

REMUNERATION & COMPENSATION COMMITTEE (COMMITTEE MEMBERS SELF-ASSESSMENT)

Annex C.3 (Remuneration/ Compensation Committee Self-Assessment)	RATINGS
I. Setting of Committee Structure and Operation	
1) The Compensation committee has at least three (3) voting Directors. Is this part of the Remuneration and Compensation Committee's Charter?	5
2) At least one of the Committee members is an Independent Director. Is this part of the Remuneration and Compensation Committee's Charter?	3.34
3) Meetings (frequency, etc.). Is this part of the Remuneration and Compensation Committee's Charter?	3.34
4) Evaluations. Is this part of the Remuneration and Compensation Committee's Charter?	3.34
II. Committee Responsibilities	
1.) It oversees the development and administration of Remuneration Programs aligned with overall philosophy and strategy. Is this part of the Remuneration and Compensation Committee's Charter?	3.34
2.) It evaluates the appropriate compensation for the Board of Directors. Is this part of the Remuneration and Compensation Committee's Charter?	3.34
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 and 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 2024 Board of Directors.

(SGD) NIKKI JAMES C. FRANCISCO
Corporate Secretary