



**REMUNERATION & COMPENSATION COMMITTEE  
(COMMITTEE MEMBERS SELF-ASSESSMENT)**

The Members of the Remuneration and Compensation Committee were asked how well they performed and indicate rating using the scale of 1 to 5 ( 1- Poor, 2- Below Average, 3- Average , 4- Above Average and 5 - Excellent ) on the following:

<b>Annex C.3 (Remuneration/ Compensation Committee Self-Assessment)</b>	<b>RATINGS</b>
<b>I. Setting of Committee Structure and Operation</b>	
1. The Compensation committee has at least three (3) voting Directors. Is this part of the Remuneration/ Compensation Committee’s Charter?	5
2. At least one of the Committee members is an Independent Director. Is this part of the Remuneration/ Compensation Committee’s Charter?	5
3. Meetings (frequency, etc.). Is this part of the Remuneration/ Compensation Committee’s Charter?	5
4. Evaluations. Is this part of the Remuneration/ Compensation Committee’s Charter?	5
<b>II. Committee Responsibilities</b>	
1. It oversees the development and administration of Remuneration Programs aligned with over-all philosophy and strategy. Is this part of the Remuneration/ Compensation Committee’s Charter?	5
2. It evaluates the appropriate compensation for the Board of Directors. Is this part of the Remuneration/ Compensation Committee’s Charter?	5
3. There is a schedule of all planned meetings for the year, which maps how the committee’s responsibilities are addressed over the year. Is this part of the Remuneration/ Compensation Committee’s Charter?	5

This is to certify that the ratings in this appraisal/performance report are true and correct results of the Committee Members self-assessment made by 2023 Board of Directors.

**(SGD) MARSHA LOURDES P. CONANAN-MORATO**  
Corporate Secretary

