1.1. 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

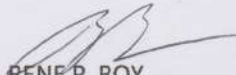
Provide information or reference to a document containing information on the company's community involvement and environment-related programs

The Company has a continuing effort to shift to electronic reports to reduce the consumption of paper. The Company annually provides for a Christmas program for the children under the care of DSWD in Quezon City. During the covid pandemic episodes, the Company has contributed medical supplies to the Veterans Hospital and the RVM sisters in Quezon City. The Company has also given some assistance to its sales force whose source of income are drastically reduced during natural disasters. In November 2024, TPI has donated supplies/materials needed by the children/orphans under the care of DSWD, Quezon City. TPI, likewise, grants donations to a foundation supported by the Federation annually.

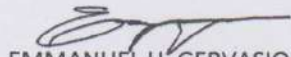
CERTIFICATION

The undersigned certify that the responses and explanations set forth in the above Company's Annual Corporate Governance Report are true, complete and correct of our own personal knowledge and/or based on authentic records.

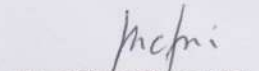
Signed in Quezon City on the MAY 30 of 2025, 2025


RENE P. ROY
CHAIRMAN OF THE BOARD


CHARLIE REMOND B. BIESCAS
CORPORATE SECRETARY


EMMANUEL U. GERVASIO
INDEPENDENT DIRECTOR


ADRIAN R. CANLAS
PRESIDENT/CEO

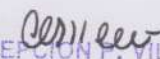

MA. CORAZON C. TRIA
COMPLIANCE OFFICER


AMALIO R. VALENCIA
INDEPENDENT DIRECTOR

SUBSCRIBED AND SWORN to before me this MAY 30 day of 2025, 2025 by the following who are all personally known to me (or whom I have identified through competent evidence of identity) and who exhibited to me their respective identification document as follows:

Name	ID No.	Issued by
1. RENE P. ROY	146-473-951-000	Bureau of Internal Revenue
2. ADRIAN R. CANLAS	115-322-025-000	Bureau of Internal Revenue
3. Ma. CORAZON C. TRIA	137-435-318-000	Bureau of Internal Revenue
4. CHARLIE REMOND B. BIESCAS	307-605-717-000	Bureau of Internal Revenue
5. EMMANUEL U. GERVASIO	DL: N10-73-020195	Land Transportation Office
6. AMALIO R. VALENCIA	901-930-820-000	Bureau of Internal Revenue

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Book No. 99
Series of 2025


ATTY. CONCEPCION P. VILLAREÑA
Notary Public for Quezon City
Until December 31, 2025
PTR No. 8983624 / January 2, 2025 Q.C.
IBP No. 461867 / October 29, 2024 Q.C.
Roll No. 30457 / 05-09-1980
MCLE VII-0006994 / 09-21-2021
ADM. MATTER No. NP-021 (2024-2025)
TIN No. 131-942-754